



## Talent Management Statement

The Mercian Collaboration currently operates a [buddying scheme](#), through the [Staff Development Group \(MSDG\)](#). Workforce development lies at the heart of the [Collaboration's strategic agenda](#), and over the past year, we've been exploring a larger programme of workplace placements and projects. The Mercian Collaboration are keen to explore 'talent management' to encourage and develop staff to experience and learn, not only from the technical and operational activities within our partner libraries, but also benefit through exposure to disparate cultural perceptions and practices across the sector.

At this stage we are not proposing a formal scheme. Nevertheless, the Collaboration and its Directors still believe such exchanges would be beneficial to the individuals and institutions involved, both hosts and hosted. As such, the Collaboration wishes to express its strongest level of support and encouragement for such talent management placements and projects, facilitated by partner organisations themselves.

While such support does not currently extend to organisational operation of any scheme, wherever and whenever possible, the Collaboration would be delighted to enable any participants' experience sharing through its programme of workshops and annual conference, or online presence.

*Dave Parkes, Chair Mercian Collaboration, March 2018.*