



Librarianship Needs Intrapreneurial Behaviour

by

Ganapathi Batthini
Librarian, EDI



Intrapreneurship

An intrapreneur is someone who:

- a. The person who does entrepreneurial work within an organization is an intrapreneur, and the process by which he/she affects change, intrapreneurship.
- b. Thus, intrapreneurs are called as employed entrepreneurs who work within the constraints and support of complex organizations. Their work takes place within the context of organizational responsibilities and relationship. They exist at all levels in organizations.



Intrapreneurship

- c. Works within a company to develop an idea into a workable product.
- d. Intrapreneurs are given a high level of autonomy for their projects by the companies they work for and they are often said to be acting essentially like entrepreneurs without the risks associated with being an entrepreneur.
- e. Intrapreneurs are also strongly linked as imagination includes exploring possible barriers and problems facing the project and figuring out various solutions.



PARADIGM SHIFT IN MANAGERIAL CHARACTERISTICS

Traditional Librarian	Intrapreneurial Librarian
Considers him/herself as the Librarian. Primary motive is power.	Considers him/herself as a team leader, mentor, and Role Model. Primary motive is autonomy.
Follows a defined chain of command.	Deals with anyone necessary to make a decision or do the job.
Manages information.	Shares information.
Has the confidence to make decisions alone.	Accepts responsibility but involves others in the decision.



PARADIGM SHIFT IN MANAGERIAL CHARACTERISTICS

Traditional Librarian	Intrapreneurial Librarian
Concentrates on what he or she is best at, such as finance or marketing.	Tries to master a number of management disciplines, forever learning.
Demands hard work; expects long hours as evidence of commitment.	Demands result.
Imposes decisions.	Creates options.
Is rigid.	Is flexible. Understands situations.
Usually delegates & supervises.	No hesitation in doing any work, may delegate also.
Keeps attention on events inside the organization.	Keeps attention on events both inside and outside.



PARADIGM SHIFT IN MANAGERIAL CHARACTERISTICS

Traditional Librarian	Intrapreneurial Librarian
Is very careful in taking risk.	Is moderate risk taker, may take little personal risk.
Status symbol more important.	Freedom symbols more important.
Tendency to agree with boss.	Capable at getting others to agree, has more patience.



INTRAPRENEUR'S TEN COMMANDMENTS

- Come to work each day willing to be fired.
- Avoid any orders aimed at stopping your dream.
- Do what you feel necessary, regardless of job description.
- Find people to help you.
- Follow your intuition about people, work only with the best.
- Work calmly as long as you can. Publicity often hampers.
- Never bet on a race unless you are running in it.
- Remember it is easier to ask for forgiveness than for permission.
- Be true to your goals, but realistic about the ways.
- Honor your sponsors.



Role of Librarian in 21st Century

- Library and Information Science Professionals are supporting campus academic programmes in ways that go beyond traditional bibliographic instruction and collection development responsibilities.
- Librarians have to develop library vision, mission, and goals with input from administrators, teachers, students, parents and all other stakeholders.
- Librarian has to use the footfalls in the library to assess library assets,
- He needs and develop appropriate strategic plan for improvement.
- On the documentation front and maintaining of records, they have enough scientific or technological instruments. Making a proper use of it, librarians are doing great management on all aspects of the library programmes.
- Librarian has to decide how much s/he is going to use on Cases, Book, CDs, Periodical and magazines. It is his/her duty to make equilibrium among all the requirements.



Concluding Remarks

Putting altogether, it can be concluded as, the librarian is an Intrapreneur within the organisation, who always made efforts to maximise the satisfaction to the user as well as stakeholders.



Acknowledgement

Heartful thanks to my
colleague

Dr. Amit Kumar Dwivedi



Thanks