

# Brooklyn Public Library

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To Whom It May Concern:

Brooklyn Public Library's Human Resource Department engaged Shared Results to conduct a departmental planning and team building retreat. The purpose of the retreat was multifold:

- First, the department needed to re-identify it's role within the organization-- specifically Human Resources needed to develop a new plan of action to grow and change with the organization;
- Second, the department wanted to start thinking about it's vision, role and contribution to the organization; and
- Finally we needed to conduct some internal team building.

Based on a departmental assessment, Shared Results developed a day-long retreat agenda to focus on the aforementioned. Shared Results researched and introduced new HR concepts for staff to think about when discussing it's future role within the organization. Additionally, various team- building exercises were built into the agenda to provide the retreat with some team learning and levity.

The entire department evaluated the retreat as a success. Some difficult issues have been addressed. More importantly, the department will continue to work on the aforementioned goals.

The HR department is very pleased with the results.



Debra A. McDowell  
Director Human Resources