

# Nurturing Talent to Nurture Success

*Enabling Experiential Learning Opportunities Across Harvard*



# 30%

want more opportunities to  
grow & develop



Coordinated  
Formalized  
Accessible

LIBRARY.HARVARD.EDU *Nurturing Talent to Nurture Success  
Open Meetings*

## Confirmed Pilot Partners

**HARVARD**  
GRADUATE SCHOOL OF EDUCATION  
Monroe C. Gutman Library

**HARVARD**  
LIBRARY  
Research Data  
Management Program

**ACADEMIC  
TECHNOLOGY**  
for the FACULTY OF ARTS & SCIENCES  
Harvard University  
Digital Scholarship  
Support Group

**HARVARD  
LAW**  
Harvard Law  
School Library

**HARVARD**  
LIBRARY  
Lamont Library  
Maps & Media (HCL)

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# User Research

Learning from those who have experienced an ELO (past participants and former hosts)

*surveys and interviews*

Learning from interested hosts and participants

*surveys and interviews*

*sketching sessions*

Usability testing of the platform

User experience assessment of the entire process for hosts and participants (and participant's managers)

*surveys and interviews*

*“I liked having an opportunity to learn something about a different part of my library, work with colleagues in another department, and have something new and different from the work I'd been doing for so long.”*

*“It gave me a chance to develop new skills in an area I wanted to eventually transition into and to maintain/further develop relationships with library staff in those areas. (a couple of years and several more intermediate steps later, the 80/20 did end up leading to my current position)”*

*“It was amazing to work on things I didn't normally work on with people I didn't normally work with -- I learned a great deal and gained so many new skills because of that.”*