Abstract
The paper highlights the changing nomenclature of Librarians to knowledge managers, in the present era of Information Technology (IT). To fulfill the criteria of new librarianship, the paper attempts to discuss the innovative concept, need, objectives of Librarian Development Programme (LibDP). It further gives detailed case study of LibDP programme carried out at BRCM College of Business Administration, Surat jointly organized with Management Libraries Network (MANLIBNET). The case study may be considered as a pilot project for developing different programmes under the umbrella of LibDP (Librarian Development Programme). The word ‘Librarian Development Programme (LibDP)’ was probably coined for the first time for LIS professionals at the workshop. A leaf was taken from the ‘Faculty Development Programme (FDP)’ with an idea of organizing more and more such programs for LIS professionals in future. Finally, it appeals for the support and encouragement for organizing such ‘LibDP’ for LIS professionals and expresses the hope that all the leading library associations would encourage such programs on a regular basis to establish a precedent in the desired direction.

Keywords: Librarian Development Programme (LibDP), MANLIBNET, Faculty Development Programme (FDP)

Introduction
Dr. S.R. Ranganathan’s fifth law of Library Science says that “Library is a Growing Organism”. As there is a change and growth in all the fields of academics, this change has influenced the importance of libraries in the academic institutions remarkably. The society at large still has the old image of academic librarians which needs to be changed and improved in a positive direction. The entire responsibility of changing our own image and the image of the profession lies on us, the librarians and the information professionals.

The library professionals have to fulfill the expectations of the users of the current era of information overload. The process of the professional improvisation and commitment has already begun in this decade where the nomenclature of the librarians has changed to Information Scientists, Information Managers, and Knowledge Managers etc.

Need for Librarian Development Programme (LibDP)
Education, knowledge, information, and learning are important facets of academic institutions. The advancement of information and communication technology in the curriculum of academics has brought significant change not only in the library and information services but also in the changing roles and expectations from the librarians and information professionals. Customer-focused and user-oriented approach has replaced the traditional librarianship which requires specialised subject knowledge and skills. It implies that either by compulsion or willingly, continuing learning is the need of the day for the library and information professionals.

At present, Information Library Network (INFLIBNET) regularly organizes one week SOUL (Software for University Libraries) software training programme for the LIS professionals free of charge. Similarly, there are other open source software training programmes that are being conducted by various organizations across the country, round the year.

Concept of Librarian Development Programme (LibDP)
The idea (or leaf) of Librarian Development Programme (LibDP) has been taken from the faculty development programme (FDP) for the continuing enhancement of knowledge of library professionals. The Faculty Development Programme (FDP) or Management Development Programmes (MDPs) are designed for teachers, researchers and large corporates conduct such programmes for their managers. These programmes are continuously modified and
restructured to address new developmental needs of management educators and teachers. Every year, hundreds of sponsored participants enhance their skills and update their capabilities to keep pace with the changing management practices. They practice and share their knowledge with thousands of participants which slowly bring about a major qualitative change in academia.

Participants are provided an equal opportunity to refresh their knowledge relating to management education and pedagogy with the latest academic practices in the field. Participants develop insights into curriculum planning and academic administration.

Librarian Development Programme (LibDP) will similarly provide participants a unique opportunity for self-development with compulsory courses and specially designed workshops. The compulsory courses should be designed in a manner which may enhance the knowledge of applications of the new information technologies in the field of library and Information Services. The exposure to elective courses should be aimed at improving substantive knowledge in specific functional areas of library management.

Objectives Of Librarian Development Programme (LibDP)
Like any other programme, it is important to understand an objective for the work to be performed.

The objectives of this programme are:

- to equip librarians with new skills and knowledge of the nascent IT developments that are essential for providing better library services to the users.
- to maintain and enhance library effectiveness;
- to help librarians to fulfill academic responsibilities; and
- to help the participants in understanding the IT discipline for merging the library science and IT knowledge for the better functioning of libraries.

Librarian Development Programme (LibDP) - One Day Workshop on “Human Approach in Librarianship” – An initiative by MANLIBNET: A Case Study
Management Libraries Network (MANLIBNET) was formed for sharing of resources and information among the libraries by fostering a spirit of cooperation and weaving them together in a networking arrangement. The main objectives of MANLIBNET are to provide a common forum to the professionals; and to develop understanding and co-operation particularly among management and business libraries. The one day workshop under the umbrella of Librarian Development Programme (LibDP) is another milestone of MANLIBNET towards the professional and educational enhancement of information managers.

Management Libraries Network (MANLIBNET) and BRCM College of Business Administration, Surat had organized a Librarian Development Programme (LibDP) – One Day Workshop on “Human Approach in Librarianship” at BRCM College, Surat in September last year.

Development of Roadmap
Over the recent past, the libraries have witnessed the tremendous impact of information technology (IT) on their daily library operations and services. IT has revolutionized the way people communicate, locate, retrieve and treat information. Internet has become standard equipment/tool to access and retrieve the information available across the globe.

The working environment of nascent libraries is collaborative in areas that range from computing systems to traditional library functions. At this juncture one must not forget that no IT system can replace human interaction and the role played by the librarians to deliver value added services to the users’ satisfaction. The high value of soft skills is needed even in digital librarianship. In addition to the necessary technical skills, library professionals need to develop strong inter personal and team-work skills.

Keeping these objectives in mind, the above workshop was organized for the development of human approach in librarianship to improve self-management and relationship between library and its stakeholders like students, teachers, research scholars, users of corporate libraries and so on.

Outline of the Programme
The programme was scheduled from 9:30 a.m. to 5:30 p.m. which included brain-storming technical sessions and a commercial presentation from a leading publisher of online library products.

Besides a couple of MANLIBNET office bearers the program was graced by eminent speakers and dignitaries from the field Library and Information Science and the senior management of BRCM College.

Technical Sessions
Technical Session - 1
The speaker of the first technical session Dr. (Mrs.) Shyama Rajaram, Head of the LIS Department, M. S. University, Baroda conducted an interactive session with the participants on “Human Relations in Librarianship”. She explained the role of human relations within the library system as well as outside the working environment. She stressed upon the need for user education and identified the relevance for the same. She opined that the inter-library relationships had many advantages and cited examples to supplement the facts. She also said that professionalism was a pre-requisite in human relations in librarianship and explained the importance of professional associations as educators. She further added that Lib2.0 is a two way flow of information to users and vice versa. During this unique session she involved the participants by giving them some HR
related activities to which the participants reciprocated with great zeal.

**Technical Session – 2**

The speaker of the second technical session Dr. Vipul Vyas, Corporate HRD Trainer and Management Faculty at BRCM College enlightened the gathering on “Emotional Intelligence for Librarians”. He touched upon the two basic instruments given to human beings by God, viz. the role of mind and body. He brought out the difference between Intelligence and IQ. He also explained the emotion related dysfunctions and its effect on human body. He emphasized upon the importance of self analysis and how it was instrumental in keeping away the stress. He further added that emotions and actions are mutually dependent and elaborated various components of emotional intelligence viz., self awareness, self management, self confidence, empathy and self motivation, and the role played by these components.

**Supporting Sessions**

Mr. H. Anilkumar, Librarian, IIM, Ahmedabad while delivering the key note address on “Emerging Trends in Libraries” updated the LIS professionals about the current trends in librarianship, covering topics like use of federated search; remote login VPN, interoperability, availability of online usage statistics, customized displays for users, institutional repositories, Lib 2.0, challenges and opportunities before the LIS professionals and also about some useful URLs with their features. He stressed upon the criticality of the IPR aspects and the kind of focused approach required to addressing these issues.

Mr. Satish Deshpande in his presentation on “Customer Care in Libraries” stressed upon the fact that the users were customers and that along with the job satisfaction, customers satisfaction was an equally important aspect. He cited audio-visual examples to depict how they should be and could be satisfied. He further added that irrespective of age group or class, the customer should be provided services with a smile.

**Findings**

The findings of the study have been gathered from the written and verbal feedback of the Workshop which was attended by 151 delegates from across the state of Gujarat like Rajkot, Bhavnagar, Anand, Vidyaganagar, Ahmedabad, Baroda, Bharuch, Surat, Navsari, Bilimora, Valsad, Vapi and the librarians of the other institutions located at the outskirts of Surat city.

**Feedback from the Participants**

The word ‘Librarian Development Programme (LibDP)’ was coined for the first time for LIS professionals at this workshop. A leaf was taken from the ‘Faculty Development Programme (FDP)’ with an idea that more and more programs of this nature would be organized in future to cater to the development needs of LIS Professionals. It was perhaps for the first time that a state level workshop of this stature was organized for the library science professionals in Surat. The feedback gathered from the participants was overwhelming. Participants expressed their gratitude to the organizers and appealed to extend support and encouragement for continuing with such ‘LibDP’ for LIS professionals. They also expressed the hope that MANLIBNET would encourage such informative and educative programmes on regular basis in future, especially, in the state of Gujarat to establish a precedent in the desired direction. The participants coming from different age groups and rich professional background expressed happiness over the workshop proceedings.

In a nutshell, the workshop achieved its objective of bringing people together for a common professional cause and had proved to be a memorable event for MANLIBNET, BRCM College, and, of course, the heart of the programme, the participants.

**Proposed Course Structure for the future LibDP**

The detailed observation and the findings of above case study proceeds towards the development of proposed course structure for the future Librarian Development Programme (LibDP). These can be bifurcated into short and long duration programmes.

**Short duration programmes could be of**

(i) One Day Workshop (Two Sessions)

1st Session: Technical Session by an eminent expert

2nd Session: Activity for the participants

(ii) Two Days Workshop

1st Day: 1st Session: Technical lecture on one of the aspects of Human Resource Management related to LIS professionals.

2nd Session: Interactive/Group Discussion/Activity for the participants.

2nd Day: 1st Session: Technical lecture on one of the latest invention of IT which could be implemented in the library.

2nd Session: Practical Training on the above.

**Long duration programme could be of:**

(i) One week training programme

1st Day: 1st Session: Technical lecture on one of the aspects of Human Resource Management related to LIS professionals.

2nd Session: Interactive/Group Discussion/Activity for the participants.
2nd Day: 1st Session: Technical lecture on one of the latest invention of IT which could be implemented in the library.
2nd Session: Practical Training on the above.

3rd Day: 1st Session: Technical lecture on Library Management in the present context.
2nd Session: Interactive session.

4th Day: 1st Session: Technical session on different digital library software.
2nd Session: Hands on Computer training.

5th Day: Project Presentation (On any of the above subject)

Conclusion
The above study reveals that regular workshops and training programmes are the need of the day. As, it is being said in human resource management, that there is always possibility of improving upon the skills of the human being. This can be achieved by organizing the regular training programmes under the umbrella of Librarian Development Programme (LibDP) for the LIS professionals. No doubt, at present also a number of programmes are being conducted at different places on different digital library software and other training programmes but it can achieve maximum benefit if they are conducted as the University Grants Commission (UGC) sponsored programmes.

The University Grants Commission (UGC) has established academic staff colleges (ASCs) across the country which conduct regular Orientation and Refresher programmes for the college and university teachers and LIS professionals. These courses have definitely achieved the fruitful domino effect. The participants undergoing these courses have certainly enhanced the knowledge of the nascent developments in their particular area of study. Similarly, conferences, seminars of state, national and international levels have improved writing skills and presenting aptitude of LIS professionals.

It is a humble request from this platform to the University Grants Commission (UGC) and the National Knowledge Commission to take essential steps towards the direction of the above proposed Librarian Development Programmes for the benefit of Library and Information Professionals.

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