

OverDrive[®]

Rev up your L&D Culture

**5 PROVEN STRATEGIES THAT
INFLUENCE YOUR ORGANIZATION'S
BEST ASSET – YOUR TEAM!**



OverDrive[®]

Meet the Speakers



Steve Rosato
L&D Lead



Traci Egan
L&D Accounts



Josh Garcia
Marketing



For questions during the presentation, please use the chat feature and our account representatives will answer as time permits



Recordings of this event will be sent after the webinar

Agenda



Introduction



Fresh from ATD'24



Five Strategies to Rev Up your L&D



Preview: L&D 2024 Report

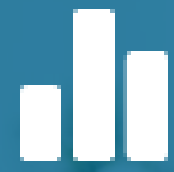


How companies use a digital library as an L&D resource



Q&A





LIVE POLL

What is the top goal of your L&D program in 2024?

Show measurable results/skill improvement

Improve morale/retention

Align with strategic organizational goals

Provide easy to use and well-used staff access to resources

Support company Culture

Gain a better competitive advantage

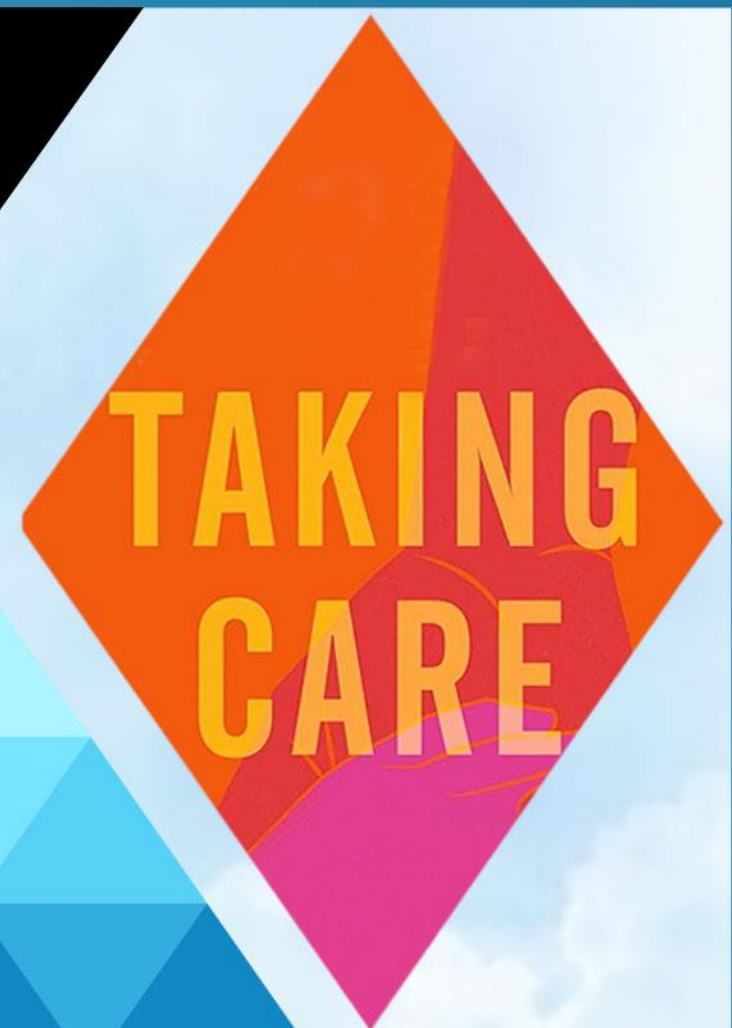
ATD Conference 2024 Sights & Sounds

WOW – were blown away with the event, the keynotes with Matthew McConaughey, Daniel Pink & Venus Williams had 8k+ people, each one had an opening act! Daniel Pink was my favorite by a wide margin.

We were happy to be overrun with attendees at our little booth, met with 150 people – partially for the pickleball set we raffled off, while most were either Libby fans or intrigued with using books and especially having access to a shareable audiobook collection.



5 Strategies to Rev Up Your Team



Strategy

#1

The L&D team is a primary driver in retaining employees - having the right resources is the key to success

A culture of continuous learning feeds and encourages individual professional development.

Offering access to subjects like leadership development, management, industry trends, and technical skills lead to higher employee satisfaction.²

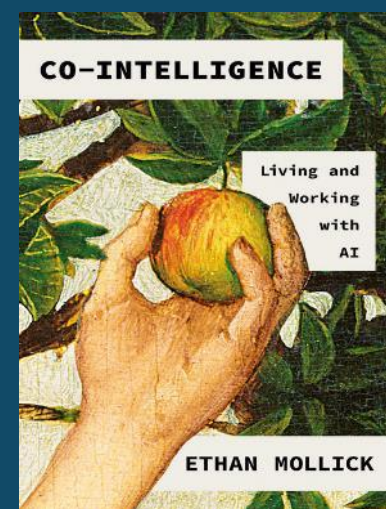
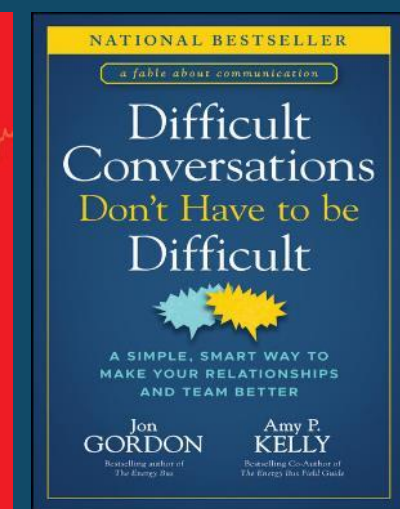
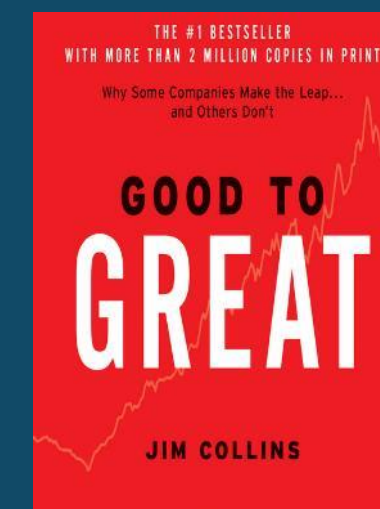
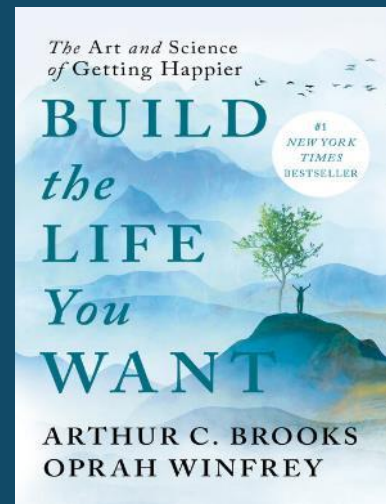
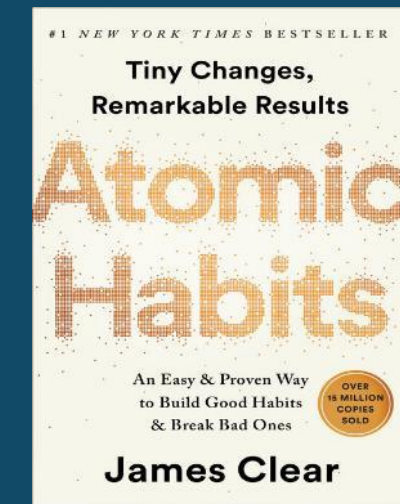
Employees who don't believe they can achieve their career goals are **12X** more likely to consider leaving.²

2x

the rate at which employees remain at companies that excel in internal mobility

94%

of employees would stay at a company longer if it invested in career development¹



Strategy

#2

Developing strong leaders and creating a path for career growth that drives company success

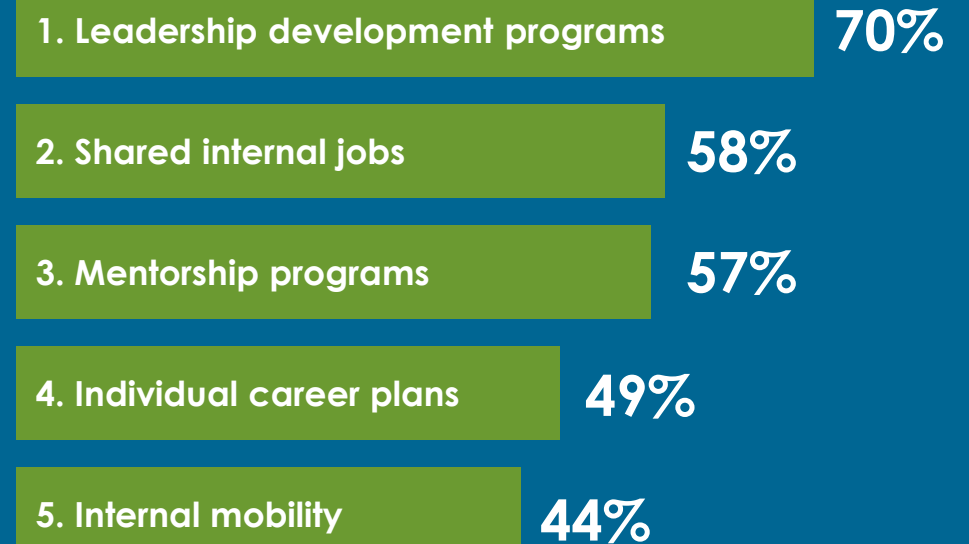
Positively impact company performance by creating a shared and shareable vocabulary among leaders

Organizations where senior managers are aligned and up-to-date on current topics make more informed decisions, positively impacting company performance. ¹

¹ American Management Association Strategy Execution Survey, 2018

² LinkedIn Workplace Learning Report 2024

Leadership development is the most popular tactic by successful companies with strong career development²



Strategy

#3

Promoting a strong organizational culture where teams and individuals feel valued

Employees that are supported and valued by their peers and leaders are more likely to work together and share knowledge.

This collaboration can enhance problem-solving, spark innovation, and efficient decision-making—all of which lead to strong company performance.¹

7 in 10

people say learning improves their **sense of connection** to their organization²

8 in 10

people say learning **adds purpose** to their work²

¹ Leader Culture. The Importance of Organizational Culture in Enterprise Organizations

² LinkedIn Workplace Learning Report 2024

Strategy

#4

Break down silos and foster teamwork!

Improve collaboration within and across teams with the right curated reading lists

Organizations promoting collaborative working are five times as likely to be high-performing ¹

¹ The Deloitte Global Human Capital Trends, 2021



A yellow rectangular graphic for a podcast. On the left is a red microphone icon. To its right, the text 'atd Accidental TRAINER' is displayed in red, with 'atd' in a smaller font above 'Accidental'. Below this, it says 'sponsored by OverDrive' in a smaller font. On the right side, there are two circular portrait photos of women. Below the photos, the text 'Foster Team Alignment' is written in bold black font, followed by 'with Cortney Marchetti & Lindsey Levinsohn' in a smaller black font.

Listen to more about alignment and collaboration on **our recent podcast** with ATD: *Fostering Team Alignment*

Strategy

#5

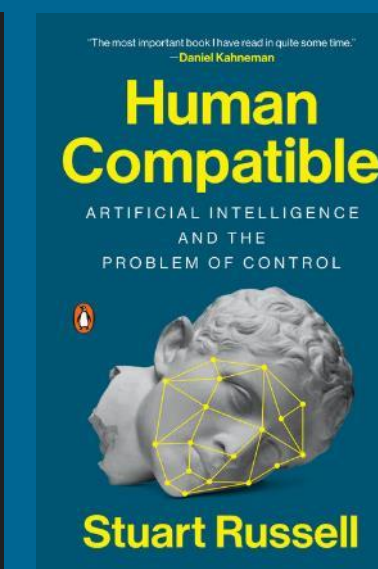
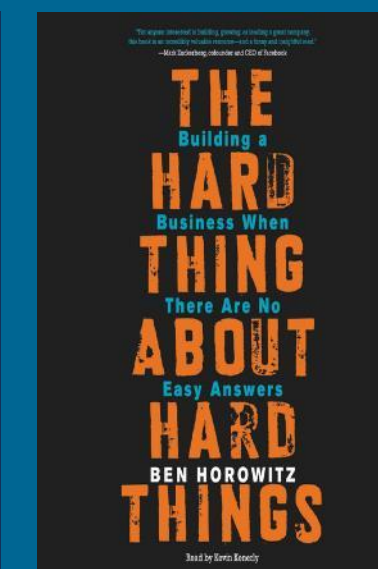
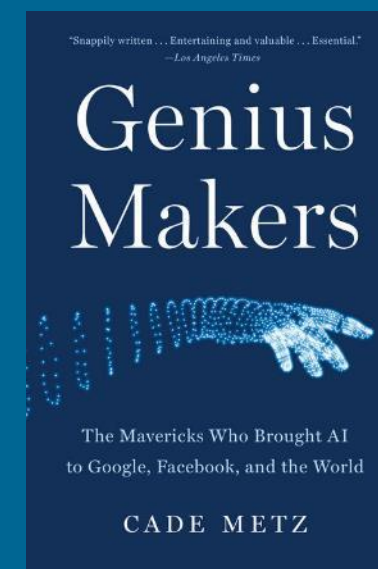
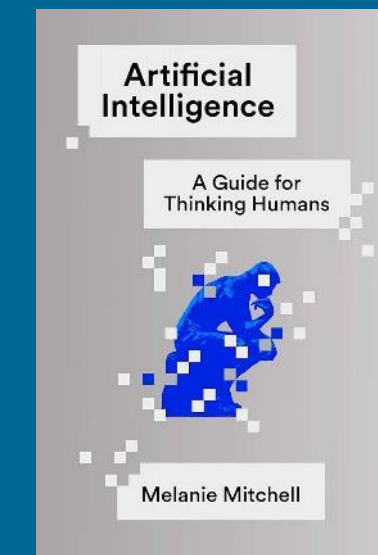
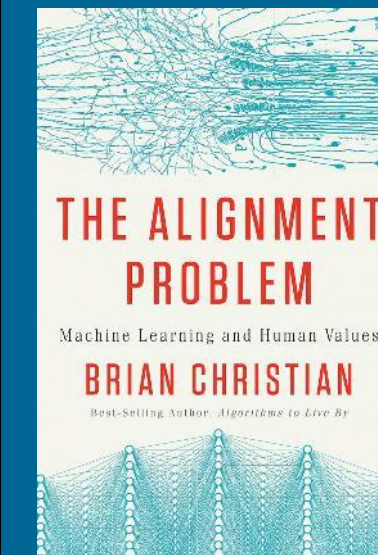
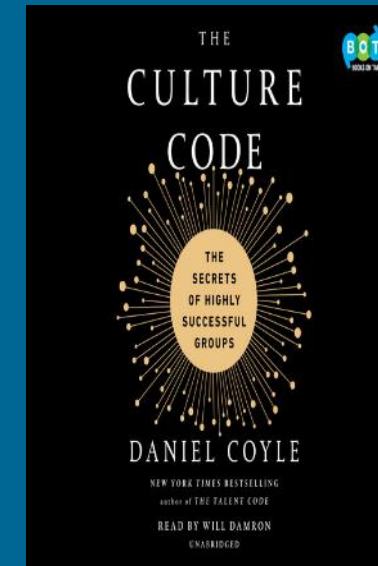
Cultivate a culture by allowing room for choice and individualized growth

Exposure to diverse ideas and perspectives can stimulate creativity within teams

Access to a broad range of topics outside an immediate field of work often leads to the cross-pollination of ideas and innovative solutions¹

Companies with built-in, ongoing learning resources help create a climate open to receive new ideas

¹ PwC's Innovation Benchmark Report, 2017



AI is just one popular topic that can lead to unique company solutions

Coming Soon



2024 L&D Research Report



We interviewed 150 HR executives, director or above. With the findings of this survey, we're releasing a guide that shows **3 Ways to Make a Lasting Impact & Retain Talent**

1. How to reimagine incentives for L&D
 2. Capitalizing on leadership support
 3. Present fresh content, continuously
-

What is OverDrive?

GOOD TO
GREAT

JIM COLLINS

Think Like a
Rocket
Scientist



JavaScript
The Definitive Guide



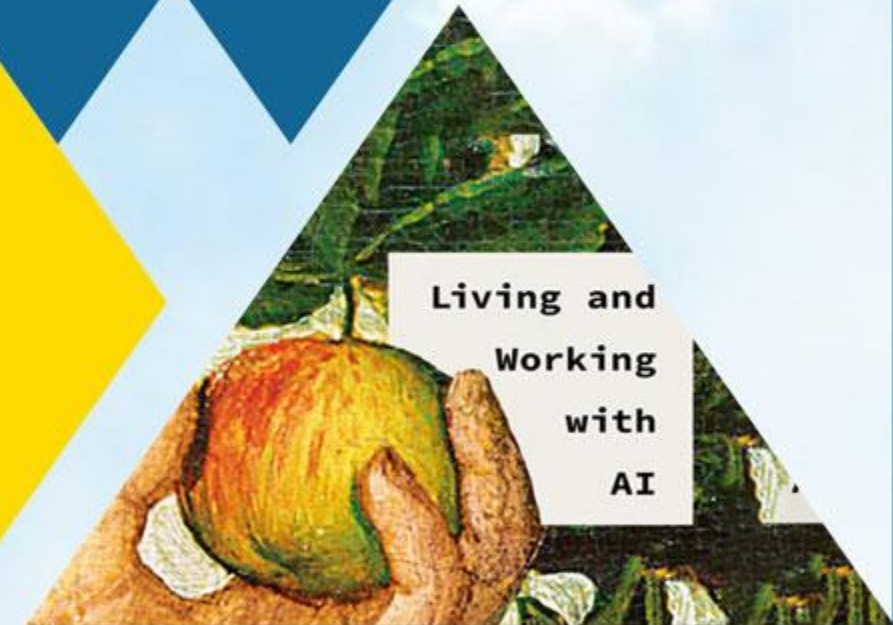
MATT
RIDLEY

New York Times Bestselling Author of
The Rational Optimist

HOW
INNOVATION
WORKS



Living and
Working
with
AI



Proudly supporting organizations everywhere



OverDrive Content

- An unparalleled selection **adding on average 50k ebooks/audiobooks every month**
- Working with publishers/suppliers from around the world, offering **the widest selection of digital content**
- We partner with **30,000+ major and independent publishers** to deliver this unrivaled digital content catalog.

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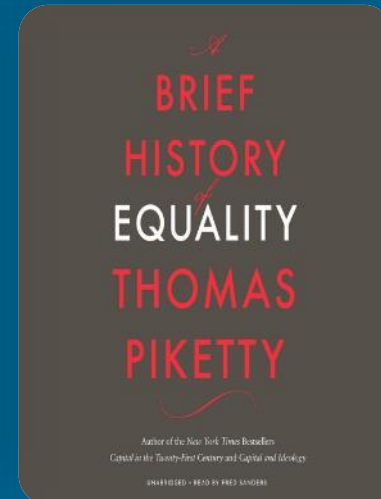
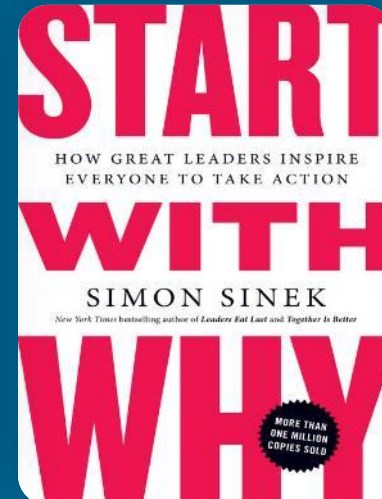
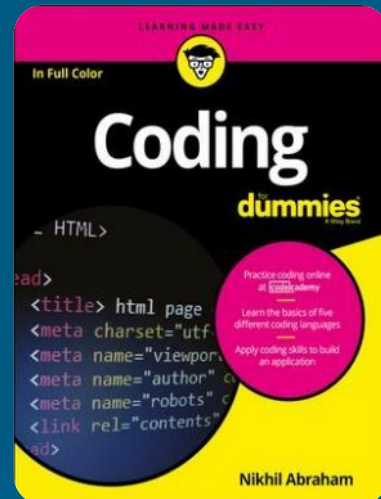
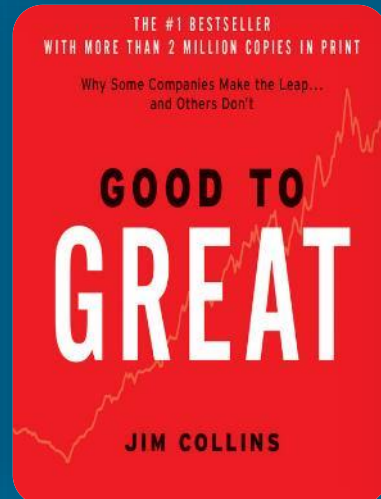
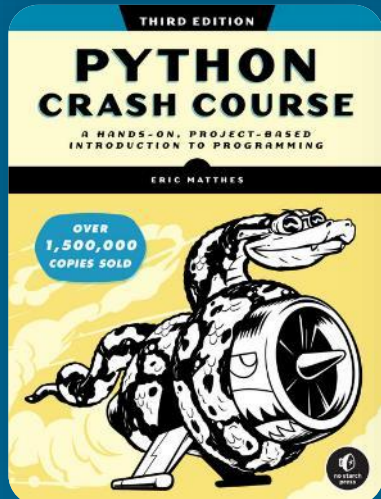
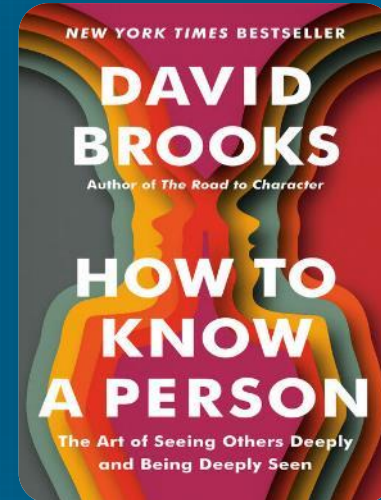
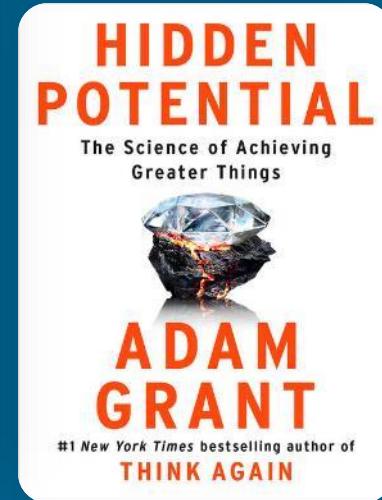
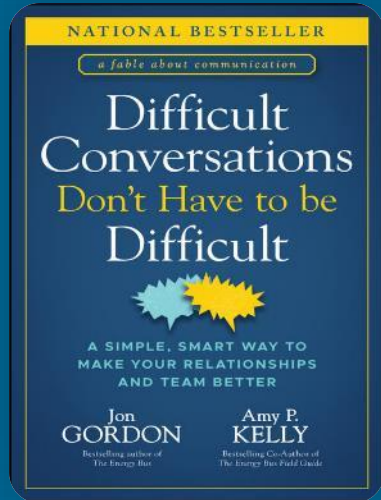
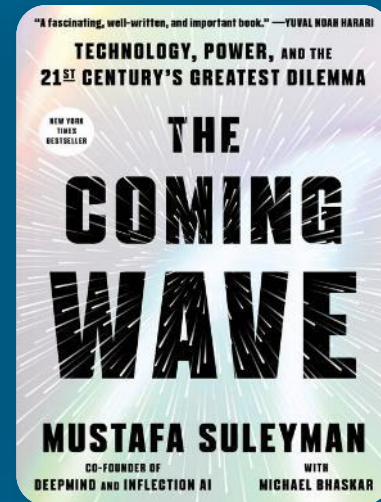
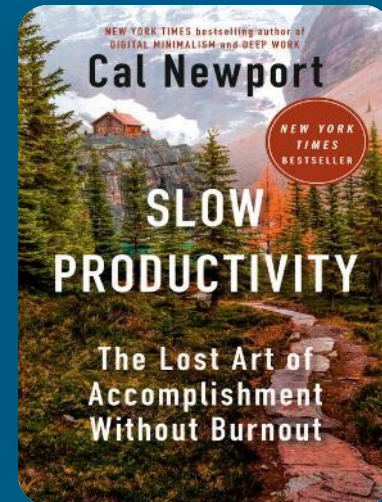
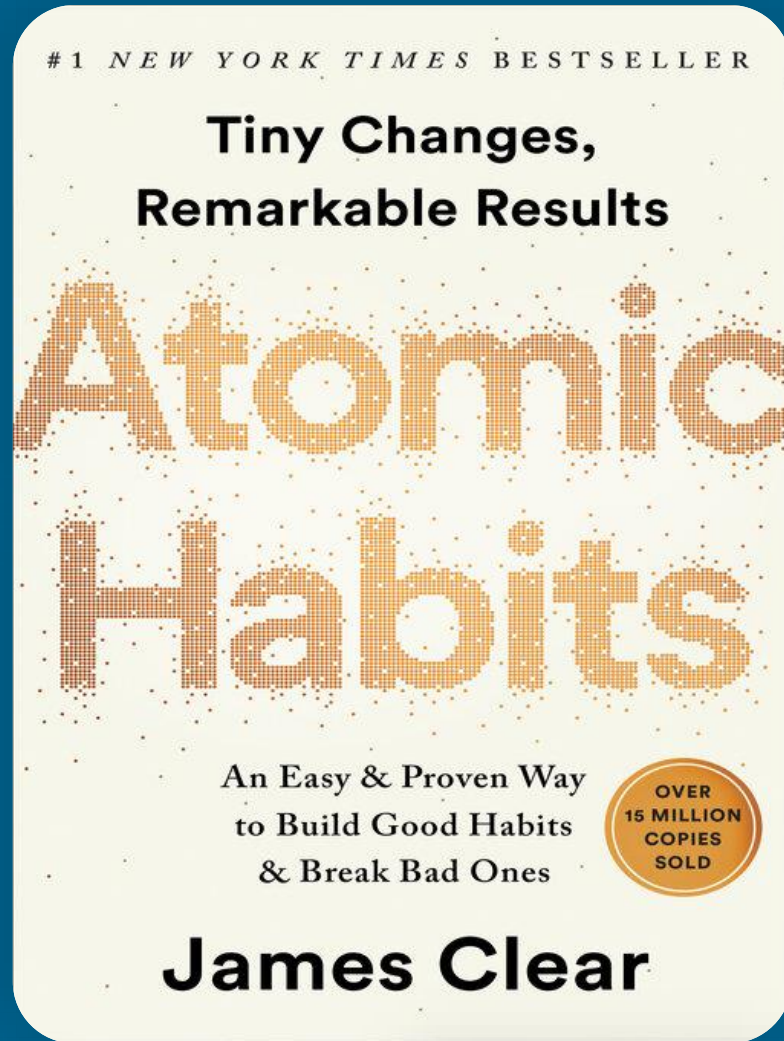
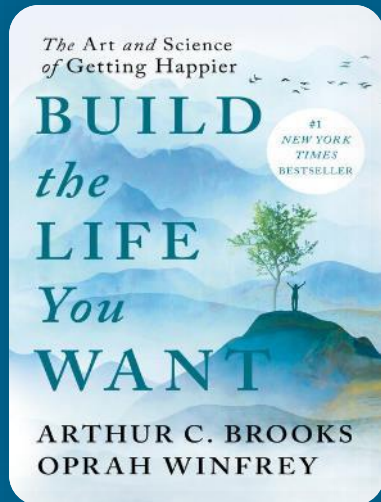
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Audiobooks



Audiobooks are **surging** in usage across organizations and teams of **all types and sizes**.



Audiobooks accommodate multiple learning types and can make otherwise unavailable titles available to employees with visual impairments.



There is good reason for this growth. Colleagues and leaders can listen to audiobooks while commuting or while running errands.



Plus, with *OverDrive Listen in Libby*, employees can highlight and bookmark with audiobooks and take exportable notes for use in projects or research.

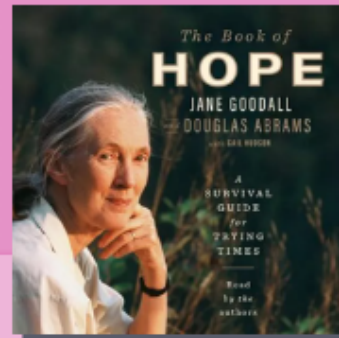
Book Club

Case Study



University Hospitals

The Science of Health. *The Art of Compassion.*



Looking at the headlines—the worsening climate crisis, a global pandemic, loss of biodiversity, political upheaval—it can be hard to feel optimistic. And yet hope has never been more desperately needed. Jane Goodall, the world's most famous living naturalist, and Douglas...

FEATURED
The Book of Hope

BORROW

CLIFF'S PICK



May is Mental Health Month. This month's pick is "The Book of Hope" by Jane Goodall..

Two book clubs
hosted by leadership
each quarter

Why University Hospital's book club is successful:

- Titles are chosen by committee
- Leadership involvement
- Subjects are varied and topical
- Promote! Promote! Promote!

The Libby App

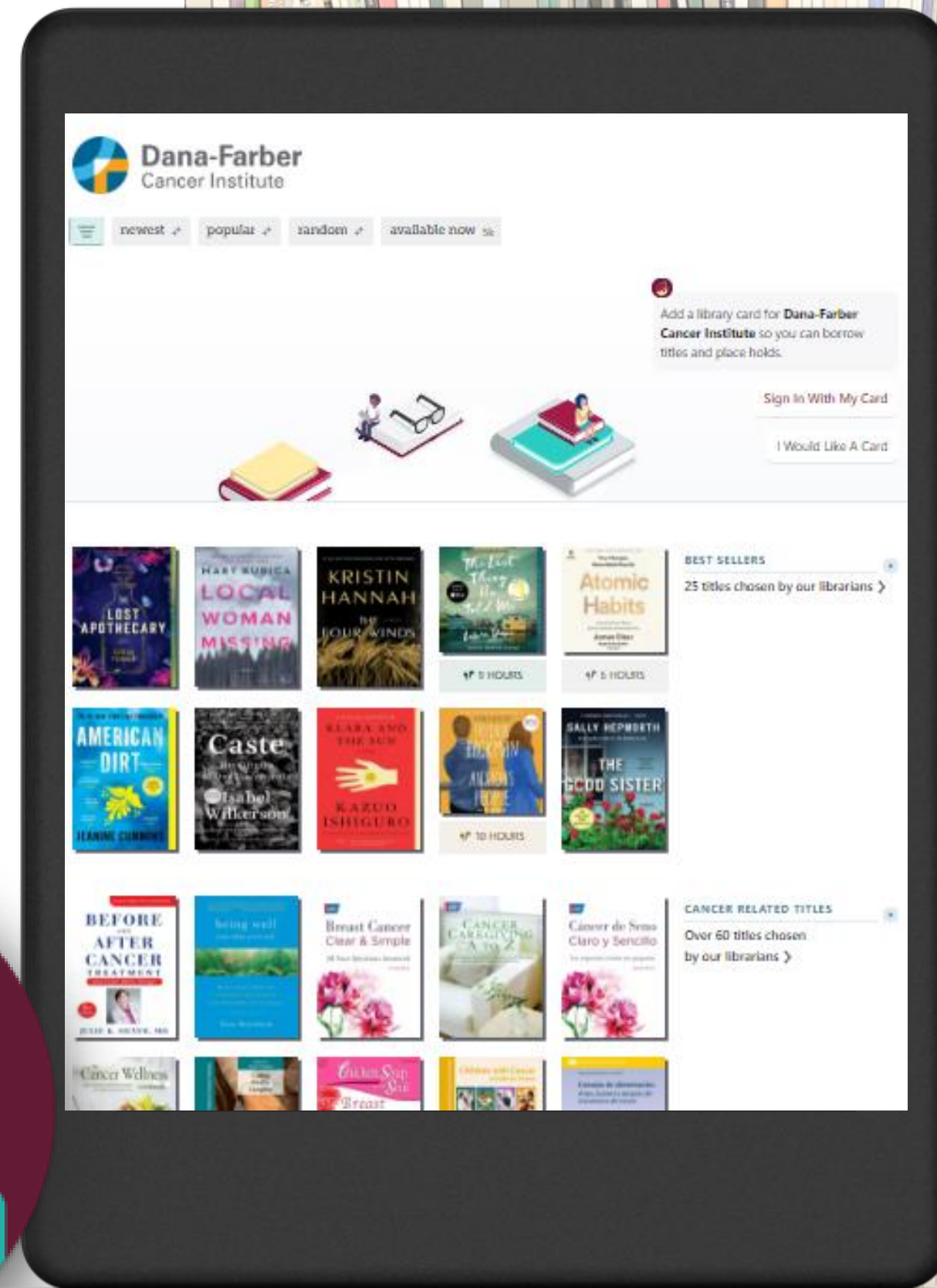
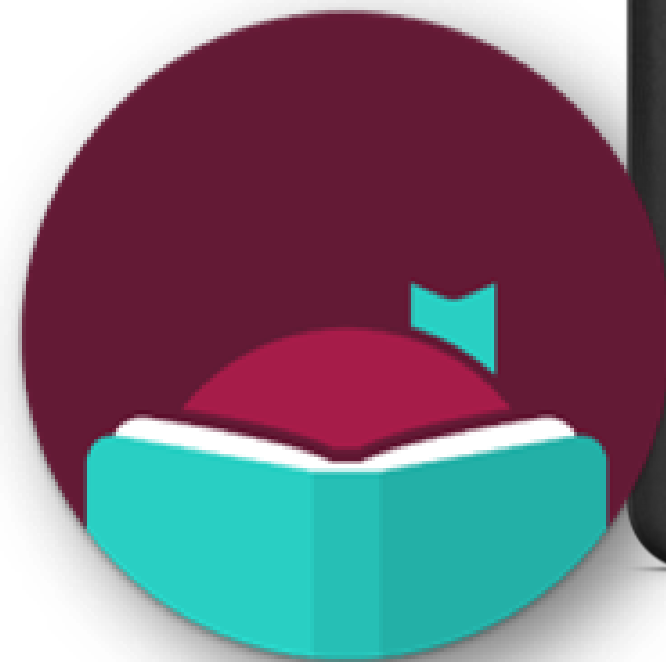
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App Store

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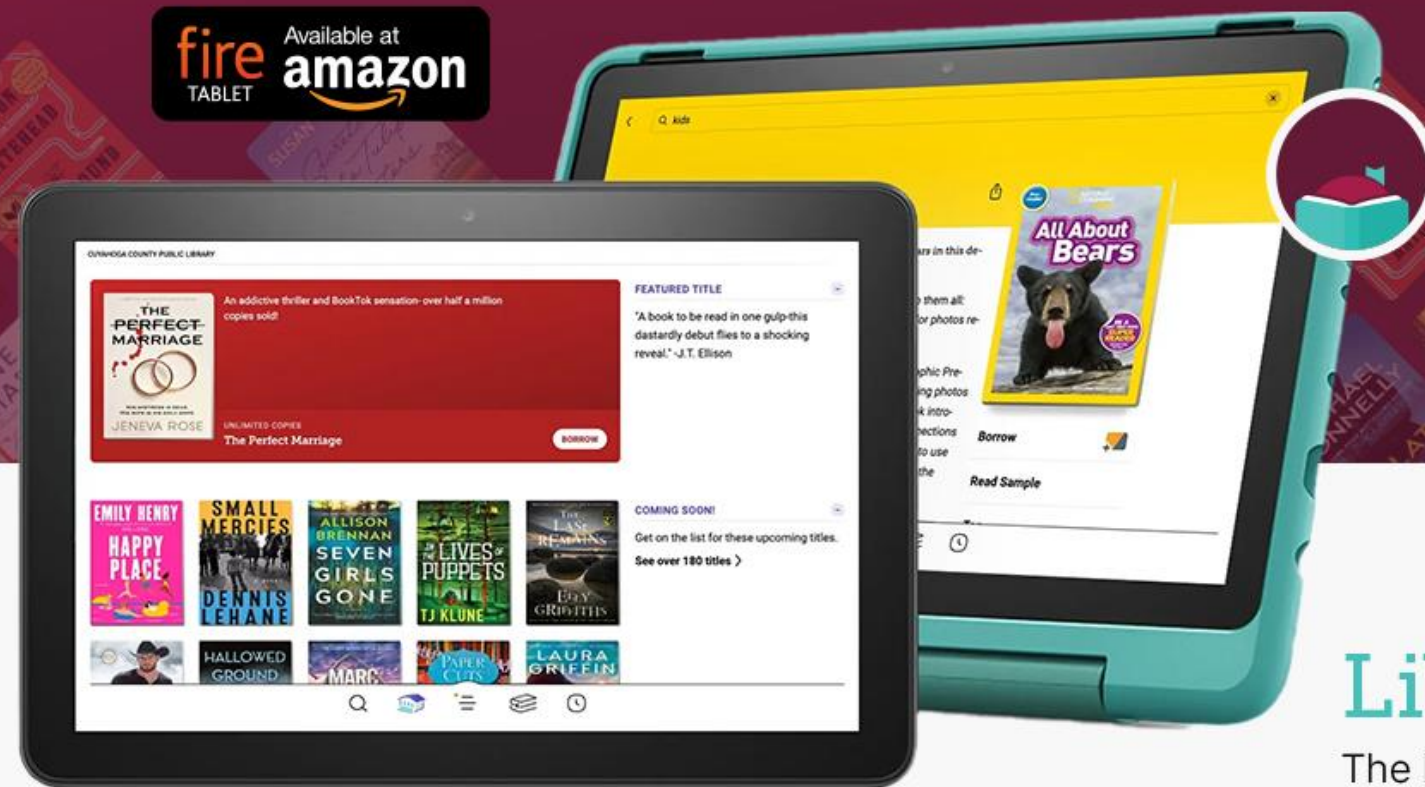
Apple CarPlay androidauto SONOS amazonkindle





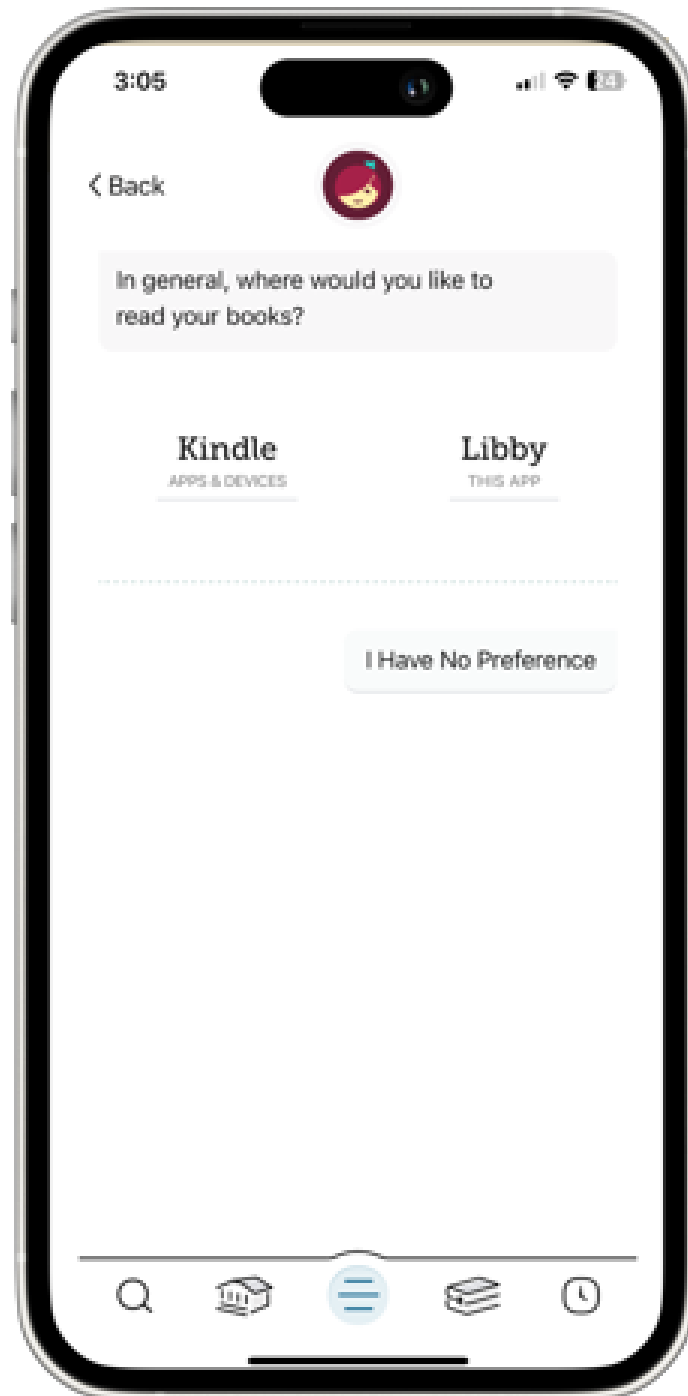
Watch our
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on ereaders

Now available for
Amazon Fire
tablets



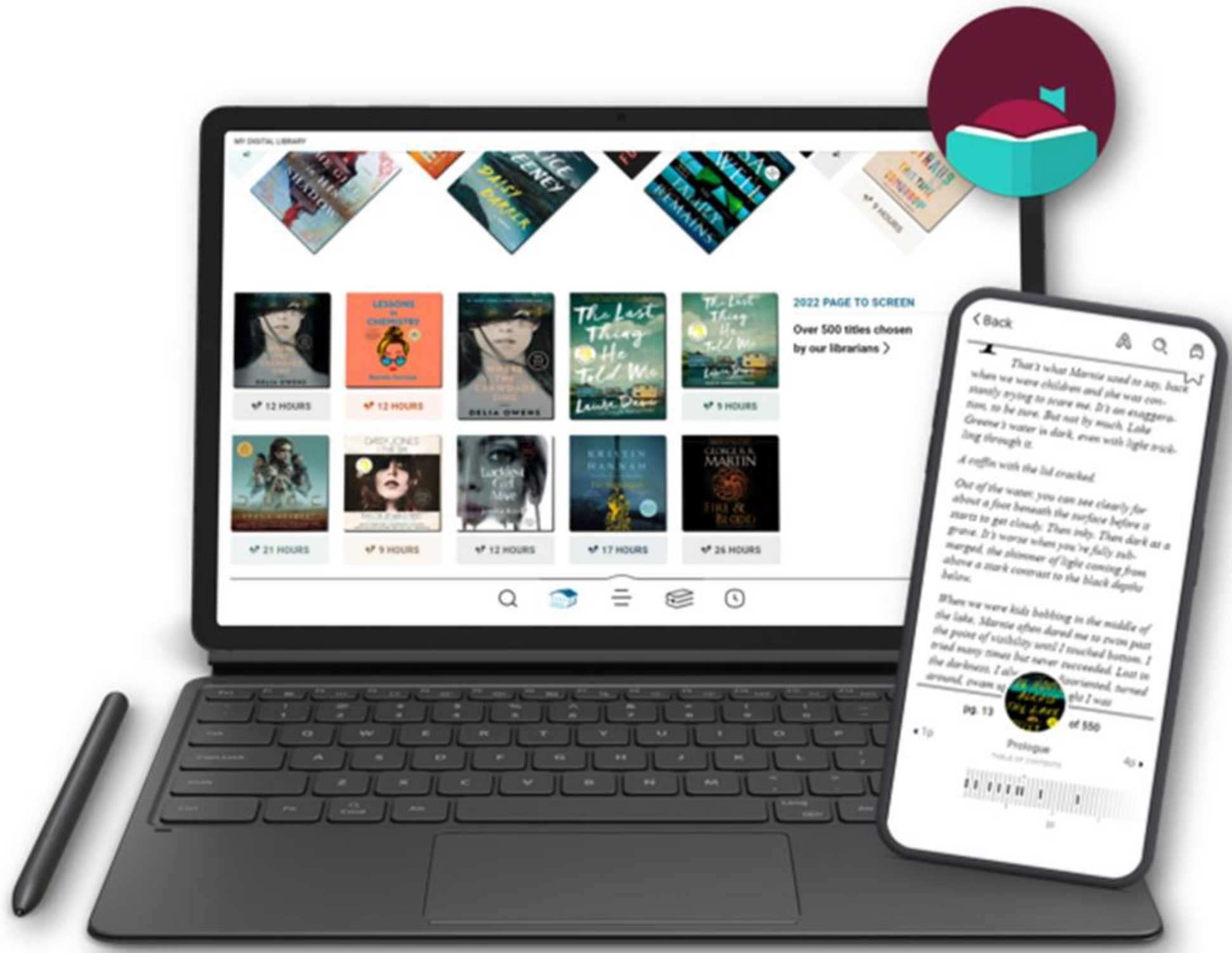
Libby.
The library reading app

Customize Libby



- Tag titles.
- Adjust reading/listening settings.
- Notes & Highlights.
- Browse in one of 14+ languages.
- Add multiple library cards.
- Create Shelf Talkers
- Read with Kindle (U.S. Only).

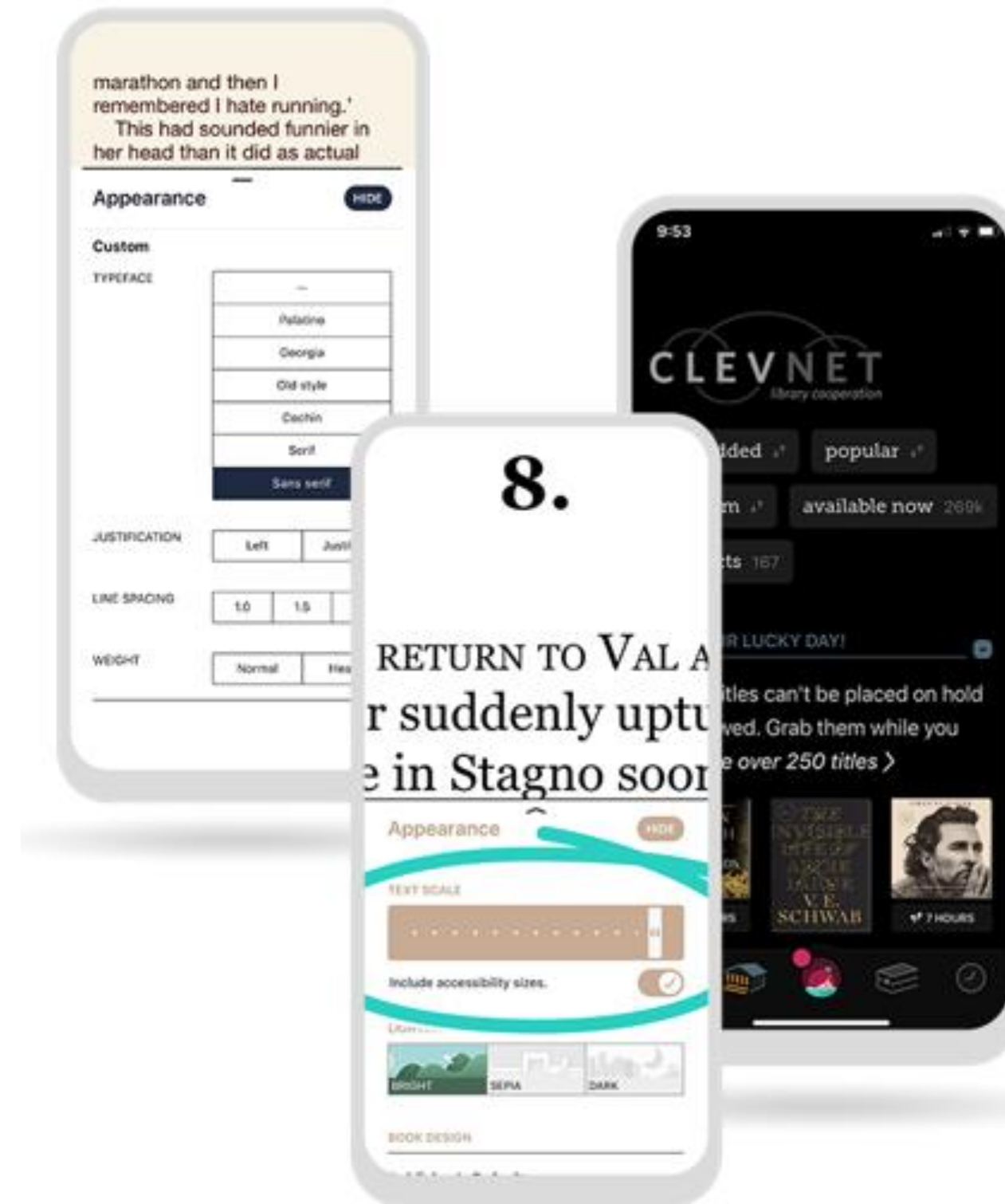
Libby demonstration



Accessibility

OverDrive designs its apps and websites to support:

- Screen Readers
- Keyboard navigation
- Voice control
- Other assistive technologies



OverDrive Marketplace

OverDrive
Marketplace™



Support



Largest Selection



Insights



News & Updates

marketplace.overdrive.com

What is a lending model?

A set of purchasing and borrowing terms for digital content, determined by the publisher.

Titles are sold in a variety of lending models and include perpetually owned, eventual expiration, and simultaneous use.

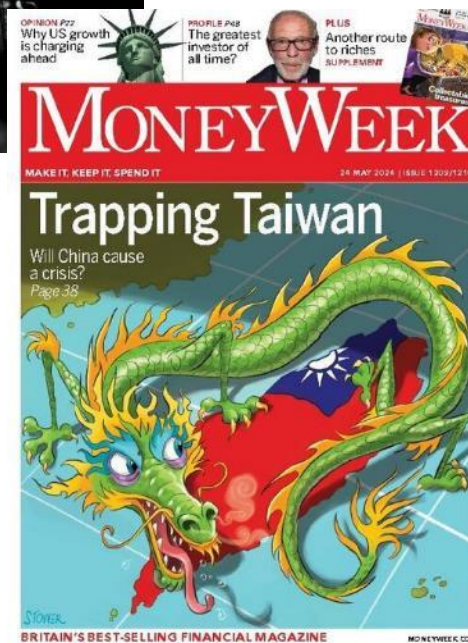


Lending Models

Lending Model	Number of Users at a time	Expiration from collection
One copy/One User (OC/OU)	One	Never
Metered Access (MA) by time	One	After a set period of time
Metered Access (MA) by checkout (one user)	One	After a set number of checkouts
Metered Access (MA) by checkout (concurrent users)	Multiple (up to the number of allotted checkouts)	After a set number of checkouts
Metered Access (MA) by earlier of checkouts or time	One	After a set period of time or number of checkouts (whichever comes first)
Simultaneous Use (SU)	Unlimited	After a set period of time
Cost Per Circ (CPC)	Unlimited (until monthly budget runs out)	Never (but can be manually or automatically revoked)

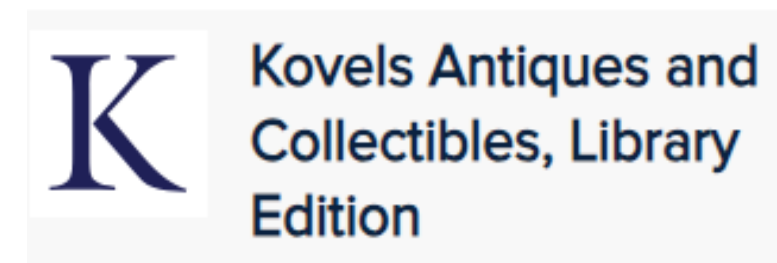
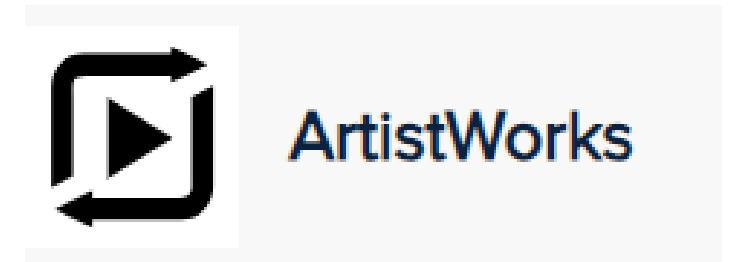
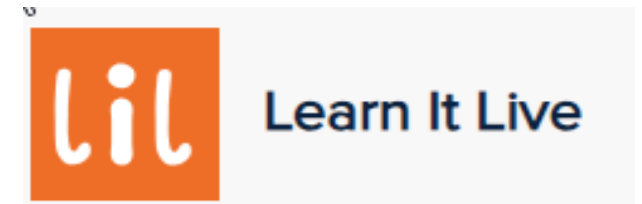
Magazines

- Top publishers from around the world, in a variety of languages.
- Subjects run the gamut of pop culture, gossip, fitness, fashion, arts and crafts, enthusiast/hobbies.
- Title Highlights include New Scientist, National Geographic, Readers Digest, Wired



Libby Extras

- Reach new users with **diversified content**
- Access in Libby **makes it easy for users to discover** your library's digital offerings
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- **Easy management of all services** within OverDrive Marketplace
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Sign up for a free demo in the Resource Center

at <https://resources.overdrive.com/library/apps-features/databases-streaming-media>

Q&A

Pre-submitted Questions



In the interest of time,
we've consolidated repeated questions.



Q&A

Can employees recommend titles to add to the collection through Libby?



Q&A

What kind of support does OverDrive offer if we do not have a designated employee to manage selecting titles?



Q&A

How do people access the collection?
Is Libby secure?

Q&A: Your Live Questions



OverDrive[®]

Thank You!