Summary

It is the tested opinion of the scholars that, the society has passed through several phases. First it was agricultural society where agriculture was the dominant force for development. This was followed by industrial phase as there was a sudden spurt in industrialization. Then the revolution in information technology which made the society to force forward and was called in as information phase. Today we live in a society which is known as knowledge society, because it is being driven by knowledge management processes. The role of libraries in providing comprehensive and inclusive access to knowledge is widely acknowledged. In today’s scenario, library has to play two distinct roles-to serve as a local center of information and knowledge and to be a gateway to national and global knowledge.

The librarianship has evolved and found itself new roles and responsibilities in this knowledge environment. The knowledge management process in libraries and outlines the responsibilities that are expected of librarians to function as knowledge managers. There are various avenues available for librarians to acquire the skills for their professional development. Increasing applications of ICT and rapid developments happening in knowledge environment have put lot of pressure on LIS professionals to perform and deliver results. At the same time, these developments have also given birth to new challenges and opportunities for them. In this dynamic environment, LIS professionals are facing complex challenges to overcome the ever-changing diverse information needs. They need to enhance their skills for implementing new practices and technologies and for sustaining the
demands of knowledge economy. As managers of knowledge base, LIS professionals have to be aware of the use and implementation of these changes and develop technological, managerial and communication skills. Only such attitude can help LIS professionals in realizing their full potential.

Libraries, just like businesses, need to focus on building their capacity for maximizing their effect on the R and D community. LIS professionals need to dedicate themselves to raising capacity building to the same level of importance as that of their organization’s critical functions. The professionals have to build their capacities aligned with the organisation. This capacity building activity will not happen in a single initiative; it has to be initiated at each and every level of the LIS profession so that one can see the change. It includes strategies and the structure of the system. Capacity Building of the whole organization (Libraries) certainly makes for an interesting topic. However, it is a vast and complex topic which needs to be deliberated in a comprehensive manner. So, this study is limited to studying the overall development in the knowledge environment where in various training and development activities are available for LIS professionals for the professional development. The important manifestation of capacity building in response to the rapidly changing environment. Although professional development is an individual responsibility, it thrives on partnership with the associations and the institutions that share common goals and values with librarians. Though a lot relies upon the individual’s attitude and interest in acquiring skills, institutes do fare better when they have an institutionalized approach for preparing their human resources for the knowledge environment.
Today’s LIS profession depends heavily on ICT tools for knowledge management activities. Knowledge environment has posed several challenges which are staggering. To perform the role of the information professional, one needs to be armed with highly skilled, managerial skills, leadership skills, communication skills and information skills. With these skills LIS professional will build professional personality. These developments require increased technological skills to ensure appropriate and effective action on the part of information professionals.

Capacity building is a critical means to build library professionals ability to serve the cause of complex needs of the community. Library professionals often has advocacy skills but need their skills strengthened and need to gain confidence to use them appropriately. Capacity building helps them to understand the need to demonstrate the impact of the library has on the community. It strengthens their ability to communicate tailored messages to the community, government officials, and community leaders to build the confidence they need. Through capacity building library professional will be able to create sustainable library services that improve health, education, workforce skills, and employability and funds. It also improves library professional’s planning skills as they learn how to set goals and objectives for future library services and advance the status of the library in the community. Further it enables to create, maintain and expand personal and professional advocacy networks. It is envisaged that if library and information center draw the best practices that are prevailing in some of the established service sectors regarding skills and competency building, it will emerge as a champion among
the contemporary service sectors and can regain the glory of inevitable partner in the progress of the knowledge society.

Information center is accessible to the users’ community at their doorstep. To keep oneself up to date in the digital borderless library environment, there is a need of the skill enhancement programs for the library professionals. Besides academic institutions, other organisations can help in enhancing the skills of the library professionals to help pro-activeness and positive attitude to work for the benefit of user community.

A sincere attempt is made by the researcher to work out training modules on the basis of the study conducted. These formulations are specific to the LIS as a service sector. Comparing the kind of grandeur of the services offered by banking, tourism and hospitality sectors to the existing library and information services offered by different types of libraries needs large scale improvement. In this study researcher, has provided some of the phase wise training modules on communication skills, interpersonal skills, leadership skills which are to be provided to different levels of LIS professionals.