

authors admit that forecasting is challenging, but results may be used to benchmark for future testing.

Public libraries face the same challenges during recessions that other organizations face: decreased funding, stretched staffing, and the need to do more with less. According to the authors, the current recession is unlike previous recessions in that federal, state, and local funders have accumulated substantial deficits that may require greater cuts and extend the length of the recession. So the question is: how will libraries fare? The answer is up to us.

This book offers useful research from multiple sources and provides valuable tools for advocacy and planning. Using data about trends and funding during previous recessions, the authors help libraries face the challenges of this extended recession. *A Strong Future for Public Library Use and Employment* belongs on the shelf of every public library administrator and should be shared with public library board members and staff.—Margaret Mohundro, Executive Director, Sanibel (Fla.) Public Library.

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***Workplace Learning & Leadership: A Handbook for Library and Nonprofit Trainers.*** By Lori Reed and Paul Signorelli. Chicago: ALA, 2011. 176p. paper \$55 (ISBN: 978-0-8389-1082-5).

Understanding how to accomplish a task is best learned by visiting with and learning from experienced individuals. Lori Reed and Paul Signorelli use the knowledge and experiences of their colleagues as the foundation for their handbook on how best to conduct staff training and development within various library settings as well as in nonprofit organizations in general. Both authors have served as training professionals in public libraries, and much of this book's substance stems from their own experiences in managing the seemingly endless array of training functions happening in libraries across the country.

As financial resources become tighter, some of the traditional ongoing staff training and development opportunities have to be redesigned. In some cases, even the task of coordinating such offerings is being transferred to staff members who may not have experience in designing effective learning opportunities for their colleagues. The authors have designed their handbook to provide a natural progression of course development from, as they put it, "in the beginning" to "learning from success and failure." Other topics include how to train effective trainers and how to manage the explosion of online resources now available on demand for staff who may be confined by geographic location or other factors that prevent them from attending the more traditional face-to-face training workshop.

The authors offer the rather unique recommendation that training professionals should begin to develop a community of learning—either formally or informally—to assist with their own professional development. The authors provide examples of ways to move beyond the confines of one's own organization to seek out methods for growth and development. Such opportunities are available through membership and involvement in the Learning Round Table of the American Library Association and the American Society of Training and Development (ASTD).

A rather quick read, this handbook is best suited for individuals who are just getting started in the realm of staff training or for individuals who are looking simply to expand their own skills, as much of the book focuses on basic staff training principles. The examples given throughout the book are mostly from the public library perspective; however, the concepts can be easily translated for successful use in an academic library setting and even in organizations other than libraries.—Stacy G. Schrank, Employee Development Coordinator, Metropolitan Library System, Oklahoma City, Oklahoma.