

## ‘Below 45’ initiatives: What comes next...?

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It has been four months since I delivered the “Below 45 initiatives” workshop to Indonesian educators, librarians, and information professionals (APISI, 2025). Although the workshop was considered successful, the critical question is what to do next after the initial euphoria subsides.

This morning, my advisor sent me an email informing me that my research project, also known as my dissertation, has been posted on our university’s website. I opened the link, and voilà, there it was!

### Figure 1.

*ORU Digital Showcase*



The screenshot shows a digital showcase page for the College of Arts and Cultural Studies at Oka-Roberts University. The page features the university's logo on the left and the text 'COLLEGE OF ARTS AND CULTURAL STUDIES DOCTOR OF STRATEGIC LEADERSHIP (DSL) PROJECTS' on the right. The main content area displays the title of the project: '‘Below 45’ Initiative: Reframing the Role of Librarians to Navigate Community Development in Indonesia Ahead of 2045'. Below the title, the author's name 'Adry Margrit Tanasale Guinn' is listed. To the right of the title is a blue 'Contact Link' button. Below the author's name are social media sharing icons for Facebook, LinkedIn, WhatsApp, Email, and a plus sign for more options. At the bottom left, the 'Document Type' is listed as 'Dissertation' and the 'Publication Date' is 'Spring 5-3-2025'.

Source: [https://digitalshowcase.oru.edu/coacs\\_dsl\\_projects/11/](https://digitalshowcase.oru.edu/coacs_dsl_projects/11/)

These last couple of months, I have been thinking about *what comes next* after the workshop. With mid-year right around the corner, the year 2025 will soon come to a close, which means the year 2045 is only nineteen years away. There is no alternative but to take action NOW.

Let me refresh our minds on the ‘Below 45’ initiative and its objective.

## The 'Below 45' Initiative

Initially, the 'Below 45' initiative targeted only Indonesian librarians and information professionals; later, educators were also included. The name 'Below 45' designates the initiative's timeline, ahead of 2045, which marks the centennial of Indonesia's independence.

This initiative involves two main activities: first, *workshops* for key players, including librarians, information professionals, and educators; second, *community development projects* in which key players will actively contribute as community leaders in their sphere of influence, helping their nation move toward a better state.

### *Equipping the Librarians*

Unlike school-aged students, librarians are considered adult learners. Many of them have graduated from college and have been working for many years. While attending workshops is not an unfamiliar activity, the concept of librarians as community leaders remains a challenge. Although desirable, the idea of becoming a leader remains unviable for many. However, in agreement with the notable Molière, I believe that the greater the challenge, the greater the glory in overcoming it. Therefore, to further equip them, I am collaborating with my Indonesian business partner, APISI (Asosiasi Pekerja Profesional Informasi Sekolah di Indonesia), providing an online lifelong learning experience that leverages their leadership capabilities in their area of expertise: education and information.

Figure 2.

### *Online leadership courses*

**AT2LDC (APISI - THEREANDBACK LIFELONG LEARNING AND DEVELOPMENT CENTER)**

### LEADERSHIP FOR EDUCATORS AND INFORMATION PROFESSIONALS.

**background**  
When competition is at an all-time high, and demand for an effective work performance increases, the need for highly effective leaders becomes greater.

**challenges**  
Busy lifestyle!

**solutions**  
Leadership course with a virtual classroom setting, delivered in a serious and fun way by an experienced academic and professional instructor in the field of leadership.

**Basic Level 01**  
• Introduction to leadership theory and practices.  
• Focus on planning and achieving short-term goals.

**Intermediary Level 02**  
• Leading from the middle.  
• Focus on planning and achieving mid-term goals.

**Advanced Level 03**  
• Leading with anticipation in unpredictable times.  
• Focus on planning and achieving long-term goals.

**Trainer Academy 04**  
• Learning to be a leadership instructor.  
• Focus on planning and developing the curriculum, as well as delivering training.

Drafted by Dr. Adry Guinn, CTP.

Source: Guinn, A. (2025).

### *Empowering the Communities*

Next in line is empowering the communities. *Who will empower?* The librarians, information professionals, and educators. *Who will be empowered?* The communities, which include people in their households, neighborhoods, workplace, marketplace, and social and religious circles. *In what areas will they be empowered?* Since the 'Below 45' initiative uses the HDI (Human Development Index) in measuring people and their capabilities affecting the country's development, the area of empowerment will focus on the three key dimensions of HDI, such as health, education, and economy (UNDP, n.d.).

So, Indonesian librarians, information professionals, and educators, *are you ready?*

## References

APISI. (2025, Mar 30). Pustakawan dan jalan menuju Indonesia Emas 2045.

<https://apisi.org/2025/03/pustakawan-dan-jalan-menuju-indonesia-emas-2045/>

Guinn, Adry Margrit Tanasale, "'Below 45' Initiative: Reframing the Role of Librarians to Navigate Community Development in Indonesia Ahead of 2045" (2025). *College of Arts and Cultural Studies Doctor of Strategic Leadership (DSL) Projects*. 11.

[https://digitalshowcase.oru.edu/coacs\\_dsl\\_projects/11](https://digitalshowcase.oru.edu/coacs_dsl_projects/11)

UNDP. (n.d.). Human Development Index (HDI). <https://hdr.undp.org/data-center/human-development-index#/indicies/HDI>