

Icebreaker:

Meet 5 new people in 5 minutes!

Try this at your library, and instead of people find 1 thing you didn't know about 5 people. It is a fun, fast way to get to know people!

Highlighted Books:

The Five Languages of Appreciation in the Workplace by Paul White

Educated by Tara Westover

Practical tips for Developing Your Staff by Gill Young

Highlighted Website:

<http://www.homelesslibrary.com>

Find more information about homelessness and libraries.

We are excited to have Stephanie Bailey-White as our group leader! She is providing great insight and direction for the LiLAC group!

Welcome, Stephanie!

Library Leadership Advisory Committee (LiLAC) Newsletter

December 2018

September 12, 2018 Meeting

The LiLAC group met on September 12, 2018 in Boise for another session of discussing library leadership.

The main part of our discussion was re-focusing the goals for the group as well as what we would like to accomplish over the next year.

We had a great leadership activity which consisted of different quotes being put on the wall. The participants then stood next to the quote that resonated with them the most. Then a great discussion occurred with why that quote was most meaningful to them.

A good leader takes a little more than his share of the blame, a little less than his share of the credit.

- Arnold H. Glasow

MOTIVE QUOTES.NET

LLAMA Mentoring Program

Written by Tania Harden from Idaho State University Library

My experience as a mentee in the LLAMA mentoring program has been invaluable. My mentor has been extremely helpful in advising me on my career goals as well as my educational goals. I would highly recommend applying to be in the program. I believe the application is sent out via email in February. If you are wondering about the time and commitment involved, I'm sure it varies depending on the individuals. In my situation, my mentor is very active and we meet monthly on the phone and it has worked out where we were able to meet in person once so far. During our monthly

phone calls, we discuss things that I have questions about or would like advice on. She will typically give me a task or two to work on in preparation for our next meeting. For example, she has asked me to find a job description for the next job I would like to have in my career advancement path. We then discussed what I needed to work on to meet the required and preferred skill sets listed in the job announcement and then we brainstormed on ways that I could acquire those skills. Besides the experience and knowledge that my mentor brings to our relationship, we have also developed a friendship which I find just as important.

Great Conversations were Highlight of Speed Mentoring Event at ILA

LiLAC members, led by Darla Gunning from the Community Library Network @ Hayden, hosted their first Speed Mentoring event during the 2018 ILA Annual Conference in Moscow. Participating mentors said they enjoyed the opportunity to talk with those who were newer to the library community and participants asked good questions. All had good conversations and enjoyed the time set aside to talk. Somewhat ironically, the main feedback was that allowing enough time to engage in deeper conversations vs. actually sticking with the “speed” aspect and time limits was a big plus for the event and something that should be considered for next year. Another suggestion was to call it a networking activity vs. mentoring or perhaps including both terms in the title for 2019. LiLAC members were

definitely interested in hosting a similar event at the 2019 ILA annual conference in Nampa. If others have suggestions for this event, please let any LiLAC member know!

Article written by Stephanie Bailey-White



Layers of Leadership Column

Layer A: Leading Self

By Margie Ruppel, Instruction Coordinator and Associate Professor at Albertsons Library, Boise State University

“*Layers of Leadership Across Libraries, Archives, and Museums*,” by the Educopia Institute, presents roles and skills throughout six levels of leadership, from “Leading Self” to “Leading the Profession.” This is the first of six personal stories from Idaho library professionals corresponding with each layer. I begin with Layer A: Leading Self.

I believe a person has to find the courage within themselves to be a leader. When a person lacks courage, the underlying cause is often lack of confidence.

Fortunately, many articles are written to help leaders overcome this deficit. The advice for those who lack leadership confidence generally focuses on strengthening one’s communication skills, decision-making skills, and relationship-building skills; and other strategies such as acting “as if,” finding a leadership mentor, and studying the actions of confident leaders.

In contrast, author Tomas Chamorro-Premuzic, in his book *Confidence: How Much You Really Need and How to Get It*, dares to propose that our pursuit of leadership confidence is misguided. Instead, he says, we should seek leaders who are *not confident* because the lack of confidence spurs self-improvement. He reasons that people with a lot of confidence do not seek to improve, but that “More often than not, lower confidence is a symptom of lower competence, telling us that we must improve. You should therefore treasure and embrace your low confidence, as a key ingredient of self-improvement” (2013, p. 12).

Which part of this information surprises me the most? Honestly, I had never thought that effective communication skills, decision-making skills, and relationship-building skills could equate to effective leadership; I thought there was more to it than that. As Tomas Chamorro-Premuzic might characterize my situation: As long as I am seeking to improve in these areas, I am already practicing effective leadership.

Layer B: Leading Others

Leadership Story on Leading Others by Tania Harden from ISU Eli M. Oboler Library

Leadership has been a focus of mine in the past year. I manage a small department (2 FTE and 1 student) in the Idaho State University Eli M. Oboler library. My desire to be a better leader of others really came to the forefront when I read the book "Leadership Step-by-Step: Become the Person Others Follow" by Joshua Spodek as an assignment to do a book review on leadership for the LiLAC committee. Since reading Joshua Spodek's book, I have also read "Start with Why: How Great Leaders Inspire Everyone to Take Action" by Simon Sinek and am starting "Leaders Eat Last" also by Simon Sinek.

As I have been reading these books and articles on leadership, I have been doing a self-evaluation of my own skillset as a manager/leader. I find myself having some of the skills and lacking in others. In the Spodek book and in other leadership related articles that I have read, the first point made is that before leading others, you must lead/manage yourself. Your belief system, attitudes, and emotions will influence those you are trying to lead. I feel like I have a handle (at least most of the time) on this aspect of leadership. We recently migrated to a new integrated library system and I made it a point to be encouraging and positive to both those that I directly manage and those in other library departments. Am I 100% positive all the time? No, but I do try to make a conscious effort to keep my frustration to myself. I do try to encourage others who need to vent their frustration, anger, etc. to feel comfortable coming and talking to me by listening and being empathetic to their feelings.

The first thing that really resonated with me when I was reading Spodek's book is the idea of what he calls finding everyone's universal emotion. This is one of the main areas of leadership where I feel that I really fall short. Spodek describes universal emotion as "an emotion and motivation that anyone at any time in any culture

would recognize." Thanks to one of my LiLAC colleagues, I had an interesting, aha! moment when I was doing a presentation on this book. When I got to this section, I mentioned that I struggle with this because I just always meet commitments I make to other people. If someone asks me to do something and I say yes, I get it done. I have always been this way, I have no idea how I became this way, and I have a hard time understanding why others do not necessarily have the same attitude. One of my colleagues mentioned that it sounded like I had a strong sense of duty. This was a major light bulb moment for me. It helped me understand a major core part of myself and that in turn is helping me understand other's driving motivation. Am I now suddenly great at this? No, but I am consciously working on learning the to acknowledge and accept what motivates my colleagues.

The second thing that stood out as something that I need to improve was providing more support. One of the exercises in Spodek's book was meeting one-on-one with those you manage and discussing what you can do to help them achieve their goals, complete their tasks, etc. When we meet together weekly as a group, I now ask if there is anything that I can do or we can do as a department to help each other get our projects done. Sometimes we decide that we need to shift some of the tasks, reprioritize or even postpone projects in order for things to get accomplished in a timely manner. I met with both of my FTE one-on-one in mid-July to discuss where they are with their 2018 performance goals and to determine if there is anything that I can do to help them meet those goals or if those goals need to be modified in any way.

Vince Lombardi said, "Leaders are made, they are not born. They are made by hard effort, which is the price which all of us must pay to achieve any goal that is worthwhile." Working on the skillset needed to lead others requires dedication and time, but with patience and persistence can be rewarding personally and professionally.