

Icebreaker:

Team up with another person and discuss the following questions:

1. What interesting thing have you done lately?
2. What interesting thing are you doing at work right now?
3. What interesting thing have you read lately?

Highlighted Books:

Tao Of Leadership by John Heider

White Fragility: Why It's So Hard for White People to Talk About Racism by Robin DiAngelo & Michael Eric Dyson

A Quick and Easy Guide to They/Them Pronouns by Archie Bongiovanni & Tristan Jimerson

Highlighted Website:

Mindfulness for Librarians FB page— helps to find work life balance

<https://www.facebook.com/groups/mindfulnessforlibrarians/>

Library Leadership Advisory Committee (LiLAC) Newsletter

March 2019

February 21, 2019 Meeting

The LiLAC group met on February 21, 2019 in Boise for another session of discussing library leadership.

Stephanie Bailey-White presented the concept of libraries as social connectors. This was a presentation from WebJunction at ALA Midwinter. See below for more information.

Jaclyn Perez performed a Privilege Walk with us. This led to a fantastic discussion about oppression, privilege and how dealing with customers can be influenced both negatively and positively. See below for more resources regarding a privilege walk.

We also discussed what sessions we could present to support the

annual ILA conference in October. Look for more information as the conference gets closer.

Toward the end of the day, we broke into small groups to discuss different projects we are working on. One group discussed the most effective ways to communicate information with others. The other group discussed onboarding for new members of the group in May.



The Library as Social Connectors

Stephanie Bailey-White presented the concept of libraries as social connectors along with some staggering stats as why this is needed. Highlighting the return to analog, the isolation and loneliness of individuals and the role libraries can and are playing in helping make social connections. The presentation was based

on a WebJunction-sponsored workshop shared at ALA Midwinter. For more information, check out the following website:
<https://www.webjunction.org/news/webjunction/library-as-social-connector.html>

Content from meeting notes by Tammy Hawley-House

Privilege Walk Links:

Check out these websites for more information and questions used in a privilege walk.

<https://edge.psu.edu/workshops/mc/power/privilegewalk.shtml>

https://www.uh.edu/cdi/diversity_education/resources/activities/pdf/privilege-walk.pdf

Leadership Layer 5: Leading An Organization

Leadership Story on Leading An Organization by Kurt Petty from the Mountain Home Public Library

After volunteering to write this article I began to reminisce on the different jobs that I have held, and the leaders that had the biggest impact on both myself and an organization. After careful consideration, my experience as part of a Fighter Squadron in the military stood out the most.

The Squadron consisted of 24 F-16 Fighter jets, 20 pilots and approximately 250 support personnel. We were in the middle of preparing for an Operational Readiness Inspection; an assessment of a unit's ability to deploy to a foreign location and conduct wartime operations.

The inspection was to be done by an Air Force inspection team and was a big deal. Without boring you with details the assessment was done by simulating an actual deployment and conducting flying operations with various wartime scenarios thrown at the unit to see how they reacted. The exercise was to last 3 days and when completed the unit would receive a rating of unsatisfactory, satisfactory, excellent, or outstanding. An unsatisfactory rating would mean a reevaluation 90 days later and usually a new squadron commander.

Our commander was Lt. Col John McBride, and what I remember the most is how his leadership prepared us for the upcoming inspection and created a team that was motivated, worked together, and was as close as any I have been a part of before or since.

He started by gathering the entire squadron in the base theater and making sure that everyone was on the same page by explaining that we would start by having a practice exercise to identify the unit's strengths and weaknesses. We would then break the areas that needed work down to work on the deficiencies. Nothing new here, any good leader would have done the same thing; he was just making sure that everyone knew what the goals were and how we were going to accomplish them. It was what happened after our first exercise that stood out the most for me.

Col. McBride did what he had said. We completed the first practice exercise and

identified several areas that the unit could improve on.

It was somewhere during this process that my flight chief informed me that Col. McBride wanted to see me in his office. I was surprised at this. What did he want to see me for? I had done my part, I thought. Was I in trouble?

He could tell that I was nervous and put me at ease. He proceeded to ask me a series of questions about the exercise. Again, I was genuinely surprised. He was asking my opinion on the exercise and what I thought about how we were doing. Me, a lowly airman, was asked by a Lt. Col how I thought the unit was doing. After I had given my opinions and answered his questions he thanked me for my inputs and efforts during the practice exercise.

After leaving his office I had a genuine feeling of belonging. I felt that my opinion mattered, and that my efforts in the unit mattered.

A short time later I learned that the commander had done this with each member of the squadron. I learned that my peers felt the same way that I did. To our shock, Col. McBride continued this practice after each exercise.

The commander had sparked a sense of pride, importance, and belonging in everyone. You could feel it in the air, and it proved itself in the results. The squadron went on to receive an outstanding rating from the inspection team! This was a rarity and only went to strengthen us as a unit. I have never felt that close to a bunch of people as I did during that time in my life.

The point is, Col. McBride made each member of his team feel valued. He took the time to talk to every member of his team instead of just his flight leads. I realize that this story is about as far away from the library realm as you can get, but the principles are the same.

Ensuring everyone in the organization has a vested interest and feels valued is in my view the priority of any leader. It promotes teamwork that can increase productivity and makes it much easier for any leader to achieve hard to reach goals.

"Alone we can do so little; together we can do so much" - Helen Keller