Leading in Your Library: Developing your Leadership Strategy

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Find your Seat:

Academic librarians sit at RED

Corporate librarians sit at GREEN

Government librarians sit at Purple

While you’re waiting, go to https://kahoot.it/; wait for PIN
Let’s Play a Game... Kahoot!
Leading in Your Current Job

• Lead from “behind/below”
  • Lead by Example

• Seek opportunities, projects and offer to lead a group or initiative.

• Be “Valuable” by helping where you can, but not helping with everything. Look towards quality, not quantity.
Leading in Your Current Job

• Question: What are the barriers (institutionally internal and external, personal and professional) to leadership? What are effective ways to bust these barriers?

• Question: Is it better to be patient or proactive when seeking out leadership positions?
Leading Through Communication

- Communication styles
- Difficult conversations
- Motivating staff
Leading Through Communication

• Question: Think of someone you have been uncomfortable speaking with in a professional setting. (no need to use names) Is it fear? Is it different personalities? Brainstorm on how to best improve communication with that most difficult person.

• Question: Can you be a silent leader? Any examples?
Leading Through Communication

ANALYTICAL
- Critical
- Indecisive
- Stuffy
- Picky
- Moralistic

DRIVER
- Industrious
- Persistent
- Serious
- Exacting
- Orderly

AMIABLE
- Conforming
- Unsure
- Pliable
- Dependent
- Awkward

EXPRESSIVE
- Supportive
- Respectful
- Willing
- Dependable
- Agreeable

- Pushy
- Severe
- Tough
- Dominating
- Harsh
- Strong

- Willed
- Independent
- Practical
- Decisive
- Efficient

ASKS

TELLS

EMOTES
Leading Through Professional Development

• Make the Professional Development opportunity benefit you, your profession, and your institution: needs to be a win-win-win process.
  • Be sure to be cost effective – don’t sign up for everything; rather be sure to prioritize your/your institution’s money to the best and most effective use

• Volunteer

• Sharing: Speaking and Publishing

• Did I mention Volunteering?
Leading Through Professional Development

• Question: How can you increase and enhance your professional development activities? Share with the table the last three activities you participated in. Table, tell that person the next step they should take – challenge them!

• Question: What is one (or more) professional development activity which you would like to do but which you have not acted on yet? Table: provide evidence from your experiences as to why taking the plunge will be beneficial.
Additional Resources

• Merrill & Reid, Personal Styles & Effective Performance
• Monosoff. “A Personality for Business,” NAFE Magazine (2011)
• Hua Fan and Bing Han, “How Does Leader-Follower Fit or Misfit in Communication Style Matter for Work Outcomes?” Social Behavior and Personality (2018)
• “Motivation and the DiSC Profiles.” www.discprofiles.com/blog
• AALL Management Institute
• AALL Leadership Academy