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LAMS Letters

A Newsletter of NCLA's
Library Administration & Management (LAMS) Section

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FROM the CHAIR:

By Laurence Gavin



In a recent conversation I was having about leading a team I mentioned how sometimes it feels as though I am a parent and that most of the time everyone gets along and works well together but there are other times when it seems like nobody is getting along. When one of my team starts complaining to me about another, thoughts of traveling with the kids on long trips flash through my mind. I begin to wonder whether or not I'm clearly communicating my expectations on a particular project or issue. Occasionally, when things are hectic and I am not 100% I might make some kind of knee-jerk decision which I later regret. My concern is always for the wellbeing of my staff and maintaining healthy relationships so we can all get along to provide excellent programs and services to the community we serve. I mention all this because at some point after my conversation I saw a youtube video with Simon Sinek, a speaker I was introduced to at the 2012 NCLA Leadership Institute, talking about how "leadership and parenting is exactly the same" and some other interesting points.



North Carolina
Library Association



2014 NCLA Leadership Institute LAMS Sponsored Member



Siobhan Loendorf is North Carolina native who may have answered the library calling later than some but her passion and energy make up for the lost time. After completing an exchange program in France, Siobhan attended UNC-Greensboro where she completed her BA in French Education. She then explored sales and customer service roles before settling in at GE Plastics for eleven years. In 2007, Siobhan left GE to pursue her MLS at UNC-Chapel Hill where she enjoyed a two year internship with the EPA & NIEHS libraries. Upon graduation Siobhan returned to the Charlotte area, working as a media specialist at St. Ann's Catholic Elementary. In 2011 Siobhan joined the Catawba County Library system where she has recently been named Assistant Library Director. Siobhan resides with her husband, three children and poodle Scruffy in Denver, NC.

Having come to the library profession after spending thirteen years in corporate customer service, I often feel as though I am playing catch up. I work hard and have recently been rewarded by becoming assistant library director. This Leadership Institute will help me navigate my new responsibilities, establish a professional support network and achieve my professional goals of community engagement and library advocacy.

Rising through the ranks to assistant library director was a goal I had hoped for and worked towards for the past few years. However, I have to admit that sitting behind this desk, I am not 100% sure of what I am doing. It's not that I don't have the credentials or the abilities, it would just be nice if I had a few more examples of what a "Great" library leader looks like. I want to learn how to be the type of leader that can see down the road and lead the organization to the next level while avoiding the potholes. I would like to be the type of leader who knows how to empower my staff to be creative in serving our community. At the leadership institute I hope to meet and learn from a whole network of "great" library leaders.

I see professional networking as a key ingredient to being a great leader. Being an active member in a professional network provides a venue for sharing ideas, experiences, and problems. It is a place where you can ask the collective for help or opinions about your ideas. I am glad that it is not just four days of leadership seminars and a certificate. I really like that it is the beginning of a professional relationship of participants and mentors. I look forward to building close working relationships with others through the project execution and eventually becoming a mentor myself.

I am currently the grant administrator for a couple of projects at our library. It is very exciting to get a grant funded and watch an idea become a reality. I think the Leadership Institute will help me see the library through a different lens and help generate ideas for future grants to benefit our community and the library profession. Working on a project with the benefit of having a support network behind me will also teach me to efficiently implement future projects.

I recently had the opportunity to attend the NCLA trip to Washington, DC for National Library Legislative day. I learned so much about library advocacy from observing and listening to people like Cal Sheppard, Dale Cousins and Dr. Anthony Chow. I hope that I will learn how to get more involved and engage others to become library advocates at the Leadership Institute.

I think this Leadership Institute will provide me with the confidence and the tools to try new ideas in leadership and library services that can really make a difference in the lives of my library staff, the communities I serve and the library profession.

Coming in November:

KNOWING YOU, KNOWING THEM: SUCCESS SECRETS FOR NEW SUPERVISORS

SPONSORED BY THE STATE LIBRARY OF NC AND NCLA LAMS

November 13, 2014 – Hendersonville, at the Henderson County Public Library

November 18, 2014 – Concord, at the Cabarrus County Public Library

November 20, 2014 – Fayetteville, at the Cumberland County Headquarters Library

9:00 a.m. to 4:00 p.m.

Workshop description:

If you've been in a supervisory position for more than a few days (!), there's one thing you know for sure – there are no “one size fits all” answers when it comes to being a great supervisor but understanding our employees and ourselves is a huge step in the right direction!

We'll start the workshop with a fun look in the mirror – who is that looking back? Do you really know yourself? Then we'll delve further into the mysteries of personalities to discover how our employees' unique personalities contribute to nearly everything that happens in our workplace.

Once we know who's who on our staff, we'll move on to the topic of emotional intelligence. Experts say we experience 27 emotions each waking hour. In other words, every day is “bring your emotions to work” day! Just think how we can improve our workplaces by learning to deal with those emotions more effectively.

After lunch, we'll get a little more practical as we discuss organizational skills and the art of delegating.

We'll round out the day by having a rousing roundtable discussion on how to create the ultimate workplace – one that exemplifies a motivating environment.

Don't miss this opportunity to spend time reflecting on the human side of supervising. You'll come away refreshed and rejuvenated ~ with valuable information that will help you perform your job more effectively. And that makes work more fun – for everyone! This workshop will be presented by trainer & consultant, Linda Bruno, and is co-sponsored by the State Library and NCLA-LAMS.

Registration is Open! Check the Train Station for more information & registration

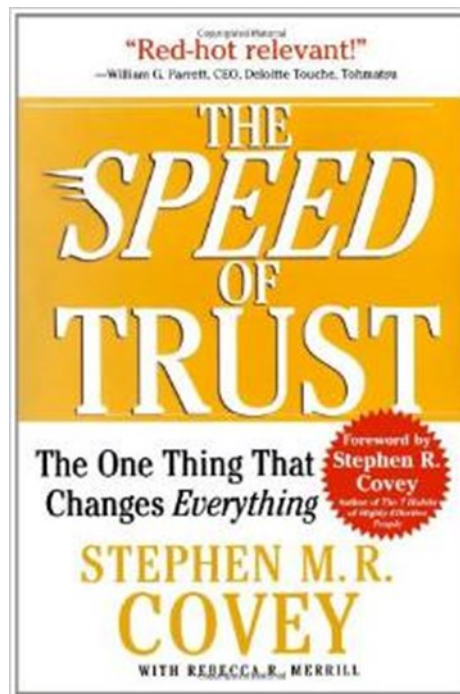


The 2014 NCLA Leadership Institute starts soon: Congratulations to all of our Participants!

Virginia	Bacon	Duke University Libraries
Dan	Brooks	Wake County Public Library
Lisa	Coats	University of North Carolina Wilmington
Bonnie	Dail	Wayne County Public Library
Julianne	Dunn	Cumberland County Public Library & Information Center
Denelle	Eads	UNC Charlotte/Atkins Library
Karen	Feeney	Forsyth County Public Library
Elizabeth	Gregg	Jackson County Public Library
Amy	Gustavon	Central Carolina Community College
Brian	Hart	Charlotte Mecklenburg Library
Michelle	Hildreth	Wake County Public Library
Jeanne	Hoover	East Carolina University/Joyner Library
Marcellaus	Joiner	High Point Public Library
Denise	Keating	Central Piedmont Community College
Emily	Leachman	Cabarrus County Public Library
Siobhan	Loendorf	Catawba County Library
Tanika	Martin	Durham County Library
Anne	Masters	Charlotte Mecklenburg Library
Julia	Mielish	Wake Tech Community College
Juli	Moore	Iredell County Public Library
Kelly	Vadney	Cumberland County Public Library & Information Center
Amy	Whitfield	Wake County Public Library
Amy	Wyckoff	Charlotte Mecklenburg Library



Book Review!



In his first book, Covey (CEO, CoveyLink Worldwide), son of Stephen R. Covey of *The 7 Habits of Highly Effective People* fame, explores the concept of trust and its positive impact on personal and professional success. He introduces the image of ever-widening concentric ripples of water, which he defines as the “Five Waves of Trust”: Self-Trust, Relationship Trust, Organizational Trust, Market Trust, and Societal Trust. The degree and magnitude of trust one develops at each wave impacts the effectiveness of interactions at the next highest level, and the stronger the trust involved at each level, the more efficiently and quickly the desired outputs of that level can be achieved. Covey has an engaging style and uses many anecdotes and quotes from famous people to illustrate his points. The book’s organization into waves, behaviors of High Trust Leaders, and Cores of Credibility makes the prose easy to digest and reminiscent of the format of the leadership seminars from which Covey got his start. This book would be of interest to public libraries and universities with self-help, psychology, or popular business collections.—Crystal Renfro, Lib. and Information Ctr., Georgia Inst. of Technology, Atlanta --Crystal Renfro (Reviewed October 1, 2006) (Library Journal, vol 131, issue 16, p94)

Covey, Stephen M. R., Rebecca R. Merrill, and Stephen R. Covey. *The Speed of Trust: The One Thing That Changes Everything*. New York: Free, 2008. Print.

Youtube link: <http://www.youtube.com/watch?v=efGLdwPOWSw>