



# LAMS Letters

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

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## Special Leadership Institute Edition

**FROM the Chair of the Planning Committee - Mike Crumpton, on behalf of the Planning Committee**



**CONGRATULATIONS TO THE CLASS OF 2014  
from the North Carolina Library Association  
Leadership Institute!**





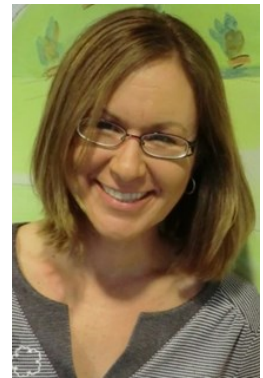
Thanks to our Group Mentors (graduates of the class of 2012)



**Tiffany  
Hayes**



**Catie Roche**



**Debbie  
Shreve**



**Joetta Pittman**



**Cathy Wright**





**Comments from Siobhan Loendorf,  
Recipient of the LAMS scholarship to attend the 2014 NCLA Leadership Institute**

Thank You LAMS! For sponsoring my attendance at the 2014 NCLA Leadership Institute held this past month at the Caraway Conference Center. The mission of this institute “is to create opportunities for learning and skill building in leadership and mentoring. The Institute will cultivate an improved understanding of self and others, while inspiring participants to serve in leadership roles within the profession at local, state and national levels.”



Mission Accomplished. The things I learned in these four information packed days are invaluable tools I will use in nearly all areas of my life. The NCLA did a fabulous job of planning and executing this institute. They brought together twenty-three participants from all over the state and over four days we became a supportive network of friends. Through a variety of interactive sessions with facilitator Cheryl Gould we learned about leadership, change management and emotional intelligence. Cheryl’s improvisational activities forced a level of self-awareness that allowed me to look at myself and my role as a leader through a different lens. Self-reflection and mindfulness are a couple of tools that I will continue to use to make myself a better leader, co-worker, wife and parent.

For this institute the planning committee added a new session focused on project management. Kathy Bradshaw who is the Human Resources Librarian at the University of North Carolina at Greensboro led the cohort in a very helpful project management session where we learned how to project map our ideas to create a visual project plan. Since returning to work I can see the opportunity for using project mapping in upcoming projects, grant writing and programming. I plan on offering a library staff training in project mapping and I have been asked to share a quick lesson on project mapping with another County organization.

One of the best parts of the Leadership Institute is that even though we are no longer all together at Caraway, we are still connected by our project teams, mentors and Facebook. We are all looking forward to upcoming meetings and of course the NCLA Conference in Greensboro in 2015. Participating in NCLA Leadership Institute has inspired me and given me the confidence to be a better leader in my library and my profession. I look forward to getting more involved in NCLA, working at the conference and hopefully becoming a Leadership Institute Mentor in 2016. It is a very valuable program and I thank you once



**Sharing!**

**“Collaborating”**



From the Chair of LAMS:

As a participant of the 2012 NCLA Leadership Institute I gained valuable knowledge on leading as opposed to managing. Attending was fun, educational and rewarding on a personal and professional level. In the past two years I have applied the techniques I learned at the Institute to remain self-aware, build teams, and reach out into the library community to further the LAMS mission to improve the practice of library administration and foster the development of administrative skills. The relationships I developed at the Leadership Institute and since have resulted in wonderful collaborations with other NCLA sections, the State Library of NC, and of course, all the dedicated librarians at the library systems across the state that have hosted the programs to develop future library leaders. I'm sure the 2014 Leadership Institute class will find the experience as rewarding.

Laurence Gavin

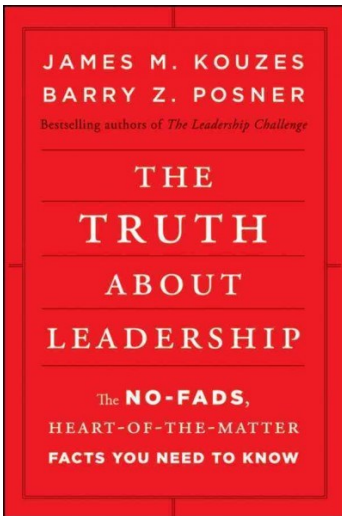


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**Making Friends**





A fresh look at what it means to lead from two of the biggest names in leadership.

In these turbulent times, when the very foundations of organizations and societies are shaken, leaders need to move beyond pessimistic predictions, trendy fads, and simplistic solutions. They need to turn to what's real and what's proven. In their engaging, personal, and bold new book, Kouzes and Posner reveal ten time-tested truths that show what every leader must know, the questions they must be prepared to answer, and the real-world issues they will likely face.

Based on thirty years of research, more than one million responses to Kouzes and Posner's leadership assessment, and the questions people most want leaders to answer

Explores the fundamental, enduring truths of leadership that hold constant regardless of context or circumstance—leaders make a difference, credibility, values, trust, leading by example, heart, and more

Shows emerging leaders what they need to know to be effective; fans of *The Leadership Challenge* will find a dynamic new look at the real challenges leaders face today

Drawing from cases spanning three generations of leaders from around the world, this is a book leaders can use to do their real and necessary work—bringing about the essential changes that will renew organizations and communities.

“*The Truth About Leadership* provides some of the best practical advice on leadership I’ve read in a long time. If you have not read Kouzes and Posner and you manage people, shame on you. Start here. If you have read their work and your workplace needs a shot in the arm, you’ll find this book a quick, engaging jewel that will help you become a more trusted, credible, and valued leader.”

—ADRIAN GOSTICK, author of *The Carrot Principle*

Wiley: <http://www.wiley.com/WileyCDA/WileyTitle/productCd-0470633549.html>

Kouzes, James M., and Barry Z. Posner. *The Truth about Leadership: The No-fads, Heart-of-the-matter Facts You Need to Know*. San Francisco, CA: Jossey-Bass, 2010. Print.