



LEADERSHIP, ADMINISTRATION, & MANAGEMENT
 GROWING & DEVELOPING LIBRARY LEADERS
 NORTH CAROLINA LIBRARY ASSOCIATION

LAMS Letters

THE OFFICIAL NEWSLETTER OF THE LEADERSHIP, ADMINISTRATION, AND MANAGEMENT SECTION OF NCLA



Welcome to the LAMS newsletter! Through contributions from the LAMS Board and members, this newsletter aims to explore insightful topics on leadership and management and keep you informed of upcoming events, trainings, and professional development opportunities. If you have questions or would like to become involved with LAMS, please email lams@nclaonline.org—all inquiries are welcome!

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From the Chair of the Board

Dear LAMS members,

Spring is here, traditionally a time for new beginnings. Perhaps it is that house project you have wanted to do or planting seedlings in the ground. Spring gives us hope, a feeling of change, and a chance to simply enjoy the beauty of the natural world blooming around us. It can also be a time to reflect and think about ways you want to grow as a person and that's the subject of this issue of LAMS Letters: growth.



Whether personal, professional, spiritual, or creative, growth is an important aspect of life. We get in ruts from time to time, and with the minutiae that seem to take over our lives, we lose sight of ourselves and what sparks our passions.

GROWTH & TIME

“The brain encodes novel experiences much more richly than it does everyday, ordinary experiences. It’s like novelty is stored as HD, but for experiences that we’ve had several times, the brain knows what they are, so it doesn’t need to expend as much energy storing them. Unless there’s something different about them, the brain just encodes a faint trace.”

<https://drdavidhamilton.com/why-time-speeds-up-as-you-age/>

From the Chair, continued...

Personal growth is not just about taking an online seminar, listening to a TED talk, or reading the latest leadership book (although those are all wonderful things). I would challenge you to look outside the norms of what you think growth means to you. As children, time seemed to pass slowly. As adults, time passes more quickly because we follow daily patterns and days blur. This phenomenon boils down to experiencing newness.

So, to expand your sense of time, try new experiences and challenges, and visit unfamiliar places. I experienced this in January when I visited New York City. I had been to NYC before, but this trip was different. For one thing, it was longer; we also decided to “wing it” on this trip. This was both exhilarating and exhausting; but by not over-planning or having expectations, I found an increased sense of curiosity I forgot I had.

On the eve of our departure, we attended an event at the JP Morgan Museum. I knew little about this library, its collection, or Morgan’s contributions to the book and art world (which makes me want to turn in my librarian card). This institution and Morgan’s private libraries were mind-blowing. What was even more inspiring was learning about his personal librarian, Belle da Costa Greene, originally born Marion Greener. I recommend checking out the novel based on her story, *The Personal Librarian*, by Victoria Christopher Murray.

After learning about her, I felt my old-school librarian self return. As leaders, we must deal with things that, at times, are not so inspiring. However, let us not forget the passion that brought us to the profession. I hope you get a chance to “wing it” more often, and you might just find something unexpected and beautiful. Now *that* is personal growth.

Brandy Hamilton

LAMS Chair, 2021-2023

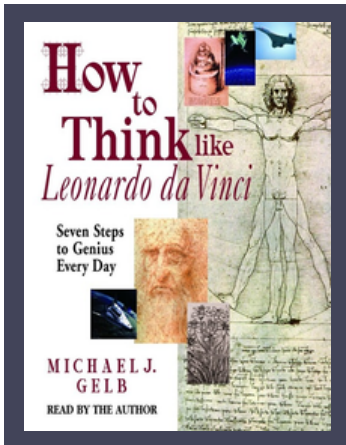


BELLE DA COSTA GREENE THE MORGAN’S FIRST LIBRARIAN & DIRECTOR

“Greene’s legacy is powerful and far-reaching. While the significant role she played as J. Pierpont Morgan’s librarian is often acknowledged, her tenure in that position lasted a mere seven years. During her decades-long career as a library executive, she not only acquired countless significant collection items but also made immeasurable contributions to bibliography and scholarship, mentored colleagues at the Morgan and elsewhere, facilitated widespread collection access through object loans and ambitious photographic services, and promoted the work of distinguished women scholars and librarians.”

<https://www.themorgan.org/belle-greene>

Books That Spark Creativity

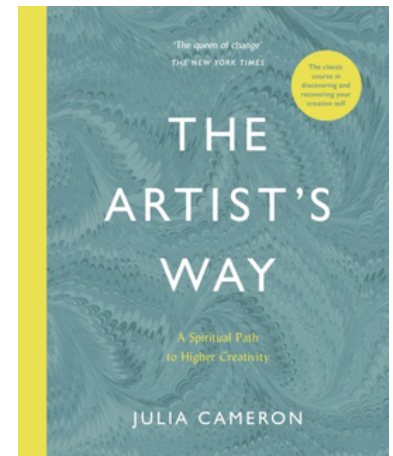


How to Think Like Leonardo Da Vinci by Michael J. Gelb

Genius is made, not born. And human beings are gifted with an almost unlimited potential for learning and creativity. Now you can uncover your own hidden abilities, sharpen your senses, and liberate your unique intelligence —by following the example of one of the greatest geniuses of all time, Leonardo da Vinci.

The Artist's Way by Julia Cameron

The Artist's Way is the seminal book on the subject of creativity. Millions of readers have found it to be an invaluable guide to living the artist's life. In a new introduction to the book, Julia Cameron reflects upon the impact of *The Artist's Way* and describes the work she has done during the last decade and the new insights into the creative process that she has gained. Updated and expanded, this anniversary edition reframes *The Artist's Way* for a new century.



How to Write One Song: Loving the Things We Create and How They Love Us Back by Jeff Tweedy

There are few creative acts more mysterious and magical than writing a song. But what if the goal wasn't so mysterious and was actually achievable for anyone who wants to experience more magic and creativity in their life? That's something that anyone will be inspired to do after reading Jeff Tweedy's *How to Write One Song*.

Big Magic by Elizabeth Gilbert

Gilbert offers insights into the mysterious nature of inspiration. She asks us to embrace our curiosity and let go of needless suffering. She shows us how to tackle what we most love, and how to face down what we most fear. She discusses the attitudes, approaches, and habits we need in order to live our most creative lives.



My Leadership Journey

Christie Reale

I knew what a leader was supposed to look like: confident, charismatic, perfect, and outgoing. I was none of those things.

I did not set out to be a leader at the beginning of my library career. I was mostly happy to come in and do my job and go home when I was a library page and in my early years as a library assistant. But, as I got more involved in things, and especially when I started graduate school in 2012, I started to think about leadership more and more. I felt that I had many good ideas that could benefit my library system and thought that I could do a good job in an eventual leadership position. But I wasn't sure of the best way to get there.

I started by applying for supervisor-level jobs. I didn't get the first one I applied for, which was extremely disappointing, but I did get the next one. And I made a lot of mistakes in the beginning.

I kept trying to read articles and attend webinars on management and leadership. I attended conference sessions and sought out mentorships through my MLIS program and NCLA. I had a good foundation of the principles, but did not have a lot of confidence in myself to actually put things into practice.

I knew what a leader was supposed to look like: confident, charismatic, perfect, and outgoing. I was none of those things. So I really struggled with imposter syndrome.

I knew that I needed to do something, because I wasn't going to last in leadership with these feelings of inadequacy and anxiety. Thankfully, I worked for an organization that had previously sent several of my colleagues to the NCLA Leadership Institute, and I had seen the difference that it had made for each of them. So when the call for applications came in early 2016, I applied to be part of the cohort. I didn't think I had a chance of making it in. I hadn't done enough and my application was terrible. To my surprise, I did get selected for the cohort.

My experience at the Leadership Institute was eye-opening. I met people there who I thought were amazing leaders, and who shared some of the same insecurities that I had. I was not the only one struggling with Imposter Syndrome. As I listened to the various sessions from respected library leaders, I started to realize how many of the things they recommended leaders do were things I was already doing. I was exposed to multiple types of leadership and realized that it can look a lot of different ways. I came back to my library with more confidence in my skills and abilities.

Following the Leadership Institute, I was much more secure in my position. I felt more confident putting myself out there to serve on committees, both internal to my organization and outside of it.

My Leadership Journey, continued...

I presented at the 2017 NCLA conference on “Personality in the Library Workplace” since I had found that my background in psychology was unique among many of my library leader peers -- and thanks to LI I felt like I had something to share in that regard. I’m not going to say that I was a “perfect” leader as there is no such thing, but something had definitely shifted.

I continued (and still continue) to grow as a leader, both personally and professionally. In 2017, I obtained a branch manager position at my library system. And, in 2022, I became the Deputy Library Director for Cabarrus County Public Library. Both of these positions took me out of my comfort zone and made me confront what I still didn’t know about leadership and management. Leading during a pandemic was something I never planned on facing, but through the skills I had gained through Leadership Institute, as well as the invaluable training opportunities provided by state and national library organizations, I was able to pull myself and my staff through that difficult time.

I now know that I will never be “perfect” and I will never feel like I have it all together, but each day I look forward to how I will continue to grow and develop as a person and as a leader, even when it means being well outside my comfort zone.

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Let’s Hear About Your Growth Journey!

We want to hear how you have grown as a leader over the course of your career, whether you're new to leadership or have been doing this for a while. We may feature your story in an upcoming newsletter!

Share your story at the link below:

forms.gle/dHHmoQyUr3SKdXAx6

Calling all NCLA Leadership Institute Alums (2018 cohort or prior)!

We are working on an article about the impact of the Leadership Institute on leadership growth & development.

Share your story at the link below:

forms.gle/8pywhy6FoJwAftJV9

Books That Inspire Growth

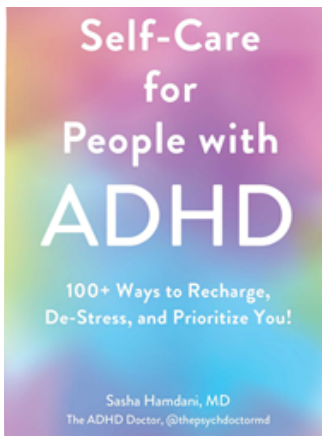


Enchantment: Awakening Wonder in an Anxious Age by Katherine May

"Many of us feel trapped in a grind of constant change: rolling news cycles, the chatter of social media, our families split along partisan lines. We feel fearful and tired, on edge in our bodies, not quite knowing what has us perpetually depleted. For Katherine May, this low hum of fatigue and anxiety made her wonder what she was missing. Could there be a different way to relate to the world, one that would allow her to feel more rested and at ease, even as seismic changes unfold on the planet?"

The Perfectionist's Guide to Losing Control: A Path to Peace and Power by Katherine Morgan Schafler

We've been looking at perfectionism all wrong. As a psychotherapist and former on-site therapist at Google, Schafler argues you don't have to stop being a perfectionist to be healthy. For women who are sick of being given the generic advice to "find balance," a new approach has arrived.

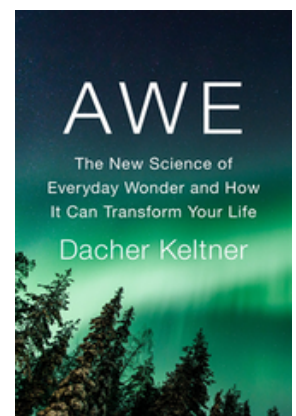


Self-Care for People with ADHD: 100+ Ways to Recharge, De-Stress and Prioritize You! by Sasha Hamdani

This book can help you engage in neurodiverse-friendly self-care—without pretending to be neurotypical. You'll find more than 100 tips to accepting yourself, destigmatizing ADHD, finding your community, and taking care of your physical and mental health.

Awe: The New Science of Everyday Wonder and How It Can Transform Your Life by Dacher Keltner

Keltner presents a radical investigation and deeply personal inquiry into the elusive emotion, awe. Revealing new research into how awe transforms our brains and bodies, alongside an examination of awe across history, culture, and within his own life, Keltner shows us how cultivating awe in our everyday life leads us to appreciate what is most humane in our human nature.



Let's Talk About It: Managing Change

From meeting our patrons' needs, to responding to budget cuts, libraries are constantly changing. How do you handle change in your library?

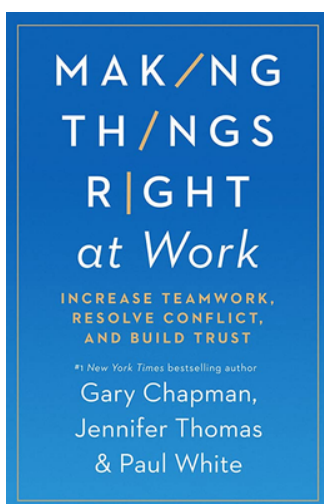
Join us to discuss strategies, experiences, and tips for managing change in our **inaugural virtual discussion** series "Let's Talk About It" on **Wednesday, April 26 from 2:30 - 3:30 PM.**

Register here: forms.gle/xzERRpE3vpZasZnn8



Virtual Summer Book Discussion

Making Things Right at Work: Increase Teamwork, Resolve Conflict, and Build Trust by Gary Chapman, Jennifer M Thomas, Paul White



Facilitator: Brandy Hamilton

Location: Zoom (Online)

Time: 12:15 - 1:15 PM

May 3: Introduction and Chapters 1-3

June 14: Chapters 4-7

July 12: Chapters 8-10

August 16: Chapters 11-13/ Reflection

Sign up to receive the Zoom link:

forms.gle/NVwPSE94dDUkYqWo6



The 65th Biennial Conference of the North Carolina Library Association presents

October 16-20, 2023 • Benton Convention Center • Winston-Salem, NC

Cultivating Community: Strengthening Roots,
Supporting New Growth