



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

LAMS Letters

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



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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 so you never miss out. If you have questions or would like to become involved with LAMS, please email lams@nclaonline.org - all inquiries are welcome!

From the Chair of the Board

Greetings LAMS Members,

It is an exciting time for our organization and our section. I am happy to report that LAMS had a stellar collection of presentations at the 2019 Conference, and I would like to thank our great leaders for offering their time and sharing their wisdom. As we head into a new biennium with a new name and new mission, it will be important to continue supporting traditional leadership roles while acknowledging that leaders can be found at various levels within an organization.



Now, more than ever, our leaders are transforming workplaces in unique and interesting ways, and now is the time to foster inclusiveness within our profession.

We are also witnessing a paradigm shift in the types of skills the modern workforce values. Concepts and skills that used to be considered of low or moderate importance, like empathy, vulnerability, emotional intelligence, soft skills, transparency and more, are now taking a front seat as employee engagement becomes integral to maintaining a healthy workplace.

As workplace values change, and as leadership becomes more people centered, we must shift our thinking to invest in our greatest assets: Our staff. So, whether you are a manager, administrator, or you are leading a team in another way, we will honor our past, yet welcome new and exciting changes in the world of leadership. Keeping inclusivity in mind, our goals for the biennium will be to continue to be offering relevant programs, workshops, and materials for all library leaders. It is my privilege and honor to lead us into the future alongside the valued LAMS membership.

Brandy Hamilton, 2019-2021 LAMS Chair

Your 2019-2021 Executive Board



Elections were held in August 2019. The following members were elected to serve on the LAMS Executive Board:

Brandy Hamilton, Chair
Regional Library Manager, Wake County Public Libraries

Will Ritter, Vice-Chair/Chair-Elect
Library Director, Greensboro College & Director of the College's Center for the Enhancement of Teaching & Learning

Amy Mason, Secretary/Treasurer
Library Branch Manager, Wake County Public Libraries

Marlan Brinkley, Director-at-Large: Programs/Events
Library Director, McDowell County Public Library System

Mary Abernathy, Director-at-Large: Newsletter
Discovery & Delivery Librarian, Salem College

Meghan Wanucha Smith, Director-at-Large: Membership/Marketing
Health & Human Services Librarian, UNC Wilmington

Suchi Mohanty, Strategic Planning Advisor (appointed by Chair)
Head of the R. B. House Undergraduate Library, UNC Chapel Hill

Jennifer Hanft, Liaison to NCLA Leadership Institute (appointed by Chair)
Education and Instruction Librarian, State Library of North Carolina

Elizabeth Novicki, Past-Chair
Director, Salem Academy & College Libraries



Updates from the LAMS Board

New Name, New Mission

The LAMS membership voted to update several components of the bylaws in August 2019. LAMS is now the **Leadership, Administration, and Management** section of NCLA. Along with this new name, comes a new focused mission: “Developing leaders, building skills, and creating networks.” As we seek to carry out this mission in the new biennium, **we want to hear from you!**



Member Survey coming soon

As a follow-up to our 2018 phone interviews with select LAMS members, the LAMS Executive Board is seeking your input to better meet the networking and professional development needs of our community. In the coming weeks, we'll be sharing a link to an **online survey** where you can tell us what kinds of activities you'd like to see and how we can support your growth. Stay tuned!

Tell us what you think!



LAMS and NCLA Partner with NC LIVE



NCLA and the Leadership, Administration, and Management (LAMS) Section are pleased to partner with NC LIVE on regional workshops for library leaders.

Next workshop

Join us at the Mountain Regional Workshop on March 27th at Appalachian State University to learn about NC LIVE, network with peers, and gain transferable skills to take back to your community. Registration is FREE and includes lunch.

Mountain Regional Workshop

March 27, 2020

10 am - 4 pm

Plemmons Student Union, Appalachian State University

Registration: <https://forms.gle/ERxqxXMoKQcn2xxr7>

Leadership Development

Finding the time and funding to develop your leadership skills can be challenging. That's why NC LIVE offers a free Leadership Development workshop series. Guest facilitators will share their knowledge on specific leadership competencies through active learning exercises that will give you an opportunity to experience and learn to navigate common leadership challenges. Whether you are in a leadership position already, or aspire to be, consider registering for an upcoming NC LIVE regional workshop.

Mountain workshop leadership facilitators:

Lesley Mason, Carteret County Public Library

Rob Ross, NC LIVE

Paul Orkiszewski, Appalachian State University

“We are excited for the opportunity to see our mission of ‘Developing leaders, building skills, and creating networks’ come to life in this way.”

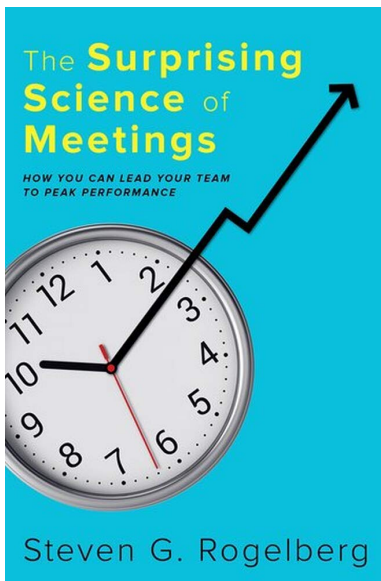
- Brandy Hamilton,
Chair, LAMS



The Surprising Science of Meetings

BOOK REVIEW

Recommended by Suchi Mohanti



UNC Charlotte professor Steven Rogelberg wants to help leaders be more effective in an area many view as a necessary evil. In *The Surprising Science of Meetings: How You Can Lead Your Team to Peak Performance*, Rogelberg examines why meetings often fail to be productive and provides research-based strategies for turning this around. According to the *Washington Post*, “If one of your New Year’s resolutions is to spend less time sitting in or leading useless meetings, this book is for you” (McGregor, 2019).

In addition to the book, Rogelberg has been talking about his research and promoting strategies to “eliminate bad meetings” in podcast interviews, online articles, and a TED talk. According to the description of his TEDxUNCCharlotte talk entitled “The Power of You to Truly Make Meetings Work”:

“Rogelberg has spent decades researching workplace meetings and reports that many of them are a waste of time. Why? Because the vast majority of managers aren’t trained in or reviewed on effective meeting management. He explains how leaders can improve meetings — for example, by welcoming attendees as if they were party guests or banning use of the mute button on conference calls — and how organizations can support these efforts with better practices and policies, from creating meeting-free days to appointing a Chief Meeting Officer” (2019).

In the January-February 2019 issue of *Harvard Business Review*, Rogelberg discusses the misconceptions leaders often have regarding the effectiveness of their meetings. By being the primary speakers, managers often feel like they are being very productive. This skewed perspective, however, results in leaders being “less apt to solicit feedback and seek opportunities to improve. As a result, frustrations that attendees commonly cite in surveys (such as irrelevant agenda items, overly long duration, lack of focus) persist, leaving them disgruntled and disengaged” (Rogelberg, 2019).

***“If one of your New Year’s resolutions is to spend less time sitting in or leading useless meetings, this book is for you”
(McGregor, 2019)***

He goes on to encourage managers to assess their skills and seek improvement. Thankfully for all of us, he provides concrete suggestions on how to do this through preparation, facilitation, and reassessment.

***Learn
more***

Check out these resources to learn more about Rogelberg’s research and what you can do to improve meetings in your organization.

Beard, A. (Host). (2019, November 5). Why meetings go wrong and how to fix them (No. 708) [Audio podcast episode]. In *HBR IdeaCast*. <https://hbr.org/2018/01/podcast-ideacast>

McGregor, J. (2019). Big names and big ideas: 10 titles to bookmark for 2019. *The Washington Post*. <https://search.proquest.com/docview/2163586888?pq-origsite=summon>

Rogelberg, S. (2019). *The surprising science of meetings: How you can lead your team to peak performance*. New York, NY: Oxford University Press.

Rogelberg, S. (2019, January 1). Why your meetings stink—and what to do about it. *Harvard Business Review*, January–February 2019. <https://hbr.org/2019/01/why-your-meetings-stink-and-what-to-do-about-it>

Rogelberg, S. (2019, April 22). TEDxUNCCharlotte: The power of you to truly make meetings work. [Video]. YouTube. <https://www.youtube.com/watch?v=Oeoy3zCgTHU&feature=youtu.be>



HBR IdeaCast

A weekly podcast featuring the leaders in business and management.