



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 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!

IN THIS ISSUE

It's Ok to Not Be Ok: Letter from the LAMS Chair

Help During Hard Times: Resources

Upcoming LAMS Workshops

LAMS Recommends: Read, Listen, Watch

From the Chair of the Board

Greetings LAMS Members,

Each day I try and ask staff members and colleagues, "How are you doing?" Or "How are you feeling?" Most often I get, "I'm okay", or "I'm fine." But I know the truth, and I see it in their eyes, we are collectively... not okay. And you know what? That's okay too.

I'm sure most people have heard all the new cliches at this point "We are living in challenging times", "These are rough times" or "We are in this together" and all the well meaning phrases that have become commonplace.



From the Chair, continued...

Sometimes we just need to accept what is and give ourselves space. As leaders it feels like we have taken a ride on a merry-go-round and stepped off abruptly, trying to find our footing and our direction. Each day brings new challenges and the adage, a manager's day is not their own, has been taken to a new level. We have become experts in PPE, safety, sanitation, remote working, training, mental health, and numerous other things that we probably never thought we would need to become experts in.

Then there is the physical and emotional stress that people find themselves in and it can really take a toll. As a leader, it is our role to step up and recognize this emotional stress to be true. Our efforts at combating these hardships include providing stress webinars, safety training sessions, self-care opportunities and wellness initiatives.



All these things are great. But above all those things, what we need to offer right now is a little grace and provide the reassurance that it's okay to feel the way you do. We may be struggling with a new way of doing our work (or even what day it is) but we shall persevere. Shall we just acknowledge we are all a bit disoriented?

It's Okay to Not be Okay.

We are creatures of habit, and our habitat has drastically changed over the past 10 months. Now it's time to take it one day at a time. In this issue you will find sources to aid in the fight for perseverance, for we all try our best and continue to move forward, even when the future is uncertain, know you are not alone.

Brandy Hamilton, 2019-2021 LAMS Chair

Anxiety Toolkit: Information and Resources

A list of books, articles, webinars, and apps curated by Brandy Hamilton is available to the right and continues on page 5.

Help During Hard Times

ARTICLES & BLOGS

- [Coping with stress at work](#) American Psychological Association
- [How to handle stress at work](#) Harvard Health Blog
- [Stressors and librarians: How mindfulness can help](#) Dr. Richard Moniz
- [Mindfulness in Times of Extreme Stress](#) Public Libraries Online

UPCOMING WEBINARS AND ONLINE COURSES

- [Overcoming Zoom Fatigue](#) Presented by Michelle St. Pierre, February 23, 2021
- [Library Journal Winter Summit: Building the Next Normal](#) Presented by the Library Journal, February 23, 2021

BOOK

The Mindful Librarian

Connecting the Practice of Mindfulness to Librarianship

Richard Moniz, Joe Ehlman, Jo Henry, Howard Shady and Lisa Stone



Virtual Leadership Workshops with NC LIVE



This spring, **LAMS** and **NCLA** are pleased to partner with **NC LIVE** to host three **free** virtual Leadership Development workshops. Guest facilitators will share their knowledge on specific leadership competencies and guide you through common leadership challenges. Whether you are in a leadership position already or aspire to be, consider registering for an upcoming Leadership Development workshop.

Register now!
Next workshop
is 2/25

Check out NC LIVE's website for more details: <https://www.nclive.org/regionalworkshops>

NC LIVE is North Carolina's statewide library cooperative, supporting 200+ public and academic libraries across North Carolina. Since its founding in 1997, NC LIVE has saved the state millions through innovation and collaborative efforts. The NC LIVE mission is to help member libraries to better support education, enhance economic development, and improve the quality of life of all North Carolinians.

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Next LAMS Virtual Leadership Workshop March 16, 2021 at 12 p.m.

Our presenter will be **Dawn Osborne-Adams**, the University Ombuds and Director of the Ombuds Office at UNC Chapel-Hill.

Dawn has devoted her professional life to helping individuals and organizations develop constructive approaches to challenging situations. Before joining Carolina, Dawn served as a consultant Ombuds at Shell Oil Company, University Ombudsman at Binghamton University (a campus of the State University of New York), an alternative dispute resolution administrator and law clerk for the United States Federal Court and an attorney working in the public interest.

Dawn earned her B.S. from Georgetown University and her J.D. from New York University School of Law. She also holds a certificate in dispute resolution from the Straus Institute at Pepperdine University School of Law.

LEADERSHIP CORNER

Do you have a colleague whose leadership style you admire? Is someone in your professional network leading creatively? Has a coworker shared meaningful management tips that others need to know?

We're looking for current (or potential) LAMS members to feature in an upcoming newsletter. Please send your nominations to lams@nclaonline.org.

Help During Hard Times

Continued from
page 1

PRE-RECORDED WEBINARS AND ONLINE COURSES

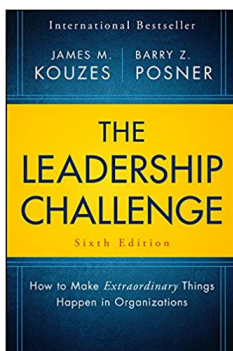
- [How to Improve Brain Health During the Pandemic](#)
Offered by Demco
- Mindfulness Part 1 and 2 by Dr. Richard Moniz, Recordings are available for NC library staff in [Niche Academy](#). Before you use Niche, register with a library email address. Sponsored by the State Library of North Carolina

COACHING PROGRAMS/APPS

- [Action for Happiness](#), free
Online coaching program for challenging times
- [Wellness Coach](#), fee-based
"Empower your employees to live and work at their fullest potential by using Wellness Coach, the all-encompassing digital wellness platform."



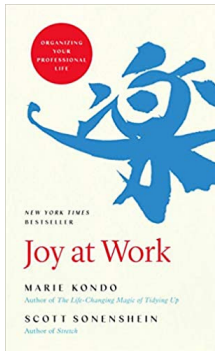
LAMS Recommends: Read or Listen



The Leadership Challenge
By James M. Kouzes

"A good leader gets things done; a great leader aspires, inspires, and achieves more. This book highlights the differences between good and great, and shows you how to bridge the chasm between getting things done and making things happen." - *Amazon*

Read or Listen, *continued*



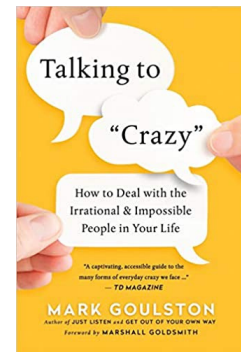
Joy at Work
By Marie Kondo and
Scott Sonenshein

"The workplace is a magnet for clutter and mess. Who hasn't felt drained by wasteful meetings, disorganized papers, endless emails, and unnecessary tasks? These are the modern-day hazards of working, and they can slowly drain the joy from work, limit our chances of career progress, and undermine our well-being.

Using the world-renowned KonMari Method and cutting-edge research, *Joy at Work* will help you overcome the challenges of workplace mess and enjoy the productivity, success, and happiness that come with a tidy desk and mind." - *Amazon*

"Let's face it: we all know people who are downright irrational. No matter how hard you try to reason with them, it never works. So what's the solution? How do you talk to someone who just won't listen? What can you do with an unrealistic boss, an angry spouse, or an overly emotional friend?

You can't win by ignoring the insanity-and you can't argue it away. But you can stop it cold. Top-ranked psychiatrist and communication expert Mark Goulston shows you how in *Talking to "Crazy"*, a life-changing book for everyone trapped in maddening personal or professional relationships." - *Amazon*



Talking to 'Crazy': How to Deal with the Irrational and Impossible People in Your Life
By James M. Kouzes

LAMS Recommends: Watch

Forget big change, start with a tiny habit

BJ Fogg at TEDxFremont

"What if someone told you to floss only one tooth everyday? Or start the new year, not with grand resolutions, but with a simple challenge.. like ONE pushup a day? BJ Fogg shows us that the key to lasting change does not lie in planning big, monumental changes, but in thinking really, really small."