



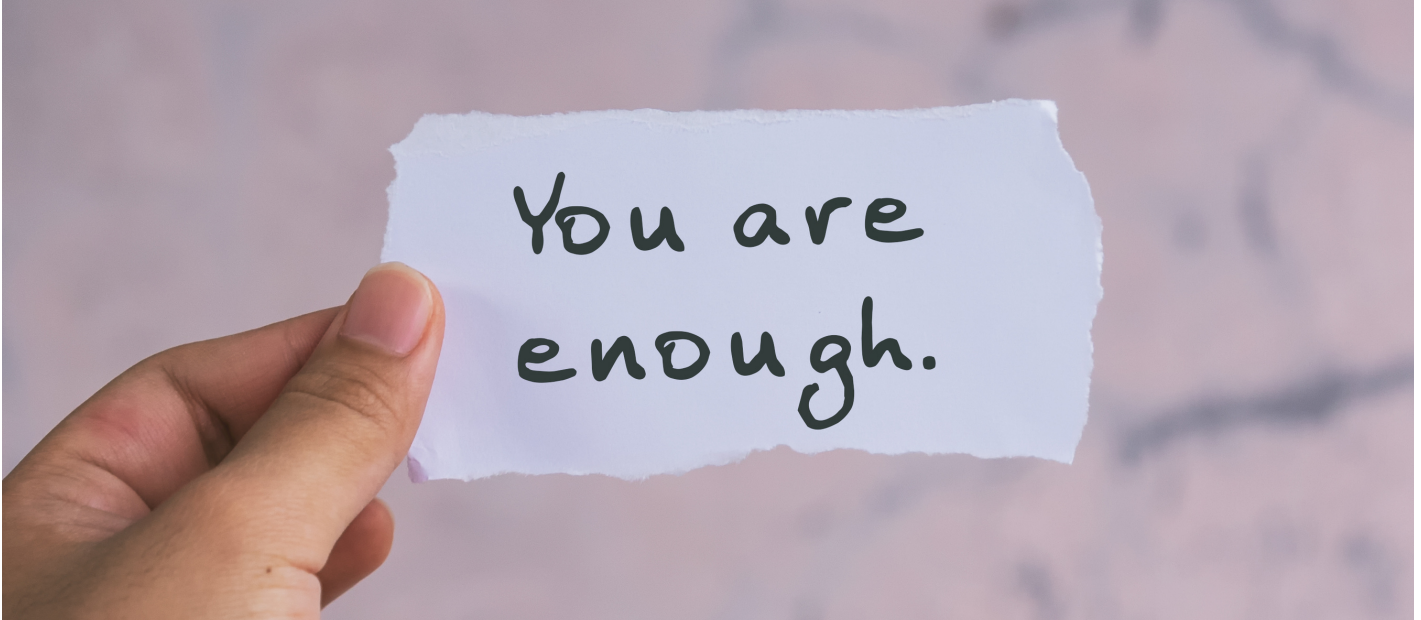
LEADERSHIP, ADMINISTRATION, & MANAGEMENT

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](mailto:lams@nclaonline.org)—all inquiries are welcome!

## IN THIS ISSUE

**Practicing Self-Care: Resources for Leaders**

**Book Review**  
*Subtract: The Untapped Science of Less*

**Welcome new LAMS Executive Board Members**

## From the Chair of the Board

If no one has told you lately... you are enough. You may be asking yourself: okay, what does that mean? Well, it means you do not have to do more or be more to be valued. You are good enough just being you. I think some of us tell ourselves negative things or go over what or how we could have done something better. Listen, life is hard under normal circumstances. With a pandemic there is added fear, stress, illness, loss, and a host of other concerns. We have a limited amount of time, a very precious resource. Finding balance is not easy.



***From the Chair, continued...***

We all have people that depend on us in our lives: spouses, parents, children, siblings, friends, community members, employees, colleagues, fur babies, and so on. Adversity builds resilience, but at some point, a person's capacity can become diminished. As we enter into the third year of the pandemic, it's time to reassess our priorities and let some things go; that's what this issue is all about.

So if you are feeling stressed because the "to do" list does not get done, the deadlines are looming, and all the while, your threshold is waning, please remind yourself: you are enough. As leaders, we are committed to our mission, yet we also need to recognize the need for continued self-care. This is not a new idea, of course; it's been a common trend over the past two years. However, it's not just a fleeting concept, it's not a fad, and it's not going anywhere anytime soon.

My big take away is...take it easy on yourselves. What is your inner voice telling you? Does it tell you positive or negative things? If it's the latter, what if you told yourself this everyday instead? "I am enough, I can be myself". Think about this: most of us love babies, right? So cute, so innocent. But what do babies do for us? (I mean besides being adorable.) Not much; we must take care of their every need. Yet... we love them and they are important. They are enough just the way they are. Why then do adults start to think that we must continue to do increasingly more to validate our existence when being you IS enough?



One positive thing that this pandemic has done is create an environment ripe for building trust through compassionate leadership... and that starts with taking care of yourself and being honest when you need help or a break. On behalf of the board, we hope you find the resources in this issue helpful in your leadership journey.

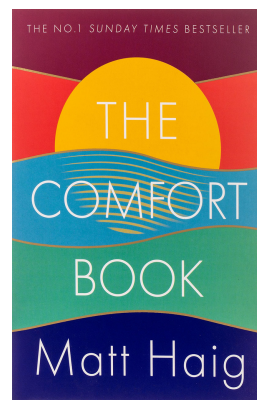
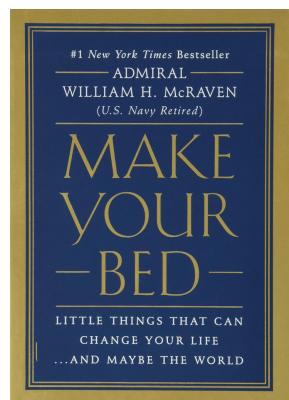
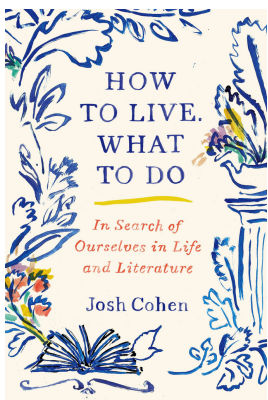
**--Brandy Hamilton,  
2021-2023 LAMS Chair**

# Self-Care: Resources for Library Leaders

## Books

- *How to Live, What to Do, in Search of Ourselves in Life and Literature* by Josh Cohen
- *Make Your Bed* by William McRaven
- *The Comfort Book* by Matt Haig
- *Think Like a Monk* by Jay Schetty
- *Don't Call me Crazy* by Kelley Jensen
- *All the Bright Places* by Jennifer Niven

Curated by  
**Jenneffer  
Sixkiller**



## Online Resources

- Kristen Neff's Self-Compassion exercises:  
<https://self-compassion.org/category/exercises/#exercises>
- Enhance wellbeing, guided meditation, overcome stress:  
<https://insighttimer.com/meditation-app> (website)  
<https://mindtools.io/programs/insight-timer/> (fair review)

## Lifestyle Suggestions

Do more of what brings you joy.  
Create and maintain healthy boundaries.  
Start a gratitude practice.  
Eat mindfully.  
Take care of your mind, body and spirit.



# Subtract: The Untapped Science of Less

## BOOK REVIEW

by Amy Harris Houk

*"Subtract is a useful book for any leader, but it is especially relevant for library leaders who are being asked to do more with less."*

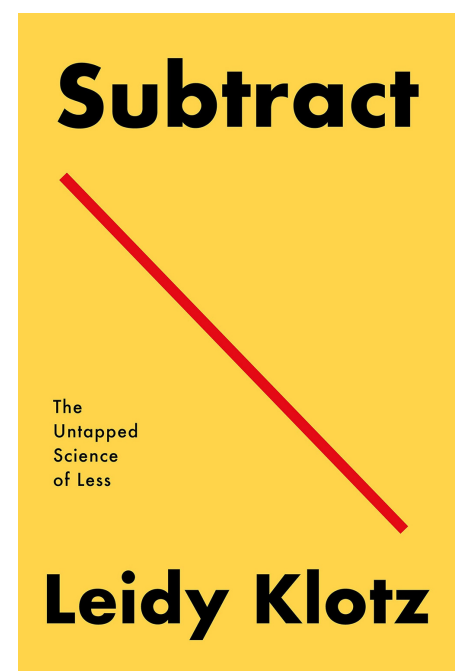
**Subtract: The Untapped Science of Less** by Leidy Klotz (Flatiron, 2021) is not a traditional leadership book, but it contains many important lessons for leaders. Klotz, a professor at the University of Virginia, argues that humans naturally tend to add on more to solve problems. He discusses his own research (Adams, et al., 2021) in which people were given tasks that could be completed by either adding or subtracting information. In each study, the majority of participants completed each task by adding. He also uses a variety of true stories to illustrate the benefits of subtraction, including an amazing story about how a dockworker in San Francisco brought about the beginning of the end of Apartheid in South Africa.

After laying out the arguments that humans have a natural tendency to add instead of subtracting and providing examples of how subtracting can be beneficial, Klotz lays out four main takeaways:

1. Invert: try to take away something before adding
2. Expand: try to add and subtract
3. Distill: find the essence of the system to transform it
4. Persist: keep subtracting and reuse your subtractions

For readers who enjoy books by Malcolm Gladwell (such as *Blink* and *Outliers*) and Steven Levitt and Stephen Dubner (including *Freakonomics*) this may be a leadership book you actually enjoy reading. *Subtract* is a useful book for any leader, but it is especially relevant for library leaders who are being asked to do more with less. It shows leaders the importance of going against their natures by subtracting first and provides the steps to allow leaders to truly focus on what matters most. Klotz highlights a quote by Lao Tzu that encapsulates this theory: "to attain knowledge add things every day. To attain wisdom subtract things every day."

Adams, G.S., Converse, B.A., Hales, A.H., & Klotz, L.E. (2021). People systematically overlook subtractive changes. *Nature*, 592, 258-261. <https://doi.org/10.1038/s41586-021-03380-y>





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# NC LIVE Virtual Leadership Workshops



**LAMS** and **NCLA** are pleased to partner with **NC LIVE** to host **free** virtual Leadership Development workshops. In these workshops, guest facilitators 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. Check out NC LIVE's website for more details: <https://www.nclive.org/regionalworkshops>.

**Register now!**  
**Next workshop:**  
**April 29**

If you are interested in joining our roster of presenters for 2022-23, email Brandy Hamilton at [brandy.hamilton@wakegov.com](mailto:brandy.hamilton@wakegov.com).

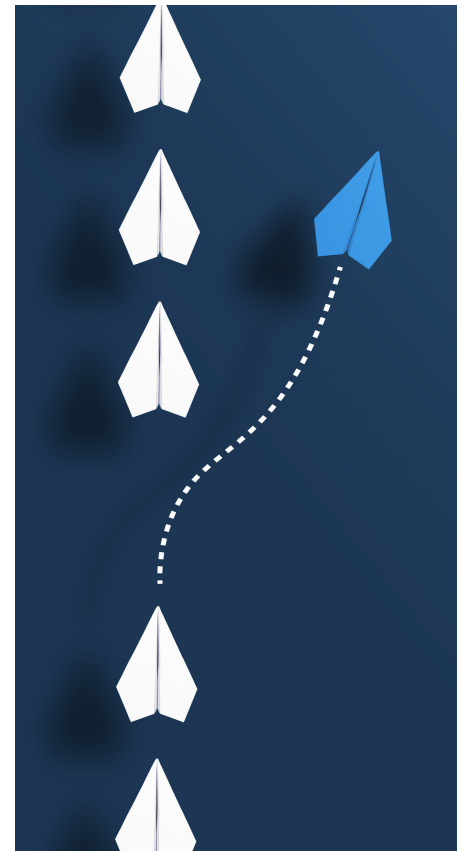
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## NCLA Leadership Institute Call for Applications

Attention current & aspiring library leaders: The call for applications for the 2020+2 NCLA Leadership Institute is underway! **The deadline to apply is Friday, April 1, 2022.**

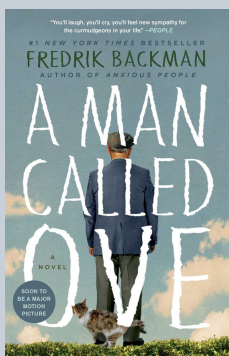
After being cancelled due to the pandemic in 2020, the Institute will be return September 13-16, 2022 ("**2020+2**").

An intensive four-day residential event that will take place at Black Mountain YMCA Blue Ridge Assembly in Black Mountain, NC, the Leadership Institute's mission is to create opportunities for learning and skill building in leadership and mentoring. The Institute helps new, current, and aspiring leaders foster an improved understanding of self and others while inspiring them to serve in leadership roles within the profession at local, state, and national levels.

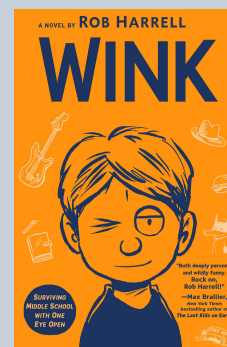


**More information, including application requirements and contact information, can be found at <https://nclaonline.org/leadership-institute>.**

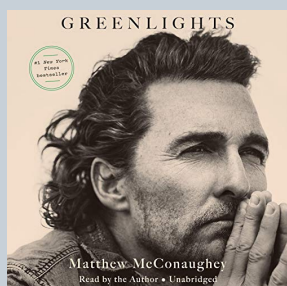
We asked the LAMS Board:  
**What's on Your Reading Shelf?**



*A Man Called Ove*  
 by Fredrik Backman  
*Trade Your Cares for Calm*  
 by Max Lucado



*Wink*  
 by Rob Harrell



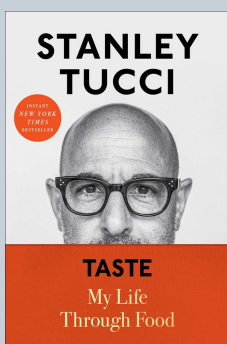
*Medical Medium*  
 by Anthony William

*Greenlights*  
 by Matthew McConaughey (audio)  
*The Five Dysfunctions of a Team*  
 by Patrick Lencioni



*The Sharper Your Knife, the Less You Cry*

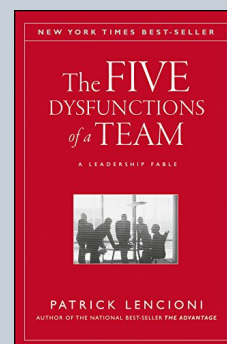
by Kathleen Flinn (audio)



*Radical Candor*

by Kim Scott (audio)

*Taste: My Life Through Food*  
 by Stanley Tucci



Have a leadership-related book, video, or podcast you'd like to recommend?  
 Share it with us at [lams@nclaonline.org](mailto:lams@nclaonline.org)



The following members were elected during Summer 2021 to serve on the LAMS Executive Board for the 2021-23 biennium:

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

**Amy Harris Houk, Vice-Chair/Chair-Elect**  
Assistant Dean for Teaching & Learning,  
UNC Greensboro

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

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

**Jennifer Hanft, Director-at-Large:**  
**Membership/Marketing &**  
**Liaison to NCLA Leadership Institute**  
Head of Content & Information Delivery,  
State Library of North Carolina

**Christie Reale, Director-at-Large: Newsletter**  
Kannapolis Branch Manager,  
Cabarrus County Public Library

## *A NOTE FROM THE CHAIR*

Please join me in welcoming the new LAMS board. We have a great group of leaders from around the state!

The board held its first meeting in January. We are excited to be able to promote our mission: "**Developing leaders, building skills, and creating networks**" through engaging programs, informative newsletters, and other timely and relevant initiatives.

*--Brandy Hamilton*