



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

**From the Chair:
Trauma-Informed
Leadership**

**Book Review:
Betting on You
by Laurie
Ruettimann**

**Welcome New
Board Member:
Amy Whitfield**

From the Chair of the Board

I consider myself a positive, optimistic person, always looking on the bright side; yet I must admit, the past few years have taken their toll on my outlook. However, the desire to encourage and support is still there. During the pandemic, my messages in LAMS Letters have been heavier than normal. There is a big concern on our plates and it's going to take time to unravel: it's called trauma and it can be sneaky. Trauma likes to make itself visible at the most awkward times. Trauma is the houseguest that you want to leave but you just don't know how to get them out.



From the Chair, continued...

In this edition, you will find some resources on dealing with the big **T**, and what that means for our workforce and for ourselves as leaders. By now you probably already know that most people will suffer some form of trauma in their lifetime. One thing we all have in common, living in a pandemic, is an instant trauma-producing event.

Here in the public library, Summer Reading is hot. It's as if we are almost back to our pre-pandemic numbers. Before Summer break, Academic libraries were seeing students again. Staff are coming back to offices. Yet it still feels different and that is because life IS different now. While we are somewhat "normal" with attendance in our institutions, our staff are still in recovery from trauma and will need time to overcome it. So how can you help? Learn about trauma and how it affects people. Look for signs of trauma and intervene with resources. Provide more grace -- people are still not at 100 percent capacity. Be patient, not perfect and with that, I hope the resources highlighted here will shed light on this very serious topic.

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

WHAT IS TRAUMA?

According to the American Psychological Association, "Trauma is an emotional response to a terrible event like an accident, rape, or natural disaster.

Immediately after the event, shock and denial are typical.

Longer term reactions include unpredictable emotions, flashbacks, strained relationships, and even physical symptoms like headaches or nausea. While these feelings are normal, some people have difficulty moving on with their lives. Psychologists can help these individuals find constructive ways of managing their emotions."

<https://www.apa.org/topics/trauma>

TRAUMA-INFORMED LEADERSHIP RESOURCES

Workplace Impacts of Adverse Childhood Experiences (ACES):
<https://www.breakingthecycles.com/2019/06/04/workplace-impacts-of-adverse-childhood-experiences-aces/>

Introduction to Trauma Informed Leadership and Change Management in support of Workplace Wellness:
<https://workwellnessinstitute.org/resource/introduction-to-trauma-informed-leadership-and-change-management-in-support-of-workplace-wellness/>



Betting on You:

How to Put Yourself First and (Finally) Take Control of Your Career

BOOK REVIEW

by Christie Reale

“You are not human if you haven’t, sometimes, hated your job.”

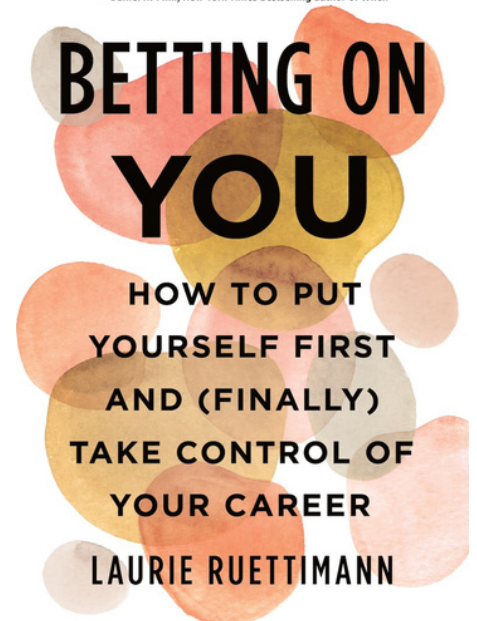
In our society, work comes first. We are told that our careers should be at the forefront of our mind and that we should always be hustling. When we introduce ourselves to new people, we usually talk about what we do for a living first. But work is not always great, in fact, sometimes it is terrible. What do you do then? In *Betting on You: How to Put Yourself First and (Finally) Take Control of Your Career*, Laurie Ruettimann discusses how putting yourself before your job or career will lead to greater success in the long-run.

Ruettimann draws on her experience in corporate human resources to show how employees can improve their work lives and general well-being. She acknowledges that a new job is not the answer for everyone, so she focuses on ways to make the situation more manageable by disconnecting from work on off-time, focusing on hobbies and developing a non-work identity, and “becoming a slacker.” By “slacker” she doesn’t mean being lazy, but rather not going above and beyond constantly at work with no acknowledgement or increase in salary. Ruettimann also talks about strategies to advocate for oneself on the job.

Ruettimann also has guidance for readers who are looking to move out of their jobs. She shares her own story of moving from human resources to entrepreneurship to show readers how to chart a path out of their jobs if that is a possibility for them. She acknowledges that entrepreneurship is not a path for everyone, and her strategies also apply to moving elsewhere in the traditional world of work by networking and building a strong resume. She gives tips on how to know when it is time to move on, and doing so in a way that benefits one professionally and personally.

This guide provides strategies that would be applicable to most situations. It is a quality introduction to work-life balance and self-care, as well as a road map to the steps necessary to create a satisfactory work life.

“Indispensable reading for anyone seeking to improve their professional selves.”
—Daniel H. Pink, *New York Times* bestselling author of *When*



NC LIVE Virtual Leadership Workshops



Register now!

Upcoming
workshops:
October 7
November 4

LAMS and **NCLA** are pleased to partner with **NC LIVE** to host **free** 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/for-librarians/engage-and-promote/regional-workshops>.

If you are interested in joining our roster of presenters, email Brandy Hamilton at brandy.hamilton@wakegov.com.

Welcome New LAMS Board Member!

Amy Whitfield, Director-at-Large Position II: Programs/Events



Amy Whitfield, LAMS Director-at-Large
Position II: Programs/Events

Amy Whitfield is the Adult Services Manager at Cary Regional Library. She has been with Wake County Public Libraries for more than 15 years. During that time she has worked with librarians to create innovative and engaging programs for Wake County residents.

Amy's position on the LAMS Board focuses on special programming during off-conference years, as well as member networking events and other membership-focused programs.



LAMS Member Profile: Kate Englebrecht



What is your title, and institution?

Librarian, Charlotte Mecklenburg Library

What led you to librarianship?

I stumbled into a really great art class my first semester of college all about visual storytelling. At the end of the class, the instructor said if you've enjoyed this, here's a job opportunity you should check out. It turned out to be a student job in the conservation lab at the rare book library and it was GREAT! I worked there for 3 years then began looking for library jobs and library school options when I left college.

What's your favorite part of your job?

The variety of the job! It's never boring and there's always something new to explore.

What's the most challenging aspect of your job?

Working with difficult customers but it is very rare.

Describe your leadership style?

I'd describe it as a participative style with a dash of visionary. I don't currently manage staff but I do lead teams and manage volunteers.

What advice do you have for new leaders?

When you fail (and you will) review or talk through what happened with a trusted mentor so you are better prepared to succeed next time.

What's are you reading right now?

I like to double-book so **Grit** by Angela Duckworth and **Cotillion** by Georgette Heyer.

What's a fun fact about you?

I was interviewed for this podcast! - <https://anchor.fm/humantgether/episodes/Let-Me-Give-You-Dirty-Books-e1gcrn4>

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 upcoming newsletters. Please send your nominations to lams@nclaonline.org.

How to Get Involved In NCLA



Panelists

Wanda K. Brown, Director of the C.G. O'Kelly Library at Winston-Salem State University.; Past ALA and NCLA President

Melody Rood, Student Success and Open Education Librarian at the University of North Carolina at Greensboro; Vice Chair, Chair Elect, New Members Roundtable

Brandy Hamilton, Manager, Wake County Public Libraries; Chair, Leadership, Administration and Management Section

Michelle Hildreth, Manager, Wake County Public Libraries; Chair, Women In Libraries Roundtable

Mark Sanders, Assistant Director for Public Services at East Carolina University; Chair, Constitution Codes, and Handbook Revision Committee

Moderated By

Kate Budries, Library Manager, Greensboro Public Library; Chair Elect, Women in Libraries Round Table

Join us for an
Interactive panel
discussion as
members share
their experiences
within the NCLA
community

November 9, 2022, 2-3 PM

Register:

<https://uncg.zoom.us/meeting/register/tJArdOigrDMvH9P0CsVg7tdlWnunXWOoVU9f>