



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!

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From the Chair of the Board

Greetings LAMS Members,

Summer is here and the world is shuffling its way back to normal. For public libraries, it's time to dive into our beloved Summer Reading Programs (with just a wee bit more gusto than in years past). It feels like a bit of a new beginning. Many of us feel optimistic.

To say that the past year and a half was a bit rough on library leaders would be an understatement. We were in an ocean, riding the waves of decisions to be made, reviewing the latest data points, listening to health practitioners and leaders, changing policies and procedures frequently, and overall, hoping for the best.





From the Chair, continued...

***What opportunities
presented
themselves over the
pandemic that we
want to hold on to?***

The motto of the year might just have been, “Hold on tight, here we go.” Some institutions went from a very streamlined and consistent model and way of doing things to adopting a more fluid and creative mindset.

Change management has historically been a difficult topic for leaders to navigate, but now, there seems to be a shift. It’s almost as if people are expecting and waiting for change. Humans are very adaptable as it turns out.... curbside service change to house browsing? No problem. Programs outside the library instead of inside? We’ve got this!

We are now at yet another peak. We are still at sea, but the waves are a little calmer, there is a gentle breeze. We are on the peak of opening for in-person programs and services....in other words, “Now, back to our regularly scheduled program.”

But before we dive in, we must ask ourselves, what opportunities presented themselves over the pandemic that we want to hold on to? How do we continue to offer safe spaces and programs for our students and patrons considering varied opinions? Our questions have changed, but the quest is still the same. While we may still be working hard to find the right model moving forward, it does appear that there is light on the horizon and there is land in sight!

Brandy Hamilton, 2019-2021 LAMS Chair

**Further
Reading**

[The State of America's
Libraries Special Report:
COVID-19](#)
American Library
Association

[The Next Normal: The
Post-Pandemic Future of
Library Services](#)
Information Today



64th BIENNIAL
CONFERENCE


S.E.E. the Future
Support. Educate. Empower.

cohosted by
SELA
SOUTHEASTERN LIBRARY ASSOCIATION

The following sessions will be sponsored by LAMS and presented at the 64th Biennial Conference from October 18 - 22, 2021, hosted jointly by NCLA and SELA (Southeastern Library Association). The theme is “S.E.E. the Future: Support. Educate. Empower.”

Rebuilding a Workplace Community

We are living through unprecedented times – with so much that deeply impacts us being completely out of our control. As we enter the next phase of this new normal, it is of utmost importance that we increase our capacity to demonstrate care for those within our spheres of influence. Research shows that employees define and experience their workplace culture by what happens at the team and unit level, despite any existence of broad, organizational initiatives. Come join us as we examine how leadership and community building are inextricably linked and as we take time to consider how we steward a culture of care as we rebuild our respective workplaces.

Presenter: Dawn Osborne-Adams, University Ombuds, University of North Carolina at Chapel Hill

The Empowered Communicator

Empower yourself and others through successful communication. In this session, leaders will explore aspects of mindful communication and discover ways to empower members of a team to communicate thoughtfully.

Presenters: Brandy Hamilton, Regional Library Manager, Wake County Public Libraries; Christina Settle, Senior Manager Staffing & Operations, Wake County Public Libraries



Leader Profile: Georgia Williams



What is your name, title, and institution?

Georgia Williams, University Librarian, Chowan University

What led you to librarianship?

I enjoy exploring and learning, librarianship allows me to do both. I had worked in a library in high school and enjoyed it. When the opportunity came to make librarianship a career, it was an easy choice.

What's the favorite part of your job?

Working with our students. They give a fresh perspective to everything we do.

What's the most challenging aspect of your job?

Turning change into opportunity.

Describe your leadership style?

I try to encourage input and suggestions, looking for ways to move in a positive, forward direction.

What advice would you have for new leaders?

Ask questions. Do not make assumptions or "think" you know the answer.

What's are you reading right now?

Born in Blood and Fire: A Concise History of Latin America by John Charles Chasteen

What's a fun fact about you?

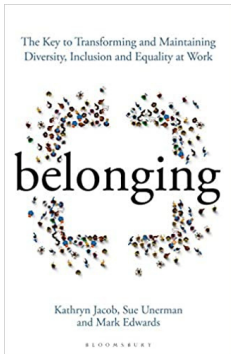
I enjoy finding an operating steam locomotive to watch, listen to, and ride!

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.

LAMS Recommends: To Read

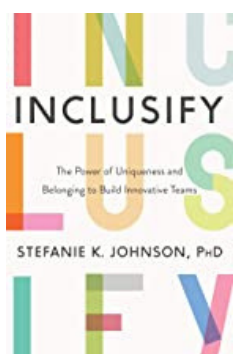


Belonging: The Key to Transforming and Maintaining Diversity, Inclusion, and Equality at Work

By Kathryn Jacob, Sue Unerman, and Mark Edwards

Most men are not engaged with diversity and inclusion initiatives in the workplace—at one extreme they may be feeling actively hostile and threatened by the changing cultural landscape. But others may be unmotivated to change—recognizing the abstract benefits of diversity but not realizing what's in it for them. Built upon this seemingly counterintuitive approach of bringing men into the conversation, *Belonging* is an accessible and comprehensive guide to achieving diversity that lasts.

- Amazon

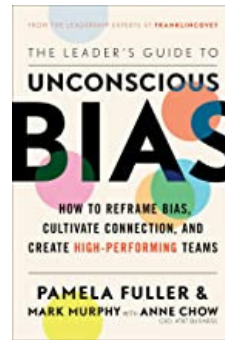


Inclusify: The Power of Uniqueness and Belonging to Build Innovative Teams

By Stefanie K. Johnson

A management expert explains what it means to "inclusify," which implies a continuous, sustained effort towards helping diverse teams feel engaged, valued, empowered, accepted and valued, strengthening any business.

- NoveList Plus



The Leader's Guide to Unconscious Bias: How to Reframe Bias, Cultivate Connection, and Create High-Performing Teams

By Pamela Fuller, Mark Murphy, and Anne Chow

The Leader's Guide to Unconscious Bias explains that bias is the result of mental shortcuts, our likes and dislikes, and is a natural part of the human condition. And what we assume about each other and how we interact with one another has vast effects on our organizational success—especially in the workplace.

Teaching you how to overcome unconscious bias, this book provides more than thirty unique tools, such as a prep worksheet and a list of ways to reframe your unconscious thoughts. According to the experts at FranklinCovey, your workplace can achieve its highest performance rate once you start to overcome your biases and allow your employees to be whole people.

- Amazon

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

LAMS Recommends, *continued*

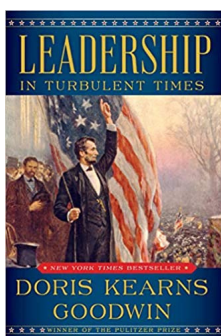


Inclusive Conversations: Fostering Equity, Empathy, and Belonging Across Differences

By Mary-Frances Winters

Award-winning diversity, equity, and inclusion consultant Mary-Frances Winters has been leading workshops on what she calls "Bold, Inclusive Conversations" for years. In this book, she offers specific dialogue strategies to foster greater understanding on topics such as dealing with the "fragility" of dominant groups and addressing the exhaustion historically marginalized groups feel from constantly explaining their different lived experience. This guide is comprehensive for anyone who wants to break down the barriers that separate us and facilitate discussions on potentially polarizing topics.

- Amazon

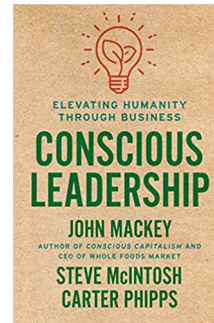


Leadership in Turbulent Times

By Doris Kearns Goodwin

Draws on five decades of scholarship to offer an illuminating exploration of the early development, growth, and exercise of leadership as demonstrated by Presidents Abraham Lincoln, Theodore Roosevelt, Franklin Roosevelt, and Lyndon Johnson.

- NoveList Plus



Conscious Leadership: Elevating Humanity Through Business

By John Mackey, Steve McIntosh, and Carter Phipps

Conscious Leadership demystifies strategies that have helped Mackey shepherd Whole Foods through four decades of incredible growth and innovation, including its recent sale to Amazon. Each chapter will challenge you to rethink conventional business wisdom through anecdotes, case studies, profiles of conscious leaders, and innovative techniques for self-development, culminating in an empowering call to action for entrepreneurs and trailblazers—to step up as leaders who see beyond the bottom line.

- Amazon



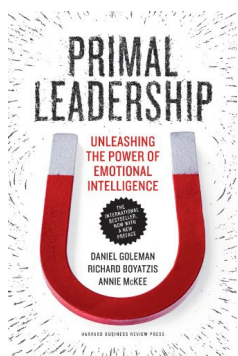
How to Lead: Wisdom from the World's Greatest CEOs, Founders, and Game Changers

By David M. Rubenstein

A leadership playbook by the author of *The American Story* shares the principles and guiding philosophies that shaped the careers of such forefront visionaries as Bill Gates, Ruth Bader Ginsburg, and Oprah Winfrey.

- NoveList Plus

LAMS Recommends, *continued*



***Primal Leadership:
Unleashing the
Power of Emotional
Intelligence***

By Daniel Goleman

Managers and professionals across the globe have embraced *Primal Leadership*, affirming the importance of emotionally intelligent leadership. Its influence has also reached well beyond the business world: the book and its ideas are now used routinely in universities, business and medical schools, and professional training programs, and by a growing legion of professional coaches.

This refreshed edition, with a new preface by the authors, vividly illustrates the power—and the necessity—of leadership that is self-aware, empathic, motivating, and collaborative in a world that is ever more economically volatile and technologically complex. It is even timelier now than when it was originally published.

- Amazon

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