



## Agenda

July 29, 2015 ~ 9 AM to 4 PM

Fish Tank Room ~ Boise Public Library

**Facilitator:** Sue Walker

**Meeting Leader:** Shirley Biladeau

**Recorder:** TBD

**Meeting Purpose:** To develop sustainable leadership development activities for the Idaho library community.

**Meeting Desired Outcomes:**

1. True Colors training.
2. Working group reports.
3. Talking points for leadership.
4. Pathway for next steps.

Topic	Who	Action	Time
Meeting Set Up	Sue	Review	9:00 am
Welcome	Shirley	Share	9:05 am
Introductions	Sue	Inform	9:10 am
True Colors	Dian Scott	Interactive Presentation	9:30 am
<b>BREAK</b>			10:30 am
True Colors	Dian Scott		10:45 am
Working Lunch	ALL		12:00 noon
Working Group Reports	Committee Members	Inform Next Steps Action Plans	1:00 pm
What Have We Done – What do we need to do? Next Steps	Shirley	Discuss List	1:45 pm
<b>BREAK</b>			2:30 pm
“Why” Leadership – Elevator Speech or Talking Points	Shirley	List	2:45 pm
Meeting Review & Next Steps		List	3:55 pm

**LiLAC Google Drive – all working documents stored at:**

<https://drive.google.com/folderview?id=0B7sCTfJ0DU9tZm5vX0pYMUo3S3c&usp=sharing>

**Attendees:** Bette Ammon, Charissa Brammer, Debbie Worthington, Erin Downey, Jean Mattimoe, Kathleen Pressler-Hall, Rick Stoddart, Shirley Biladeau, Tracy Bicknell-Holmes, Tifani Young, Trisha Mick, Ann Joslin, Dian Scott, Sue Walker.

**Voice and vision**

Empowerment  
Voice Matters  
Collaboration  
Community  
Network of Support

Democracy  
Engagement  
Advocate  
Let's Do It!

**Parking Lot**

Do Colors change over time?  
Work Self vs. True Self  
Bored Student

**Web Portal:** (Becky, Trisha) Discussion of ways to share information about Web Portal – increasing access to school staff – include in Scoop and Low Hanging Fruit and ICfL Newsletter (Shirley)

*Next Steps:*

- Add links to Facebook page (Kristi)
- Add Facebook icon to web page (Becky)
- Use ILA Twitter account for LiLAC Tweets (Rick – Becky will get account information and forward to Rick)
- Add Committee members bio info to web page; please use the Google Doc Folder or email info to Trisha.

**Leadership Development:** (Kevin, Shirley, Kristi, Kathleen, Tifani, Erin)

Newsletter: (Kristi)

Please send information to Kristi soon for publication of next newsletter in coming weeks

Newsletters are posted on main ILA page

Ideas:

- Technology
- SPLAT Eastern Idaho Trip
- Difference between Leadership and Management
- LiLEAD Article (Erin Downey and Carol Robinson)
- Article on Trustees

### Leadership Pre Conference (Shirley)

About 25 people are registered – Registration closes on 8/14. Shirley will be contacting participants soon about letters of support and other workshop details. 25 seats still available

### Lead the Change (Shirley)

Library Journal will presented their day long work shop on leadership development at BPL on 11/10 – 25 people have registered – 35 seats still available.

### Info2Go 2016

Theme is leadership – submit ideas to Shirley for monthly topics – here is a current list of topics to be scheduled.

1. Follow-up on PNLA LEADS and ALA Emerging Leaders
2. LiLEAD – Carol Robinson and Erin Downey – School Leadership Grant
3. LiLAC
4. Idaho Library Association
5. PLA Boot Camp – Early Spring
6. Association of Rural and Small Libraries
7. ACRL – Academics
8. Lead the Change
9. Read2Lead Discussion
10. Llama
11. Maureen Sullivan?
12. SPLAT?

### *Next Steps:*

- Shirley send information about Lead the Change to Kristi.
- Tracy send information about mentorship
- Email newsletter information to Kristi by 8/7/15 – including names of books on leadership or mentoring
- Newsletter will be sent via MailChimp to LibIdaho and ILA mailing list; provides analytics information on how much it is being viewed.

### *Trustees*

Need a way to involve trustees. How to contact?

- Add invitation to trustee page on ILA – unbury trustee page on website.
- Include trustee focus as part of leadership development group

**Lead2Read** (Jean, Trisha, Charissa)

August 5 – the group will meet to coordinate the next online discussion of Leaders Eat Last Book on August 12 (2 pm MT) – the final discussion will occur at ILA on 10/1 at 3 pm. This time will include selecting a new title.

**Mentoring** (Tracy, Charissa, Jean)

Jamie Bair presented mentoring information at the July Info2Go! session – about 10-12 people attended.

There are now 2 applications available – one for potential mentors and the other for potential mentees.

Promoting the program to students and others

Have requested a “mentorship mixer” at ILA. Tracy will check on date and time.

Wooden Nickels at ILA to promote LiLAC and Mentorship – Tracy will check and get information to Shirley.

**Career Pathways** (Bette, Rick, Debbie) New Working Group

*Documenting skills, developing skills – will meet at ILA to brainstorm ideas.*

Other Potential Groups / Ideas

- Focus on specific topics, eg., Leadership in ....
- Webinars focusing on Specific Audiences, eg., Leadership for Trustees

**Why Leadership – Parking Lot Speech**

Broke into 3 groups: Academic, Public and School Libraries – Each group worked on identifying Leadership talking points.

*Public Libraries:*

When people walk into a public library they think everyone who works there are librarians. Staff trained as leaders can handle that well. Too much information ... not a bad thing when delivered by a well-trained staff member groomed for leadership.

We must have service above and beyond delivered by a proactive, engaged staff person leading our citizens to and through the digital age.

*Academic Libraries:*

Learning	Support
Collaboration	Encouragement
Advancement	Buy-in

### *School Libraries:*

Studies have shown that schools with strong libraries are schools further ahead than those without them. Librarians must receive leadership training because they are an isolated profession. From certification and endorsement processes to working conditions school librarians often work solo. Training is needed to feel confident and secure in decisions. The skills that leadership training provides is vital to their success.

### Next Steps

- Post Public Library “Why Leadership “ points to libidaho (week of August 3) and facilitate online conversation – Bette
- Post Academic “Why Leadership” points to libidaho (week of August 19) and facilitate online conversation - Rick
- Post School Library “Why Leadership” points to libidaho (week of August 31) and facilitate online discussion – Becky
- Post all three points on the ILA website, Facebook page and twitter feed.
- For ILA – LiLAC Info – with all three statements for ILA bags – Shirley
- Check on Mentoring book and take to ILA – Charissa

### **Meeting Review**

Plus: True Colors training, Addressing how to work well with others and personalities, ICfL staff and support

Delta: Info on interacting with others in True Colors Handouts, Integrate True Colors into Leadership Discussion. Outside activity.

Discuss “Sustainable” Leadership at upcoming meeting