LEADERSHIP – Target Audiences / Unmet Needs Prioritized

Color Code:
Yellow – Communication
Blue – Personal Skills Assessment
Green – Ethics, Professionalism
Red – Creating a Leadership Culture
Pink – Political Savyness – Advocacy

Administrators, Deans, Supervisors, Directors, Managers (New/Accidental), Department Heads (7 orange) (15 red)

- **Communication**
  - Articulate professional issues to internal and external community;
  - Create / articulate vision;
  - Public speaking, persuasion;
  - Advocacy;
  - Listening;
  - How to communicate change to staff
- **Assessment of leadership strengths and opportunities; Personal style assessment** (3)
- **Empowering non-administrative staff**
- **Ethics; Professional Responsibility**
- **Front line staff as leaders**
  - Grow leaders – how to develop leaders from within; Create a leadership culture / climate (3)
  - Idaho political systems training; Effective political voice for advocacy (4)
- **Leadership training for new directors and managers**
- **National Leadership speakers and training; Opportunity to work with national leadership trainers through CE grants for travel or by brining workshops to Idaho when possible**
- **Structure library time/duties so all staff have leadership training opportunities**

Paraprofessionals / Classified Staff/ Elementary School Librarians (13 orange dots) (9 red dots)

- Hit Squad (individuals who make the face to face connections)
- Leadership Training (3)
- **Mentor Training/Network** (3)
- **Professional Ethics / Responsibilities** (3)
- **Vision Articulation and implementation**

New Staff/Librarians (MLIS) (11 orange) (8 red) - Early Career (6 orange dots) / Mid Career (6 orange dots) /

- **Communication**
  - Asking for what you need
  - Public Speaking (persuasive) (everyone)
  - Vision – Packaging and selling a vision – communication
• Confidence building
  • Mentoring – facilitating formal mentoring opportunities/informal networks (4)
  • Navigating local and state government learning structure
  • Networking Skills
  • New directors forum for leadership training
  • Public Recognition for leadership
  • Self-assessment for those leading themselves (2)
  • Why it’s important to be a leader

Boards / Trustees / Friends / Foundation Groups / Presidents / Advisory Boards (18 orange dots) (6 red dots)
  • Ethics
    • Political activism – advocacy -- Political Structure – state and local level (9)
  • Public speaking
  • Regional training for boards
  • Why it’s important to be a leader

All library staff – lead from anywhere (23 orange) (2 red)
  • Communication
    ❖ Articulate vision in concrete terms/goals; communication, motivate (9)
    ❖ Effective presentations / persuasion / Facilitation (4)
  • Change implementation; Agents of Change training
  • Create phone and email tree to filter great leadership opportunities to all library staff
  • Critical thinking and problem-solving
  • Empowerment
  • Ethics; Professional responsibility
  • Form leadership committee to create annual leadership conference (include grant writing)
  • Front line staff as leaders
  • Leading from the middle / being a leader at any level
  • Mentoring – statewide mentorship program/Coaching / Mentor projects / connections
    ❖ Inspire / Motivate others (2)
    ❖ Leadership track / online training with badges and mentors
  • National Leadership Training in state; Bring nationally recognized leadership speakers to Idaho (3)
  • Political advocacy -- Effective political voice
  • Recognize leaders in every position
  • Self assessment model; EDGE – type assessment for leadership; competency needs assessment
  • Summer Institute / LEADS – Kristi’s idea (3)
  • Teach leaders to work with community partners

Support Staff / 1 person library / Independents / Branches (12 orange) (2 red)
Leadership Summit – Target Audiences and Training Needs – Prioritized April 2014

- Accepting leadership
  - Delivery of leadership opportunities for small libraries
  - Hit Squad (3) via SPLAT
  - Webinars/Workshop

Rural Library / Small library Staff (21 orange) (2 red)
- Building networks (professional network)
- Confidence building
- How to ask for what you need
- Mentors to help with leadership training for isolated librarians (3)
- National leadership training speaker
- Public Speaking
- Vision articulation and execution

Supervisors / Manager (6 orange) (1 red)
- Communicate and describe vision in concrete terms and goals (4)
- Confidence building
  - How to grow leaders – support, cultivate empower
  - LEADs opportunity (2)
- Networking and library related assets in Idaho

Frontline / Circulation / Desk Staff (8 orange) (1 red)
- Badge system for a suite of leadership skills
  - Empowered to lead
  - Ethics
  - National leadership speaker
  - Vision and articulation and execution (3)
  - Working with leadership culture and climate

ILA Board Members (6 orange dots)
- A round table of why/how to serve on ILA
- Communicate and organize existing training resources (pathfinder, libguide, etc.)
- Idaho based library leader conference
- Mentor Network

Middle Managers (5 orange)
- Agents of change training (2)
- Badge system for a suite of leadership skills
- Effective presentations (2)
- Empowered to lead
- Ethics
  - National leadership speaker
  - Personal Leadership Style Assessment
  - Recognize leadership abilities in others
  - Statewide mentorship (6)
  - Vision and articulation and execution (3)
  - Working with and within the facets of the community
  - Working with leadership culture and climate

**Full Time (5 orange) / Part Time Staff (3 orange)**

- Asking for what you need
- Authorization /empowerment
- Awareness that everyone is a leader (2)
- Badges for leadership
- Create phone and email tree to filter leadership opportunities to all library staff
- Develop confidence before being a leader (2)
- Effective presentation skills and persuasive skills
- Ethics
  - Form leadership committee to create annual leadership conference
  - How to articulate vision, motivate others to join your vision
  - Leadership training
  - Self-awareness
  - Why it is important to be a leader

**Library Advocates (5 orange dots)**

- Advocacy

**Teachers working on media endorsement (3 orange dots) / Certified School Librarians (3 orange dots) / Principals (2 orange dots)**

- Communicating opportunities for leadership
- Effective Mentoring
- LEADS type training
- Navigating school boards, local and state governments
- Empowerment
- New on-boarding process with leadership

**No Dots**
All School Librarians

- Accepting you are a leader
- Furthering the vision of the parent institution, how to formulate and convey this
- Leader potential for all levels of library service

NOTE: Empowerment and Mentoring are also frequently mentioned – no readable highlighter left!