

## 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 bringing 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)**

- **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!