



LAMS Letters

A Newsletter of NCLA's
Library Administration & Management (LAMS) Section

Leadership Institute and the Unconference By Laurence Gavin



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I recently attended the 2012 NCLA Leadership Institute at the Caraway Conference Center in Sophia, North Carolina just outside of Asheboro. Upon my arrival, a gentle breeze blew autumn leaves across the grounds indicating the change of season from fall to winter. Meanwhile, along the coast there was a much more serious wind named Hurricane Sandy that also denoted a change was coming.

All participants were given the same task: to develop a library project that deals with the biggest issues in their community. Based on the 2010 census statistics I chose to research the development of a library owned e-content storage and delivery system to the residents in my community of Cumberland County. Other librarian projects included introducing new community members to the library, early literacy, marketing, and addressing economic development issues. In a perfect world, every idea would be a wonderful success, but the point of the project was to develop strategies to lead the implementation and execution of ideas to fruition.

The Leadership Institute helped me develop project management skills in different dimensions. One big thing I learned was that, whether we are overseeing daily operations or implementing change, our effectiveness hinges on self-awareness, integrity, empathy and communication. Throughout the weekend there were many exercises that put everyone present into strange and sometimes uncomfortable situations. We witnessed how unclear direction can lead to an undesired result and how over the course of a project unexpected leaders may emerge. After each exercise the question, "What does this have to do with leadership?" was asked. The answers lead to insightful discussions about everything from identifying trends to overcoming challenges. One critical thing we learned is that being involved within the community we serve is paramount to facilitating successful change.

A short time after the Leadership Institute, I attended the LAMS Unconference – Leading from the Middle in the Middle of Change. The speaker, Deputy Director for Library Experiences at Charlotte Mecklenburg Library, Lois Kilkka, augmented the tenants of leadership expressed at the Leadership Institute. She explained how change management is first and foremost about people. Outlining the principles and tools to keep people invested in change including communicating a clear vision, honesty, direction, and a well-defined outcome.

Change within communities happens all the time, whether it is self-imposed, happens as gradually as the change of seasons, or forced upon us by outside influences like a hurricane. Attending both the Leadership Institute and the LAMS- Unconference provided me with the opportunity to develop personally and professionally. I built relationships with colleagues and established a support system through my group and mentor Gerald Holmes at the University of North Carolina at Greensboro. I am definitely more self-aware, I often find myself listening to that inner voice telling me that I shouldn't do this, or I should go for that!





NCLA Sends Delegation to Washington

Do you remember the person whose time, effort, and guidance helped make you the library leader you are today? Mentors can be the difference between a so-so career and success, the impetus behind passionate involvement in our profession, or simply the sounding board that encourages us to try, try again. If you feel moved to pay it forward and mentor a new librarian, library school student, or paraprofessional, the New Members Round Table encourages you to volunteer with the NCLA-NMRT Mentoring Program.



To be a Mentor, you must have at least five years' experience as a library professional or a significant body of knowledge in a relevant area of librarianship (research & publication, cataloging, web design, children's programming, etc.). Above all, however, On May 8, 2013 library supporters from across the nation will meet in Washington DC for the 39th annual National Library Legislative Day. Among those supporters will be a diverse group of library staff, trustees, students and library advocates from North Carolina. Several library leaders will be in attendance including NCLA President Wanda Brown and State Librarian Cal Shepard. This NCLA sponsored group will meet with North Carolina legislators to tell stories of how libraries impact their communities while asking for continued support of programs such as the Library Services and Technology Act (LSTA).

LSTA money is distributed to the State Library of North Carolina by the Institute of Museum and Library Services. The State Library then awards grants eligible North Carolina libraries. —Submitted by Brandy Hamilton, Legislative and Advocacy Committee Chair.

For more information about NCLA's advocacy initiatives visit the NCLA website at: <http://www.nclaonline.org/issues-advocacy/public-policy>

For more information about Library Legislative Day visit: <http://www.ala.org/advocacy/advleg/nlld>

North Carolina Video featured on the ALA website:
<http://www.youtube.com/watch?v=2ooRJzffl7Q&feature=youtu.be#>

Information about LSTA grants available from the State Library of North Carolina

<http://statelibrary.ncdcr.gov/ld/grants/lsta.html> Among



NCLA's New Members Round Table (NMRT) is pleased to offer **Speed Interviewing** for the very first time! Partnering with the Library Administration & Management Section (LAMS), we'll provide hiring managers from a variety of library types. They'll ask you one interview question -- you'll answer it and then get immediate feedback on your response! Move from one interviewer to another, with a maximum of five minutes at each interview station. Find out how you come across to potential employers, and experience a variety of interview questions and techniques!

If you would like to volunteer to serve as an interviewer, please contact either Katrina Vernon at katrinav-ernon@gmail.com, or Lorrie Russell at lorrie.russell@highpointnc.gov.

