

IOWA LIBRARY LEADERSHIP INSTITUTE

July 22-25, 2008

St. Ambrose University
Davenport, Iowa

Institute Leader: Maureen Sullivan
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AGENDA

Tuesday, July 22

10:00 a.m. **Registration**

12:00 p.m. **Lunch**

1:00 p.m. **Introduction of Participants**

Brief Introduction to the Program and Schedule

Leadership in Libraries Today

- Challenges and opportunities
- Leadership competencies: The Emotional Intelligence Framework

Understanding Your Work and Leadership Styles

- Key concepts and practices

- Leadership Assessment: Leadership Practices Inventory (or alternative)
- Improving your effectiveness as a leader

Panel Discussion: ILA Library Leaders
Susan Craig (Public), Mary Heinzman (Academic),
Mary Jo Langhorne (School), Mary Wegner (State/Special)

5:00 p.m. **Adjournment**

6:00 p.m. **Reception**

Wednesday, July 23

8:30 a.m. **Challenging the Process: Risk Taking**

- Factors in risk taking
- A process for making risky decisions

Challenging the Process: Creativity and Innovation

- Understanding the creative process
- Barriers and supports for the creativity
- Tools, techniques, and resources

Lunch

Modeling the Way: Leading Change

- The change process in organizations
- Dealing with resistance
- Building commitment

Transforming Libraries: Inspiring Shared Vision

- The library in its community
- Building partnerships
- New roles and opportunities

Civic and Political Leadership: Dr. William Parsons

5:00 p.m. **Adjournment**

6:30 p.m. **Group Dinner**

Thursday, July 24

8:30 a.m. **Transforming Libraries: Creating a Culture of Commitment and High Performance**

- Key elements in a culture of commitment
- The organization as a system

- Appreciative Inquiry: an innovative approach to change

Managing Differences

- Diagnosing sources of conflict and disagreement
- Negotiating skills
- Assertive – responsive communication

Lunch

Enabling Others to Act: Working with Groups and Teams

- Stages of group development
- Characteristics of effective teams
- Leader as facilitator
- Consensus decision making

Encouraging the Heart: Coaching and Mentoring Others

5:00 p.m. **Adjournment**

Dinner on your own

Friday, July 25

8:30 a.m. **Leading from the Middle**

Achieving Your Potential: Personal Planning

- Developing commitment to change
- Planning your development

Guidelines for Continuing Your Leadership Development

Summary and Closure

Group Lunch

Institute adjourns immediately following lunch