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Building women leaders: Recasting early career leadership

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Abstract

Are you a new librarian facing leadership challenges? Do you identify as a woman? Are you wondering how you can lead with no official authority? Most library workers across the U.S. are women, yet women librarians still face structural and institutional barriers to leading. Join a discussion about women librarians and the obstacles they face while learning how to be a leader. Learn from other early-career, women librarians who have been working to build their leadership capacity. We invite women from a variety of contexts, backgrounds, and identities to take part in this conversation.

Disciplines

Library and Information Science

Comments

Roundtable discussion from at the Association of College & Research Libraries (ACRL) Conference in Cleveland, Ohio on April 12, 2019.

The available file is the handout used to facilitate discussion.

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Roundtable Discussion | Association of College and Research Libraries, April 12, 2019, Cleveland, Ohio
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Reflection prompt 1

➤ What are some of the leadership barriers for early-career women in academic libraries?
➤ What are the underlying causes of these barriers?
➤ What makes it hard for you to lead at work?

➢ How could you personally develop this competency? How is this competency important in your leadership?
➢ Are you comfortable saying "no?" Why is it important to say "no?"

Library Leadership & Management Association (LLAMA) Competencies for Managers and Leaders
- ✓ Communication skills
- ✓ Change management
- ✓ Team building (personnel)
- ✓ Collaboration and partnerships
- ✓ Emotional intelligence
- ✓ Problem solving
- ✓ Evidence-based decision making
- ✓ Conflict resolution (personnel)
- ✓ Budget creation and presentation
- ✓ Forward thinking
- ✓ Critical thinking
- ✓ Ethics
- ✓ Project management
- ✓ Marketing and advocacy

➢ What do you love about your job? Your profession? What's parts of your work meaningful to you?
➢ How could you align what you love about your job to the work that you do? What could you do more of? What could you do less of?

Read about leadership and women in librarianship

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