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So you want to be in charge? Finding or becoming an academic library leader

Melissa Jadlos
St. John Fisher College, mjadlos@sjfc.edu

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So you want to be in charge? Finding or becoming an academic library leader

Abstract
The coming wave of retirements in libraries has created a need to identify and create a new generation of library leaders. This presentation looks at leadership styles and ways to identify leaders in your organization or in applicants as well as developing those skills and taking opportunities for yourself. The ideas presented are based on Kouzes and Posner, The Leadership Challenge, 4th edition 2007.

Disciplines
Educational Leadership | Library and Information Science

Comments
Presentation at the 2007 New York Library Association Conference.

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So you Want to be in Charge?

Finding or Becoming an Academic Library Leader

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What is a Leader?

Leadership 2. Capacity or ability to lead

Lead 1. To be first; be ahead. 2. To go first as a guide. 3. To act as commander, director, or guide. 4. To afford a passage, course, or route: 5. To tend toward a certain goal or result: 6. To make the initial play, as in a game or contest.


Look for leaders everywhere

Leadership has many facets, play up your strengths, work on your weaknesses
Leadership Tool Kit


- Challenge the Process
- Inspire a Shared Vision
- Enable Others to Act
- Model the Way
- Encourage the Heart
A Leader who Models the Way

Finding
What do you value in a supervisor?
What is your philosophy of reference?

Becoming
Define your personal values
Look at your calendar, are your actions consistent with your values?
A Leader who Challenges

**Finding**
What “daring failure” have you experienced in your life?

**Becoming**
Give people the opportunity to fail, embrace the pilot project
A Leader who Encourages

Finding
Tell us about a time when your hard work was recognized. What form did the recognition take and how did it make you feel?

Becoming
Personally recognize and customize recognition for your colleagues
A Leader who Inspires a Vision

**Finding**
Five years from now, if someone asks you what have you accomplished in this job, what will you say?

**Becoming**
Talk to people about their dreams, goals and aspirations. How do they relate to yours? How do visionaries you know express themselves?
A Leader who Enables Others to Act

Finding
Think of a time when you felt powerful because of what a manager said or did. What did they do or say?

Becoming
Find ways to increase formal and informal interactions with colleagues.
Be a coach and a team member.
Bibliography

James M. Kouzes and Barry Z. Posner

- Academic administrator’s guide to exemplary leadership, Jossey Bass, 2003
- The leadership challenge planner, Jossey Bass Pfeiffer, 1999

- [www.leadershipchallenge.com](http://www.leadershipchallenge.com)
Thank You!

Melissa Jadlos
Library Director
Lavery Library
St. John Fisher College
http://library.sjfc.edu
mjadlos@sjfc.edu