

" Ž ! " , ~ &) ž

Each month the Leadership Development Committee highlights a librarian leader and asks them a few questions about their leadership journey.



3 0 ! 0 A 3
! 3 / 4 5 6 - f i Z > > 3 5 0 7 5 ! / 0 7 ~ : 6 < # / F 0 Z 8 : 6 9 0 5 6 7 ~ \$ / < A 3 / >
† 5 - 3 - 0 ~ 8 5 7 - 7 0 5 6 7 0 2 2 7 3 A < 3 5 ~ \$ 4 . 6 6 2 6 : # 0 ; # 3 < 0 < ?
(3 0 9 3 f #

H . 0 5 = 6 / > ~ 2 0 = / < . 3 1 ~ 9 / 0 7 ~ 5 ~ ? 6 @ ~

For me, leadership is a privilege afforded to you by those you lead, founded in their trust and respect. I must earn the authority to lead various groups across roles. It is my duty to provide patrons a welcoming and need-responsive law library as a director; it is my responsibility to innovate digital resources and their utilization at FIU College of Law as assistant dean; and it my privilege to guide law librarians as we navigate our profession as chair of our faculty group. I provide structure and guidance through transparent strategic planning, owning my missteps, and shared decision-making. Taken together, leadership means ensuring and representing a collaborative environment where the passions and professional pursuits of my team are supported and given the deference required to flourish.

& 5 / < 1 0 ~ 1 0 - 5 3 4 @ 0 < Ž Ž # # ~ 1 < 6 = @ 4 5 1 6 F 0 9 1 0 - 5 3 2 5 0 5 ; 0 > / > 1 / 4 3 2 2 ~ . / 2 1 : 2 : 6 < ? 6 @ 0 > ~ ? 6 @ = / A / 2 6 1 / = 0 > ~ 0 2 0 = / < P Q J f i 0 7 7 @ 2 9 // 5 7 F 1 - 6 F 0 9 f i ; / 8 3 7 0 - f i \$ 1 6 F 0 9 9 3 F * 4 > 6 @ A / f i L L J / S p e c t r u m 0 - 5 3 2 R

There was a program at the first AALL Annual Meeting I attended in Philadelphia that proved to be immensely helpful: “Library Career Planning: Is Management Right for Everyone?” At the time, I was curious to get out of my own way and explore possibilities; in retrospect, it provided a needed moment to pivot my thinking from one of manager to one of administration via leadership. I found the Communities and professional development content to be valuable guides to answer questions about “how to direct” a library from many perspectives, and to stay abreast of the ever-evolving changes to our profession.

% 6 ; ~ 6 ~ ? 6 @ . / 2 1 ~ 6 5 / < ~ = / A / 2 6 1 5 / 3 ~ 2 0 = / < . 3 1 ~ > B 3 2 ~ P

I listen to their passions and encourage taking initiative to participate in communities where those passions can transform into professional pursuits. It’s always helpful to be able to provide the financing necessary to make them feel free to engage in those pursuits, and I work within our budget to make sure these funds are consistently available. People want to experience their value to the organization they work with; connecting their strengths to overcome challenges is the easiest way to demonstrate someone’s value. I ask, “What are your interests? What are your goals?” Once those passions are discovered through discussion, encouraging participation is the first step toward developing a future leader.

H . 3 1 . 2 0 = / < . 3 1 ~ > B 3 2 ~ ; / < 1 5 / ~ 9 6 > 5 = 3 : 3 1 @ 5 5 ~ = / A / 2 6 1 P ~

Listening. Being comfortable with failures, but not letting people flail. Listening (did I mention that twice?). I found it challenging to convert from the role of “How can I answer this question to the best of my ability?” to “How can I help guide you to answering the question for yourself to the best of your ability?” Leadership is nuanced—you must let people soar, and be ready to catch them if, and inevitably when, they fall.

H . 0 5 0 = A 3 1 / ~ ; 6 @ ~ ? 6 @ F 3 A ~ > 6 9 / 6 7 / ~ F 6 3 F ~ 3 5 0 ~ 2 0 = / < . 3 1 ~ 1 6 > 3 6 7 ~ : 6 < 5 / ~ : 3 > 5 5 9 / P ~

Write your response, but don’t hit send until 24 hours have passed (there’s a useful setting to delay any send, turn that on!). In all seriousness, my advice is: There will be challenges, there will be adversaries (both real and perceived), there will be successes! Know yourself, know your strengths, take courage from the facts as to how you “got the leadership role.” Most of the time it wasn’t by accident or default; most of the time leadership roles are chosen and bestowed because you have either been recognized for your abilities, volunteered, or suffer from the curse of competence. Regardless—it’s your role, own it.

Do you know a great leader? Recommend a leader for us to spotlight in the Leader in You column. Send your recommendation with a brief description of why you think they are a great leader to [< M 7 7 ? ~ \\$ 3 B 3 F / <](mailto:M77?~$3B3F/) chair of the Leadership Development Committee.

+ D " (Ž + ! # ~ Ž , † & G ! X Ž ! f v / Ž ~ Ž / ! ê ! , ž / † ú \$ ž 7 Ž ° //

~ 6>5:6</ 04. ~46 @>/ T(/ 9 8/ <~UCC**+679 / 9 8/ <~UE" C.V. 3-46 @5~04~0A03082~:6<ŽŽ##~>5@/ 759 / 9 8/ <
QJ" CR0>; / 20>~7679 / 9 1 U2

