Next meeting: December 20, 6pm (Social Event, Location TBD)

Present: Patty Sundberg (President), Alexa Leinaweaver, Amanda Bena, Janet Vogel (Secretary), Lisa Colainne, Natalie Eddington, Robin Goetz, Sydney McCoy, Mark Hatfield, Mark DeJong

Reminder about upcoming programs:

Upcoming Programs

• Thursday, Dec. 20\textsuperscript{th}, 6pm – Social event, location TBA

• Thursday, Feb. 21\textsuperscript{st}, 10:00 am – Maryland State Archives with speaker Elizabeth Cromwell. Topic: communication – and a tour of the archives

• Thursday, Apr. 18\textsuperscript{th}, 10:00 am – Cecil County Public Library’s Perryville Branch. Topic: Culture & core values

Reminder about upcoming programs at MLA Conference:
Mark DeJong shared information about the recent LMD/DEAL speed mentoring event on October 10. More mentors are needed for the MLA conference program.

Patti reviewed results of LMD survey shared on MaryLib:
61 people responded
If you are interested in presenting a topical program for LMD, please let Patty (Sundberg@carr.org) know!

Discussion:
Difference between leadership and management? What are the similarities?
How can we encourage innate leaders to lead? How can we teach leadership?
Some managers are excellent managers but not good leaders – still effective, depending on the position and the culture of the organization.
Mark DeJong has done dissertation research on management and leadership and whether leadership can be trained, specifically leadership in higher education. Discusses attributes that are required of a leader to get their university through the situational variables they are experiencing now, in a fiscally safe way.
Leaders are the people who can convince others to follow along with their ideas

Those interested may want to investigate MLLI (Maryland Library Leadership Institute)
http://www.mdlib.org/leadership/institute.asp

Brought up the idea of book discussions, either virtually or in-person. Patty will work on a booklist to get started, but we may want to keep a list online and/or create a virtual group that many can contribute to. Some books that were discussed: *Delivering Happiness, Switch, Work Happy, You Can’t Fire Everyone*

Important to empower staff and not reprimand their mistakes or they will stop trying.
Should we try online meetings again? We like the convenience, but the not all meetings are conducive to this format. Great to get more people to be able to participate. Maybe allow for online setup for those who cannot make it to a Face to Face meeting.

Chat transcript (some of the intro material removed):

Lisa Colaianne/AACPL 2:07 PM

I'm Lisa Colaianne. I'm a librarian with AACPL and this is my first meeting as well.

robing 2:09 PM

I am the Children's Services Supervisor at the Brunswick Library

robing 2:11 PM

Also here is Mark Hatfield, our Circulation Services Supervisor 2:09 PM

Amanda Bena 2:09 PM

Radical and Relevant

I am the Circulation supervisor here in Brunswick

Sorry, our microphone is not working 2:11 PM

- mark joined the Main Room. ( 2:11 PM ) -

Lisa Colaianne/AACPL 2:25 PM

I personally feel that leadership requires a vision, agreeing that management is more of a trainable piece

mark 2:25 PM

depends on your definition of "leader"

Sydney McCoy 2:26 PM

ture mark

Janet Vogel 2:26 PM
Lisa, that is a really good point. Vision is very important for a leader.

Mark 2:27 PM

leadership can be trained - traits and skills - my diss. is on this

Janet Vogel 2:28 PM

interesting Mark! Share more

Mark 2:28 PM

so much to tell!

Janet Vogel 2:28 PM

Lisa Colaianne/AACPL 2:29 PM

Maybe we could discuss how we are defining leadership and management?

Mark 2:29 PM

scholarship varies. some believe all can be leaders given situational variables

Lisa Colaianne/AACPL 2:29 PM

I see management as a set of tasks to be completed and delegated

Mark 2:29 PM

lisa - yes

Lisa Colaianne/AACPL 2:29 PM

Leadership is a little more esoteric than that

Mark 2:30 PM

many view mgmt as "business" - the tasks associated with running a biz.
For those who are unaware, MLLI (Maryland Library Leadership Institute) is presented every other year: http://www.mdlib.org/leadership/institute.asp

Lisa Colaianne/AACPL 2:30 PM

Yes, Mark. Exactly

mark 2:30 PM

leadership is "managing people"

but some say there is no different between leaders and managers 2:30 PM

Lisa Colaianne/AACPL 2:31 PM

Yes, they should be there

I'll transfer over 2:31 PM

mark 2:31 PM

Zzzzzzz

Janet Vogel 2:32 PM

Hi Patty!

Lisa Colaianne/AACPL 2:33 PM

I really see leaders as the people who can convince others to follow along with their ideas

Sydney McCoy 2:33 PM

Mark, I think I would find it fascinating. I wonder if libraries are different than business

agree lisa 2:33 PM

Alexa 2:34 PM
What's from the chat here is now on the discussion board.

Lisa Colaianne/AACPL 2:34 PM

Thanks, Alexa

Sydney McCoy 2:34 PM

thanks alexa

Alexa 2:34 PM

Not sure I like their tools though... A bit fussy.

Lisa Colaianne/AACPL 2:34 PM

Agreed

Sydney McCoy 2:35 PM

Not at all! I love it. I'm very opinionated on the topic!

Lisa Colaianne/AACPL 2:35 PM

I'm definitely interested, Mark. Not asleep

Amanda Bena 2:35 PM

I'm interested in know the 9 attributes.

Janet Vogel 2:35 PM

Yes, me too!

mark 2:37 PM

Lisa, Sydney, Amanda, and Janet - I'll send you my first couple of chapters and the references

Janet Vogel 2:37 PM

I think that sounds like a good goal
Thanks Mark! 2:37 PM

Lisa Colaianne/AACPL 2:37 PM
Thank you Mark

Patty Sundberg 2:37 PM

me too, please, Mark!

Amanda Bena 2:37 PM

Yes. Thanks.

mark 2:37 PM

then if you have questions or way you think the concepts would work as an MLA presentation, let me know

Lisa Colaianne/AACPL 2:38 PM

Excellent point!

Amanda Bena 2:39 PM

I'm in an open office setting so I think I'm wrie in chat.

Sydney McCoy 2:39 PM

I feel you my phone has rang 3 times during this meeting

Amanda Bena 2:39 PM

I'm a new manager, so I struggle with formulating my own management/leadership style.

Natalie 2:40 PM

Bd of Elections was here to talk about early voting. Had to go...

Janet Vogel 2:40 PM

Amanda, that is a tricky one! I started by trying to emulate those managers/leaders I felt worked well with me in the past.
current thinking on managing is that managers should not have "a style" but rather be flexible per the individuals, environment, situations

Lisa Colaianne/AACPL 2:41 PM

I would agree with that, Mark. Many different personalities out there.

mark 2:41 PM

incumbent on the manager to make the organization work by fully utilizing all staff talents

Janet Vogel 2:41 PM

Mark, that is so true - you do need to adapt based on different employees. Some respond better to one style or another

Amanda Bena 2:42 PM

Mark, I like that and I think that's probably a more natural approach.

mark 2:42 PM

yes. the flip side is that sometimes an authoritarian approach is warranted, which many hate to do

Lisa Colaianne/AACPL 2:42 PM

I love that last point that Alexa shared

mark 2:42 PM

at least librarians...

Sydney McCoy 2:43 PM

Hmmm I"m not a leader then I thrive on Chaos!

Lisa Colaianne/AACPL 2:43 PM

Yes!
Does being and instigator make you a leader? 2:43 PM

no, sydney! you can thrive that way, but what do your employees need? can be different ways
called immature social power motivation 2:44 PM

Sydney McCoy 2:45 PM

I’m only half teasing. I think I have a good mix of both. I could be fooling myself though!

Cool! I could listen to you talk all day. LOL I’m such a geek.

Patty Sundberg 2:46 PM

hehe... sydney

Sydney McCoy 2:47 PM

Me either!

Janet Vogel 2:49 PM

Has anyone read Switch by Chip and Dan(?) Heath? I think it has some interesting concepts related to leadership vs. management, although that’s not the focus of the book (which is more about change management)

Alexa 2:49 PM

Interest in attending or presenting?

Lisa Colaianne/AACPL 2:49 PM

I could get a lot out of it, but it wouldn’t be my first choice

Those have been popular in some other professional organizations 2:50 PM

yes 2:50 PM

mark 2:51 PM
like a mgmt book club?

Janet Vogel 2:52 PM

Delivering Happiness is “The Zappos Book”

Patty Sundberg 2:52 PM

Yes, Mark!

Amanda Bena 2:52 PM

Alexa, who did you not like?

Sydney McCoy 2:52 PM

Ah, but you can fire some!

Lisa Colaianne/AACPL 2:52 PM

I'd be very interested in a book discussion

mark 2:52 PM

i like that idea! but not till May!

Janet Vogel 2:52 PM

Mark - you can get the cliff notes version

mark 2:52 PM

ha! ok

Amanda Bena 2:53 PM

We do!

Natalie 2:53 PM
Book discussion would be nice.

Sydney McCoy 2:53 PM

I agree I like the idea of a discussion!

Folks, its been real but I got to scoot to a meeting! Bye all 2:54 PM

Amanda Bena 2:54 PM

Sure.

Folks, its been real but I got to scoot to a meeting! Bye all 2:54 PM

Amanda Bena 2:54 PM

Sure.

Patty Sundberg 2:54 PM

Thanks, Sydney!

Lisa Colaianne/AACPL 2:55 PM

I think that's a great idea

robing 2:55 PM

a list would be great

Janet Vogel 2:55 PM

We could keep a booklist on the LMD page on the MLA website and/or link to a collaborative page on a site like GoodReads that we can all contribute to?

Alexa 2:56 PM

Definitely, Janet!

Lisa Colaianne/AACPL 2:56 PM

I've just transferred in order to gain that support

mark 2:56 PM

ok support but no where to move up to
Natalie 2:56 PM

I would echo Mark's comment.

(I'm not looking to move up now. That's just in general.) 2:57 PM

Lisa Colaianne/AIDSCL 2:59 PM

I'm thinking in a few directions at once

My experience has been twofold: 2:59 PM

Natalie 2:59 PM

It's often difficult to offer staff opportunities for leadership or even management within the constraints of our job structure/functions.

Lisa Colaianne/AIDSCL 2:59 PM

1. I've found a surprising lack of acceptance of skills earned in other industries outside of the system and MLA

Alexa 2:59 PM

To go up you have to leave the state?

(Didn't want to say that audibly) 2:59 PM

Lisa Colaianne/AIDSCL 3:00 PM

2. On the other side, a lack of focus on what kind of training would get people to the places they want to be

Janet Vogel 3:00 PM

http://rsquaredconference.org/

Lisa Colaianne/AIDSCL 3:00 PM

Yes, I went to the review.

Natalie, too, I believe 3:00 PM
That explains why I liked it so much! 3:00 PM

I will say that SLA seems to have a great grasp of other kinds of input 3:00 PM

mark 3:02 PM

yes! but must be willing to accept failure if empower staff 3:02 PM

librarian managers tend to be risk averse, not risk managers 3:02 PM

Janet Vogel 3:02 PM

Mark - that is a really important thing to consider

Lisa Colaianne/AACPL 3:02 PM

Great points, Mark

Alexa 3:02 PM

Mark -- very true.

Natalie 3:02 PM

What Janet said...encouraging staff to be creative, find ways to love their job. That is what I've been trying to do with my staff. It's been a new experience for many.

mark 3:02 PM

cant empower staff if you reprimand their mistakes

Lisa Colaianne/AACPL 3:03 PM

I think it's one most people appreciate, Natalie

No one ever complains that things are going well for them 3:03 PM

mark 3:03 PM

yes! now, if they keep making the same mistakes, that's different...