



## **Maryland State Library and Maryland Library Association Leadership Facilitators Program: Leading Everyone to Everyone Leads**

### **Program Description**

**Updated November 1, 2021**

**Purpose:** Develop a group of leaders who can facilitate leadership workshops in Maryland libraries. Facilitators will learn to present the *Everyone Leads* workshops that Maureen Sullivan designed and presented in 2018-2019. Maureen will prepare individuals selected by their library directors to deliver the workshop both virtually and in person. These individuals will work together to form an initial cohort of facilitators who will do this work in their own organizations and for the library community in Maryland. This will be the start of a network of individuals who will provide leadership learning experiences.

The preparation of facilitators will include their participation in the workshop itself, in a virtual workshop on facilitation skills, an in-person skills practice at the 2022 MLA annual conference, and ongoing support throughout the program. Suzanne Haley, of Changing the Lens, will work with Maureen Sullivan to prepare individuals to facilitate learning experiences and group dialogue using equitable practices.

Library directors are asked to select an individual in their libraries to participate. They will be encouraged to identify individuals who represent diverse backgrounds, identities, and positions in the library, and who are ready to assume the responsibility to be effective facilitators, and are ready to commit the time required. Other criteria for selection include:

- A strong interest in and commitment to learn the skills and abilities for effective facilitation
- Interpersonal competence
- Ability to focus on the learning and development needs of others
- Understanding of self and the ability to manage oneself
- Seen as credible inside the library
- Willing to commit the time and effort to the program

- Ready to have a sustained commitment to the program and become involved in other professional development programs at the state level (sponsored by the Maryland State Library and/or the Maryland Library Association).
- Basic knowledge and comfort presenting online via Zoom

This is an opportunity for directors to select an individual who is interested in continuing their own leadership development and to be identified as a resource in the library for leadership development. It also can be another important step in advancing the values and practices of diversity, equity, inclusion, and belonging.

The Everyone Leads curriculum will be provided.

### **Everyone Leads Workshop Topics Include**

What is leadership?

Leading from any position – informal leadership

Leadership in libraries today: challenges and opportunities

Inclusive leadership

Influence and persuasion

Interpersonal competence

Becoming a more effective leader

**Meeting Dates:** Please refer to the Project Timeline. It includes an orientation session for the library administrators supporting their facilitators.

**CE Credit: Yes** (25 contact hours for public libraries)

**Cost:** Travel costs and lunch during the May 4 in-person workshop at the MLA Conference. MLA will send a link to register for the lunch closer to the date.

Register with MLA by December 10

Early Registration Deadline for Public Libraries is November 12

**Questions?** For registration questions, please contact the MLA Office. For program questions, please contact Nini Beegan, Maryland State Library, [nini.beegan@maryland.gov](mailto:nini.beegan@maryland.gov)

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