ABSTRACT
Recipe for Success: Ingredients and methods for leadership learning in the Sunshine State Library Leadership Institute

This poster session will chronicle the progress of the "pilot" class of the Sunshine State Library Leadership Institute (SSLLI), a year-long program made possible by a Library Services and Technology Act (LSTA) grant administered by the Florida Department of State, State Library and Archives of Florida. In this innovative program, early and mid-career library professionals were selected in a statewide application process. The SSLLI participants represent a diverse array of library settings (public, various types of academic, special/corporate, K-12 schools.) To this varied mixture of learners are added a skilled facilitator, inspiring speakers, provocative readings and activities, along with a dash of good humor and fun. Monthly workshop-type meetings in Jacksonville and Tampa, along with an active email list, provide the settings for discussion, collaboration, networking, and ultimately, discovery and development of personal styles of leadership for the library profession in the 21st century. Through text and visuals, our poster session will give a sense of the “flavor” of our process, and how it relates to our work as leaders in Florida libraries.

GOALS OF THE INSTITUTE

• To develop and enhance the leadership skills of library staff in Florida.

• To develop a program that will provide opportunities for individuals to be better prepared to create, articulate and contribute to the vitality, growth and success of Florida libraries.

• To prepare library leaders to provide the highest quality library services to the citizens of Florida in a highly effective and innovative manner that will meet today’s needs and tomorrow’s challenges.

2004-2005 SSLLI PARTICIPANTS

Participants represent all areas of Florida and work in a variety of library settings.

JACKSONVILLE GROUP:

Key Sooright
Karina Evans
Donna Fishflary
Anda Heber
Cynthia Jordan
Patti Lutter
Ann Lindsey
Janet Lukasz
Linda Mathen
Jennifer O’Neill
Laura Piotter
Brad Powell
Michael Shull

North Florida Community College
Colombian County Public Library
University of West Florida
Jacksonville Public Library
University of North Florida
Jacksonville Public Library
University of Florida
Nassau County Public Libraries
Jacksonville Public Library

TAMPA GROUP:

Maryellen Allen
Linda Colding
Ava Enda
Jane English
Eric Haed
Robin Kay
Robin Laht
Robin van Laak
Jason May
Joy Pashley
Carlos Reeves
Jacqueline Renn
Diana Sash
Nancy Shellgard-Warren
Michael Stiles
Ava-vonSmith
Nancy J. Spald
Lora Turner
Rachel Vigiliano
Lisa Wagner

University of South Florida
University of Central Florida
Manatee Library System
Tampa-Hillsborough County Public Library
Citrus County Library System
Nova Southern University
Safety Harbor Public Library
Hillsborough County Library
Palm Coast Community College
Hillsborough County Community
Polo County Schools
Tampa Bay Library Consortium
Palm Harbor Library
Nova Southern University
Okeechobee County Public Library
Jane Barnett Cook Library
Tampa-Hillsborough County Public Library
Tampa-Hillsborough County Public Library

CURRICULUM

The institute is based on The Leadership Challenge by James M. Kouzes and Barry Z. Posner (2002), a text which covers numerous aspects of leadership organized into 5 practices and 10 commitments.

Five Practices:
1. MODEL THE WAY
2. INSPIRE A SHARED VISION
3. CHALLENGE THE PROCESS
4. ENABLE OTHERS TO ACT
5. ENCOURAGE THE HEART

Ten Commitments:
1. Find your voice by clarifying your personal values.
2. Set an example by aligning actions with shared values.
3. Envision the future by imagining exciting and ennobling possibilities.
4. Enlist others in a common vision by appealing to shared aspirations.
5. Search for opportunities by seeking innovative ways to change, grow, and improve.
6. Experiment and take risks by constantly generating small wins and learning from mistakes.
7. Foster collaboration by promoting cooperative goals and building trust.
8. Strengthen others by sharing power and discretion.
9. Recognize contributions by showing appreciation for individual excellence.
10. Celebrate the values and victories by creating a spirit of community.

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INSTITUTE PROJECT MANAGER:
Stephanie Race, Assistant Director, NEFLIN

Facilitator:
Elizabeth Curry, Curry Consulting Services, Inc.

Guest Speakers

Judi Ring
State Librarian
Brad Ward
NEFLIN
Madison Mosley
TFLC
Barbara Sites
STFLIN
John Szabo
Clearwater Public Library
Raymond Santiago
Miami-Dade Public Library
Nora Everett
Everglades & Associates
Sol Hurvitz
Miami-Dade County Library
Audrey Moran
Miami-Dade Public Library
Danny Hayes
Sarasota County Library
Cay Ganz
Florida Community College

Selected Comments from Participants

“I feel a greater sense of responsibility to share my experiences in professional organizations.”

“I find myself stepping back and trying to view situations from the other point of view. I’m learning it pays to give a person room to breathe, and that there is sometimes more than one right way.”

“I see now that leadership is much more of an interactive activity.”

“The institute requires highly motivated participants to be effective. I would recommend the Institute to any co-workers who have personal desire and motivation to learn leadership skills.”

“I get a lot out of the monthly workshops and the readings selected to prepare us for sessions. I see an impact on my style of supervision and mentoring.”

“The best aspect for me is the sustained professional contact with [librarians] in different types of institutions. It is enlightening to have those alternative perspectives.”

ACTIVITIES

Team building at the "Ropes" Courses.

Participants do readings as “homework” before each session, and come prepared for discussions and interactive activities. Beyond readings, we participate in inventories, surveys and other assessment tools used to spark conversation and discovery.

Learning through discussion, games, storytelling, brainstorming...