The Leap from Librarian to Leader

Why it might come sooner than you dream and how to be ready for it

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What is this about again?

- **Introduction**
  - Who we are (hi!), what we do, and why we took the leap from Librarian to Leader

- **Practical Things**
  - Leadership & management skills: what are they and how to get them
  - Mentorship
  - So Now You’re a Manager...

- **Real Talk**
  - Imposter syndrome
  - Challenges
  - Values

- **Top Tips for New Managers**

- **Time for Questions**
Nice to meet you!

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Practical Things
Leadership & Management Skills

- Managers manage things, leaders lead people
- Identify the skills you already have and specific ways you’ve used these skills:
  - Communication
  - Project Management
  - Customer Service
  - Soft Skills
  - Judgement
  - Teamwork
  - Problem solving
  - Evaluation
  - Motivation & Initiative
- All experience is good experience
Mentorship

- Tips for finding a mentor
- The need for peer mentorship
- The value of being a mentor
So now you’re a manager...

➔ Establishing your leadership style:
  ● Interpreting strategic priorities for a team
  ● Clarity / Rationale in decision-making
  ● Roles & Responsibilities
  ● Collaboration – Working together to support common goal
  ● Tips: training and skills-building
Real Talk
Imposter Syndrome

- Talking it out
- It’s ok to not know everything – it’s ok to learn
- Failure ≠ fraud
- Focus on value

“Ah, the impostor syndrome!? The beauty of the impostor syndrome is you vacillate between extreme egomania, and a complete feeling of: ‘I’m a fraud! Oh god, they’re on to me! I’m a fraud!’ So you just try to ride the egomania when it comes and enjoy it, and then slide through the idea of fraud.”

—Tina Fey, *The Independent*, March 2010
Challenges

- Management can be lonely
- No one likes being the bad guy
- Manager or Therapist?
- The hard stuff gets easier, we promise!

“The challenge of leadership is to be strong, but not rude; be kind, but not weak; be bold, but not bully; be thoughtful, but not lazy; be humble, but not timid; be proud, but not arrogant; have humor, but without folly.”

—Jim Rohn
Leading with your Values

- Building confidence
- Know what your values are
- Find opportunities to step out of comfort zone
- Personal values + Organizational values
- Everyone is different and everyone is human
Our Top Tips
Our Top Tips

- Build a Community
- Be honest about what you don’t know
- There’s no one right way to be a manager
- You will get better and better!
- You are ready


Questions?

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