

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

Resources

Brown, Brené. *Dare to Lead: Brave Work, Tough Conversations, Whole Hearts*. Random House Large Print Publishing, 2019.

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Questions?

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