***Emerging Leaders: International Development Programme for Tomorrow’s Library Leaders***

**Brussels, 6th– 8th October 2021**

**Venue where the LIBER conference will take place in July 2022[[1]](#footnote-1)** (Exact dates to be confirmed~~)~~

**Programme Outline**

If you asked what leadership is about and what a leadership programme should include, you could ask a thousand people and get a thousand answers. But here's what we suggest for the *LIBER ‘Emerging Leaders’ Programme* awaiting you in both Brussels 2021 and the venue where the next LIBER Conference will take place in 2022.

Without self-awareness you're more or less sunk.  You can't change what you're unaware of. So you need to shine a light on your blind spots. You must find out what they are first.  Honesty, openness, and perhaps challenging self-awareness are mission-critical for effective leadership. You probably know what you have to do, but we will ask you to complete several self-assessments and make use of specific profiling tools before you join the LIBER programme. This will form the focus of much of your early work in our programme.  Previous delegates have reported finding this an amazingly powerful part of our programme, and one which they often refer back to.

Without your own sense of direction, you can't lead. So set a goal, a big goal, set a course, decide on your direction of travel, and then you have a fair chance that others just might follow. But without anywhere to go, anywhere to bring people, you're not a leader. You know this!  People will only follow you around in circles for so long.  And if you don't know where you're going, it's journey-over.  So as an essential part of the LIBER leadership programme, we will look at strategy, scenario planning, creating purpose and direction, creating the future you want for yourself and your organisation, by presenting and debating frameworks and models for your longer-term leadership development toward the distant horizon…and beyond!

And to lead, you must lead something or someone.  Of course, it's possible to be a thought leader but we're talking about people here.  You must get others to follow. While there’s nothing clever in this, it's not easy.  You must pull together a team, and they must be inspired in some way to follow in the same direction as you.  Perhaps a long way behind you, perhaps only just behind you...perhaps even alongside you, but certainly in the same direction towards the same end goal.  So how can you build a team, sustain the motivation of your team, achieve performance from colleagues, and a create space for yourself to lead? All of these questions will be addressed and form a very important focus for us at the LIBER ‘Emerging Leaders’ Programme.

Consider what could be the next must-have element for 'a good leader'?  An ability to develop others should be in the mix too.  A great leader has a ready willingness to facilitate the development of their team members and the ability to draw and bring out the best in people.

To achieve this, perhaps a coaching approach to leading now and again might help; maybe also accurately identifying and gaining insight into the gaps in others' capabilities.  Maybe even having the self-confidence to recruit and develop people (dare we think it?) to be more capable than you.  So, coaching and developing your colleagues is a part of our programme and you will have ample opportunity to practice appropriate, inspirational and powerful tools and approaches to enable you to do this effectively and with ease and comfort.

Finally, the quest for continuing self-development counts a lot.  Don't expect to go stale and still have people follow you.  Our LIBER programme has built into it the opportunity for you to continue with your own self-development as a legacy of the programme once the formal programme has concluded.  Working with your international colleagues on the programme (who will quickly become professional mentors, confidants and even friends), you will have a programme of learning that extends far beyond the formal days of the programme.  This will follow through too with your secondment to another library in another country.  Your learning will be multi-faceted, practical, and sustainable.

So there it is -  not so simple to achieve but simple ideas enough. A good leader has self-awareness, a well-defined direction of travel, an ability to inspire and take others along, an ability and predisposition to develop capability in others, and the drive to continue their own self-development.  These are all the critical areas we will address with you on the LIBER ‘Emerging Leaders’ programme. In sum, we will focus on:

* Self-awareness - personal authenticity with a strong sense of values and identity;
* Strategy - a strong sense of purpose and direction;
* Leading others - by inspiring and sustaining a high-performing team;
* Getting the best from others - by developing the individual performance of colleagues;
* Your future - through self-development, professional development and work/life balance.

1. *To be announced in March 2021, the venue will be in Europe.* [↑](#footnote-ref-1)