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

*Brussels, 6th– 8th of October 2021*

*Hosted by the Royal Library of Belgium*

*(if COVID-19 prevents a live meeting, an online alternative will be provided)*

**Emerging Leaders: Goals**

Our profession is challenged by a shortage of people who are both willing and who have the skills to lead in an environment of increasingly fast-paced change. Some countries are already addressing this issue by offering programmes in the field of leadership development for existing directors, and potential ‘high-fliers’.

Our LIBER Emerging Leaders programme is aimed at the **next generation of senior leaders**: people who are already in positions of senior management but who wish to do more to enhance their leadership qualities in preparation for a step up to the next big challenge – that of taking responsibility for leading an organisation through changing times.

The timing of this LIBER leadership programme is particularly appropriate. Libraries are subject to constant change and transformation. We will need to be well-equipped to deal with whatever new challenges are on their way whether digital, financial or societal. Strong and effective leadership is key to meeting the demands of tomorrow’s customers, and to becoming partners alongside other leaders within our institutions as plans are made for the future.

The seminar programme has three main components:

1. Two-and-a-half-day course in 2021, in Brussels (or online alternative if the pandemic prevents this), 6th – 8th October
2. A combination of action-learning and mentoring, from October 2021 – June 2022;
3. Two-and-a-half-day course in 2022 in the venue where the LIBER conference will take place in 2022 (dates to be confirmed).

The course will (once again) be led by **highly-skilled course Director**, Jan Wilkinson (former University Librarian at the University of Manchester, UK), who will act as the ‘glue’ between course content provided by an **experienced consultant and coach**, and **a small number of high-level guest speakers** who will share their experiences to illustrate relevant practical examples of each part of the course.

The pace of the course will be fairly brisk to enable a **coverage of all of essential material**. There will be an emphasis on the ‘self’ within the course ; increased self-awareness is a great place to begin our leadership journey. Combined with this will be an entertaining presentation about established facts and theory about leadership, followed by group discussions.

In advance of the first course, delegates will be expected to complete a Myers-Briggs Type Indicator questionnaire, and there will be some required reading. During the course, each delegate will complete an i-SWOT as a means to reflect on their personal strengths and weaknesses in relation to the challenges of the opportunities and threats likely to be presented in their current or next role. We will also play the Johari’s window ‘game’ of disclosure and feedback: what can you say about yourself and what can others say about you? The approach will be sensitive to individual needs and conducted in a non-threatening way. It will be fun rather than uncomfortable!

Following completion of the course, delegates will ‘meet’ the members of their ‘action-learning’ sets regularly by conference call and will go for one week of professional training between October 2021 and June 2022 (which will not be domestic, but abroad). During the whole process, each delegate will also be assigned a mentor from a LIBER member library, in order to provide **a high-value and customized leadership experience**.