***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)*

***Building A High-Level Seminar For The Next Generation Of Senior Leaders***

**STRATEGIC PRESENTATION**

A key component of LIBER’s strategy is to **help** build a workforce at LIBER member institutions whose skills continue to keep pace with change. As part of this ambition, the LIBER Leadership and Workforce Development Working Group has prepared a **high level, three-stage seminar for the next generation of senior leaders at European research libraries.**

LIBER recognises that in various countries there are already leadership development programmes for people recently appointed as library directors. However, as the skills needed are changing, so will the type of director. In general, we shall forsake the traditional profile in favour of more internationally oriented directors. Although training of directors and mobility of staff across Europe is critically important, LIBER believes that the focus should be on a **leadership development programme for people at the second tier**, who are willing and capable of becoming library directors in a few years.

After four successful editions of the programme, LIBER is now launching its sixth **Emerging Leaders Programme** - featuring a combination of **high-level workshops/training/individual tutoring for a maximum of 20-24 participants**. The **programme will be divided into 4 parts**:

* A first session with courses in Brussels, 6th – 8th of October 2021 or online if the pandemic prevents a live event;
* A year for mentorship, meaning that the mentee librarian has a placement of one week in the mentor's library, shadows the mentor, AND regularly discusses the way in which the mentor works. In addition, there will be the opportunity for telephone/online discussions throughout the year;
* ‘Action Learning’ during the year in the period between the two courses;
* A second seminar in the venue where the LIBER conference will take place in 2022[[1]](#footnote-1) (June - July, **dates to be confirmed**), comprising coursework and shared experiences.

To begin with, there will be a **two-day seminar at the Belgian Royal Library in Brussels.** In the period between the Brussels 2021 seminar and the 2022 seminar (adjacent to the LIBER Conference), professional training will be organised on the basis of a clear contract between the course director, the mentored librarian, the mentored librarian's director, and LIBER. Another two-day seminar will take place just before the 2022 conference, to wrap-up our highly valuable leadership programme.

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