



LIGUE DES BIBLIOTHÈQUES EUROPÉENNES DE RECHERCHE  
ASSOCIATION OF EUROPEAN RESEARCH LIBRARIES

## **”Library Leadership, Strategy and Change” a LIBER Programme for Library Leaders**

**The University of Manchester Library  
21, 22 and 23 July 2013  
Manchester, UK**

### **Programme**

#### **LIBER Directors' Course: Outline**

*Leadership begins with self discovery and self knowledge, so the LIBER Directors' Programme begins even before the course itself begins with recommended course reading and critical self assessment, in particular the Myers Briggs Type analysis which will be completed prior to attendance at the Course. The Course will also involve feedback from the course leaders and feedback from others on the course. The Directors' Course also inspects the leadership role models which might inform current perceptions of what a leader should do and say; the critical competencies required by a leader and how personal beliefs about leadership and personal values inform a leader's ways of working. The Directors' programme challenges delegates to have a clear sense of their own direction, before addressing the need to lead others and develop an effective team. The Directors' course also recognises that developing others and engaging in continuing self development are also hallmarks of a great leader. These two areas are explored and extended beyond the close of the two days of the Course, with the establishment of both Action Learning Sets and ongoing one-to-one personal executive coaching as part of the Programme package.*

### **June – July 2013**

Recommended reading

Introduction of participants

Introduction to the Myers Briggs method analyzing your leadership profile

- What type of leader are you?
- Implications of Type for Leadership

## **Sunday 21 July 2013 (The John Rylands Library)**

- 16.00 - Welcome and Introduction to the Programme and people
- 16.30 Know Yourself: Self Awareness - What Type of Leader are you?  
Feed-back of MBTI and the Types of Leadership  
Exploring Leadership Competences  
Johari's Window and Feedback Exercise
- 18.30 - Drinks Reception
- 19.00 - Dinner  
Invited speaker on his/her leadership journey (to be confirmed)
- 22.00 End of first day

## **Monday 22 July 2013 (Alan Gilbert Learning Commons)**

- 8.30 Start of the Programme  
Know Yourself: Leadership  
What makes a good leader?  
Exploring leadership role models  
Where are you now? Your Leadership journey  
"What got you here, won't get you there".  
How successful people become even more successful  
Your Personal Values and Leadership
- 10.30 Coffee break
- 10.45 Know where you are going to: Strategy  
Know Your Direction – strategic leadership  
Making sense of strategy  
Future thinking  
Fundamental strategy questions for future survive
- 12.30 - Lunch (Seminar Room, Main Library)
- 13.30 Strategy

Strategic Leadership (invited speaker – to be confirmed)

- 14.30 Being the library director your library and your institution needs you to be
- 15.30 Coffee break
- 16.00 Take Others with You
- Creating a High Performing Team  
Managing Change and working in a Team  
Team Roles and Team Dysfunctions  
Type and Teamwork
- 17.30 Close
- 17.45 Tour of the Learning Commons
- 18.00 Drinks Reception
- 19.00 Working Dinner
- Take other with you (to be continued)
- 22.00 Close of the second day

**Tuesday 23 July 2013 (Alan Gilbert Learning Commons)**

- 8.30- Start of the Programme
- 8.45 Reshaping the Library of the future (invited speaker – to be confirmed)
- 9.45 Your actions in reshaping the research library
- 10.15 Coffee break
- 10.45 Developing the Performance of Others
- Coaching for Leadership
- Coaching models
  - Coaching skills
  - Coaching and being coached
- Introduction to your personal professional coach

- 12.30 Lunch
- 13.30 Taking others with you (Invited speaker – to be confirmed)
- 14.30 Continuing Your Own Leadership Development
- The Methodology of Action Learning  
Questions without Answers  
Getting started  
Action Learning: Key issues in reshaping your library
- 15.30 Coffee break
- Action Learning (continued)
- 16.45 Evaluation
- 17.15 Close of the course

Delegates to make their own arrangements for dinner

### **Post-Course 2013 / 2014**

**Coaching one-to-one executive coaching - three telephone/skype meetings of one hour each**

**Action Learning Sets - six telephone/skype discussion groups of one hour each**