



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**

Updated 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 1. Welcome and Introduction to the Programme and people
 2. Know each other: an ice-breaker
 3. Know Yourself: Self Awareness: Feedback of Myers Briggs Type Indicator
- 18.45 Drinks Reception
- 19.15 Dinner
- Hans Geleijnse, the former director of Library and IT Services at Tilburg University and past President of LIBER will speak about his leadership journey.
- 22.00 End of first day

Monday 22 July 2013 (Alan Gilbert Learning Commons)

- 8.30 Start of the Programme
- Know Yourself: Leadership
1. Role Models: who has been a good leader?
 2. Leadership Competencies: what makes a good leader?
 3. Values: what drives strong leadership?
 4. Feed Forward: “What got you here, won’t get you there”. How successful people become even more successful
- 10.30 Coffee break
- 10.45 Know where you are going to: Strategy
- Making sense of strategy
 Future thinking
- 12.30 - Lunch (Seminar Room, Main Library)
- 13.30 Strategy
- Strategic Leadership
- 14.30 My Leadership Journey
- Professor Dame Nancy Rothwell, President and Vice-Chancellor of the University of Manchester

15.30	Coffee break
16.00	Take Others with You
17.30	Close
17.45	Tour of the Learning Commons
18.15	Drinks Reception
19.00	Working Dinner
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 Kurt de Belder, University Librarian, Director Leiden University Libraries and Leiden University Press
9.45	Your actions in reshaping the research library
10.15	Coffee break
10.45	Developing the Performance of Others Coaching for Leadership 1. Coaching models 2. Coaching skills 3. Coaching and being coached 4. Introduction to your own executive coach for your coaching after Manchester
12.30	Lunch
13.30	Taking others with you Phil Sykes, University Librarian of the University of Liverpool
14.30	Continuing Your Own Leadership Development 1.The Methodology of Action Learning

2. Questions without Answers
3. Getting started
4. Action Learning: Key issues in reshaping your library
5. Practical arrangements to implement your own Action Learning Sets

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**