



LIBER LEADERSHIP DEVELOPMENT PROGRAMME

BUILDING A HIGH LEVEL SEMINAR FOR THE NEXT GENERATION OF SENIOR LEADERS

STRATEGIC PRESENTATION

The LIBER Strategic Plan, 2010-2012, aims to build an ambitious international development programme. To fulfil this exciting goal, the Steering Committee on Organisation and Human Resources and, in particular, the Leadership Working Group, has prepared a **high level Three-stage seminar for the next generation of senior leaders in European research libraries.**

LIBER recognises that in various countries there are already leadership development programmes for people recently appointed as library directors. But 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.

LIBER must **not replicate what already exists**, in individual member countries. Since LIBER is an association of European research libraries it is particularly well placed to offer a mix of courses and practical experience with existing experienced research library directors.

Because quality is much more important than quantity, LIBER is launching an ambitious international LIBER leadership development programme featuring a combination of **high level workshop/training with and individual tutoring for a maximum of 16 participants.**

The seminar programme will be divided into 4 parts :

- A first session in Munich (June 2013, 24th and 25th), with courses ;
- A year for tutorship, meaning that the tutored librarian does a placement of one week in the tutor's library, shadowing the tutor AND discussing with the tutor the way s/he works. In addition there will be the opportunity for telephone discussions throughout the year ;
- Action Learning during the year between the two courses ;
- A second seminar in Riga (June 2014, 23rd and 24^h), with courses and shared experience.

To begin with, there will be a **two-day seminar just before the Munich Conference**, hosted by the Bavarian State library, Germany. Between Munich 2013 and Riga 2014 Conferences the professional training will be organised on the basis of a clear contract between the course director, the tutored librarian, the tutored librarian's director and LIBER. Another two-day seminar will take place just before the Riga conference, to complete this high-value programme.