

## ABSTRACT

### Recipe for Success:

Ingredients and methods for leadership learning in the Sunshine State Library Leadership Institute

This poster session will chronicle the progress of the "pilot" class of the Sunshine State Library Leadership Institute (SSLLI), a year-long program Made possible by a Library Services and Technology Act (LSTA) grant administered by the Florida Department of State, State Library and Archives of Florida. In this innovative program, early and mid-career library professionals were selected in a statewide application process. The SSLLI participants represent a diverse array of library settings (public, various types of academic, special/corporate, K-12 schools.) To this varied mixture of learners are added a skilled facilitator, inspiring speakers, provocative readings and activities, along with a dash of good humor and fun. Monthly workshop-type meetings in Jacksonville and Tampa, along with an active email list, provide the settings for discussion, collaboration, networking, and ultimately, discovery and development of personal styles of leadership for the library profession in the 21st century. Through text and visuals, our poster session will give a sense of the "flavor" of our process, and how it relates to our work as leaders in Florida libraries.



### GOALS OF THE INSTITUTE

•To develop and enhance the leadership skills of library staff in Florida.

•To develop a program that will provide opportunities for individuals to be better prepared to create, articulate and contribute to the vitality, growth and success of Florida libraries.

•To prepare library leaders to provide the highest quality library services to the citizens of Florida in a highly effective and innovative manner that will meet today's needs and tomorrow's challenges.

## 2004-2005 SSLLI PARTICIPANTS

Participants represent all areas of Florida and work in a variety of library settings.



### JACKSONVILLE GROUP:

Kay Boatright  
Katrina Evans  
Donna Huharty  
Anita Haller  
Cynthia Jordan  
Patti Leifer  
Ann Lindell  
Janet Loveless  
Joan Mansson  
Jennifer O'Neill  
Laura Palmer  
Brad Powell  
Michael Shell

North Florida Community College  
Columbia County Public Library  
University of West Florida  
Jacksonville Public Library  
University of North Florida  
Jacksonville Public Library  
University of Florida  
Nassau County Public Libraries  
Maitland Public Library  
Florida Times-Union  
Duval County Public Schools  
St. John's County Public Library  
Jacksonville Public Library

### TAMPA GROUP:

Maryellen Allen  
Linda Colding  
Ava Ehde  
Jane English  
Eric Head  
Robin Kear  
Robin Leigh  
Jacqueline Leskovec  
Jason Martin  
Ivy Prewitt  
Carlene Reeves  
Jacqueline Rose  
Diana Sachs  
Nancy Sheffield-Warman  
Michael Shires  
Avena-Lyn Smith  
Nancy J. Spaid  
Lorie Tonti  
Phyllis Uchrin  
Rachel Viggiano  
Lisa Wagner

University of South Florida  
University of Central Florida  
Manatee County Library System  
Tampa-Hillsborough County Public Library  
Citrus County Library System  
Nova Southeastern University  
Safety Harbor Public Library  
Univ. of South Florida  
University of Central Florida  
Polk Community College  
Hillsborough Community College  
Polk County Schools  
Tampa Bay Library Consortium  
Palm Harbor Library  
Nova Southeastern University  
Okeechobee County Public Library  
Jane Bancroft Cook Library  
Tampa-Hillsborough County Public Library  
Dunedin Public Library  
University of Central Florida  
Tampa-Hillsborough County Public Library

**FACILITATOR:** Elizabeth Curry, Curry Consulting Services, Inc.

**INSTITUTE PROJECT MANAGER:**  
Stephanie Race, Assistant Director, NEFLIN

## CURRICULUM

The institute is based on *The Leadership Challenge* by James M. Kouzes and Barry Z. Posner (2002), a text which covers numerous aspects of leadership organized into 5 practices and 10 commitments.

### Five Practices:

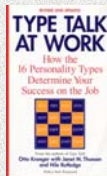
1. MODEL THE WAY
2. INSPIRE A SHARED VISION
3. CHALLENGE THE PROCESS
4. ENABLE OTHERS TO ACT
5. ENCOURAGE THE HEART

### Ten Commitments:

1. Find your voice by clarifying your personal values.
2. Set an example by aligning actions with shared values.
3. Envision the future by imagining exciting and ennobling possibilities.
4. Enlist others in a common vision by appealing to shared aspirations.
5. Search for opportunities by seeking innovative ways to change, grow, and improve.
6. Experiment and take risks by constantly generating small wins and learning from mistakes.
7. Foster collaboration by promoting cooperative goals and building trust.
8. Strengthen others by sharing power and discretion.
9. Recognize contributions by showing appreciation for individual excellence.
10. Celebrate the values and victories by creating a spirit of community.



Participants do readings as "homework" before each session, and come prepared for discussions and interactive activities. Beyond readings, we participate in inventories, surveys and other assessment tools used to spark conversation and discovery.



## GUEST SPEAKERS

Each monthly session includes a guest speaker sharing personal reflections on leadership:

Judi Ring  
Brad Ward  
Charlie Parker  
Madison Mosley  
Barbara Stites  
John Szabo  
Raymond Santiago  
Nora Everlove  
Sol Hirsch  
Audrey Moran  
Danny Hales  
Cay Gasque

State Librarian  
NEFLIN  
TBLC  
Stetson Law Library  
SWFLN  
Clearwater Public Library  
Miami-Dade Public Library  
Everlove & Associates  
Alachua County Library District  
Moran & Associates  
Suwannee River Regional Libraries  
FL Community College at Jacksonville



### ACTIVITIES

Team building at the "Ropes" Course.



Learning through discussion, games, storytelling, brainstorming...

## SELECTED COMMENTS FROM PARTICIPANTS

*"I feel a greater sense of responsibility to share my experiences in professional organizations."*



"I find myself stepping back and trying to view situations from the other point of view. I'm learning it pays to give a person room to breathe, and that there is sometimes more than one right way."

*"I see now that leadership is much more of an interactive activity."*

"The institute requires highly motivated participants to be effective. I would recommend the Institute to any co-workers who have personal desire and motivation to learn leadership skills."

*"I get a lot out of the monthly workshops and the readings selected to prepare us for sessions. I see an impact on my style of supervision and mentoring."*

"The best aspect for me is the sustained professional contact with [librarians] in different types of institutions. It is enlightening to have these alternative perspectives."

