Leadership:
Growing Your Strengths and Capitalizing on the Assets of Others
Wyoming Library Association Training
Agenda

A. Overview and Introductions, 1 p.m.
B. Sensemaking
C. Relating
D. BREAK
E. Visioning
F. Inventing
G. Ethics
H. Conclusion and Adjourn, 4:30 p.m.
Four Dimensions

Self Rating

Introductions:
- Name
- Where you live
- Strongest dimension (highest score)
Sensemaking

Activity: Situation Mapping

Identify ways you gather information or where you go for information used for decision-making in your library?

(information discovery)
Sensemaking is . . .

- Focusing on the issue, concept or situation to make sense of the world around you
- Understanding the context
- Constantly monitoring changes in the environment and interpreting their ramifications for your organization
Relating is . . .

- Focusing on people
- Building trusting relationships with others
- Balancing *advocacy* (explaining your views) with *inquiry* (listening to understand others’ views) and cultivating networks
Understanding Groups

- Activity

- Mix and Match

- Small Groups:
  - Of what value would this information be to a library?
  - How might you use this information as a leader?
Visioning is . . .

• Creating credible images of a desired future that people in the organization want to create together

• Focusing on the future with compelling images that give meaning to your work and contributions
Inventing is . . .

- Focusing on improving how things get done
- Devising processes, plans, strategies and better ways of working together
- Creating better ways of approaching tasks
- Overcoming challenges and problems to turn visions into reality
Ethics

• Values – core beliefs or desires that guide and motivate attitudes and actions

• Morals – beliefs about what is right and wrong

• Ethics – standards of conduct that indicate how one should behave based on specific values and principles that define what is right
Framework for Decisions

• Bell
• Book
• Bulb
• Balance

“Watch your thoughts; they become words.
Watch your words; they become actions.
Watch your actions; they become habits.
Watch your habits; they become character.
Watch your character; it becomes your destiny.”

Frank Outlaw
Conclusion

• Name one thing you learned today that will help you be more successful as a leader at your library.

“Anyone can make a difference. Everyone should try.”