Background

Fall 2010: MLLI task force and Director’s Survey. Result = many felt that there was a need for management-oriented hard skills development.

Outcome

Lucy Holman, then MLA President, led discussion on the survey results. During those discussions, we –

• reaffirmed that MLLI’s focus should remain on leadership and personal development and that it should not be broadened to include management hard skills

• focused the Library Management Division on developing panel-discussions, roundtables, standalone and conference trainings on management hard skills to meet state need. [LMD has been following this model since early 2010.]
  o There were two primary benefits to keeping leadership and management skills training separate.
    o First, participation in the management trainings was self-selected and not subject to an application process like MLLI, a concern of some survey respondents.
    o Second, many felt that management skills varied from system to system and that there was not ONE WAY or approach; organizing some of these trainings as panel discussions would allow for greater variety of speakers and experiences.

• charged the Leadership Development Committee with establishing a more formal framework for mentoring/networking
  o Sydney McCoy and James Kelly, co-chairs of the Leadership Development Committee, are partnering with SLA on their Speed Mentoring program in October and hope to use some of those connections as a springboard to the mentoring network to be launched in the Spring.
  o In addition, LDC is working with MLLI to support the yearlong projects that the MLLI graduates will be developing.

Finally, Margaret Carty has proposed an MLA certificate program for management training. Under this plan -- which is still in development -- a curriculum of branded programs will be made available in the Fall and participants who complete a designated number of these programs would receive a certificate. While management workshops have continuously been coordinated and presented, details of the certificate program are still being considered. Likely launch of certificate program = Fall 2013.