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Learning to Lead: experiences of a leadership development programme

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Leadership in Libraries Literature

- Little consensus on leadership profile or skills required
- Difficult to identify training needs
- Limited opportunities?
- Is there such a thing as a “library leader”?



My training needs...

- Opportunities to network in wider organisation
- Exchange ideas with leadership peers
- Career development beyond own department
- Practical considerations



The Sheffield Leader

- 4 levels
- Nomination by line manager
- Aims
- “Sphere of Influence”
- Small time commitment



Sheffield Leader 2

- Launch Event
- 3 modules
- Action Learning Sets
- Leadership Exchange
- Landing Event



LIS leadership programmes

- Topics similar/cohort different
- Group vs. Individual project



Benefits

- Direct applicability to role
- Meeting other UOS leaders
- Leadership in context of wider organisation



Limitations

- No online element between sessions
- No formal mapping to professional development plan



Reflections

- Networking
- Learning from others
- 360° feedback



Planning Leadership Development

- Assess current “sphere of influence”
- Assess level of leadership in current role
- Write a “business case”



Development opportunities

- Leadership exchange
- Reading/Book groups
- Observation
- Reflection



Conclusion

*“After all, each leadership development program is very good in some way. It is not so important which one you select. It is important that you **use** the one you select.”*

Cushard, 2016



References

Cushard, B. Why selecting a leadership development programme is way too complicated. Available from:

<https://www.cornerstoneondemand.com/rework/why-selecting-leadership-development-program-way-too-complicated> [Accessed 3rd June 2016].