Libraries Leadership Roadmap

Goal
Cultural institutions are transformed and thriving in the digital age

Library Leader Competencies
Collaboration, Thinking and Acting Strategically, Developing Others, Leading Change, Innovation/Embrace Risk Taking, Acting Systemically, Influencing, Effective Decision Making

Fundamental Competencies
Self Awareness, Learning Agility, Influence, Communication

Layers of Leadership - Acquire, Disseminate, and Preserve Information AND Lead Innovation for the Future				
Position	**Individual Contributors (no direct reports)**	**First Level Supervisors (Supervise Others)**	**Team Leaders (Supervise Supervisors)**	**Associate Directors, Associate VP's, & Associate Deans**	**Senior Administrators (Directors, VP's, & Deans)**
Role	Knowledge of current technologies and creating new ideas	Implementing transformative projects	Management of Complex Projects	Connecting with broader system and within the organization	Shaping Broader Culture, Organization and Strategy
Skills	• Staying on top of new trends in technology etc. that impact their institution and generating ideas up the organization	• Encouraging new knowledge and ideas • Recognizing and developing talent	• Facilitating new ideas to connect and influence strategy • Networking across diverse and open networks	• Modifying strategy to accommodate important ideas • Leads across both internal and external boundaries • Developing a talent strategy	• Articulating value of cultural institutions within and beyond their organization • Active membership in meta organizations – exchanging important ideas for the good of the field
Shared Skills	• Appreciates own & others strengths • Agile learner • Influences w/o authority • Effective Communicator				