

Maine Library Leadership Institute

Goal

The goal of the Institute is to prepare library leaders to serve Maine citizens in the most effective and innovative manner that will meet today's needs and tomorrow's challenges.

Objectives

The Institute objectives are to:

- develop leaders who can serve in library leadership roles at local, regional, state, and national levels
- reenergize library and information management staff by developing new leadership skills
- develop leaders who will have the skills to replace those retiring from the library and information management profession to ensure continuity of leadership
- build collaborative networks within the library community across the state that are sustained over time
- establish professional support systems using recognized leaders as mentors

Participant Outcomes

The Maine Library Leadership Institute will improve the participants' abilities to:

- understand their own talents and how to most effectively use them as a leader
- move from managing to leading people
- formulate, articulate, and communicate a vision that inspires others to act
- develop public and private partnerships with other agencies and community-based organizations
- identify and adapt to trends that impact libraries and their communities ensuring that the entire community has access to quality library services
- increase the visibility and value of the library within their broader community

Eligibility

The participants in this program are mid-career library and information science practitioners (degreed and non-degreed) who are currently employed in the field and have at least three years of experience in a professional level position in a library or other information science setting. This is to ensure that all participants have a deep understanding of the broader issues, values, and philosophies of the profession, as well as a holistic view of how libraries and other information-related settings function. Participants must be a member of the Maine Library Association (MLA).

“Mid-career” means that you have enough experience to meet the “professional-level” criterion yet still have several steps to go before reaching the summit of your career. Basically, if you intend to advance further in your library career, you are likely to be considered mid-career. This may mean serving in a mid-level position and intending to “move up the ladder,” serving as a director with the desire to have an impact on your personal and professional communities, or being a school librarian with plans to advance to a larger leadership position.

The Selection Committee considers the entirety of your application in attempting to evaluate this criterion. Some applicants may not have a degree and yet may have served as the librarian of a small library, thus being quite familiar with these broader issues and functions, while some degreed librarians may not yet have the breadth of understanding and experience sought. Experience shows that those who do not meet this criterion neither gain as much nor are able to contribute as much to the experience as is needed to make the Institute successful for all attendees. The Selection Committee will include the state library district consultants, the president of MLA and MLA's representative to NELA.

Commitment

The Institute is an intensive and rewarding year-long learning experience that requires significant time, energy, and commitment from participants and their libraries.

- Participants must commit to attend all sessions beginning with the New England Library Leadership Symposium (NELLS) which is held in North Andover, Massachusetts, August 3- August 7, 2015. Expenses for NELLS will be paid by the Maine State Library. Other sessions will be a combination of face to face meetings and virtual meetings. **Local institutions must commit to provide support for participants and their attendance.**
- Participants must commit to enter into a mentoring relationship and agree to select and work with a mentor.
- Participants will complete readings and assignments before each session. These materials maximize the impact of the training and reinforce application of the concepts.
- Participants will actively support the goals of the program through a high level of participation.
- Participants will complete a library leadership project.
- Participants will present at the 2016 Tri District Fall Conference and/or at an MLA sponsored event.

Selection Process

Participants are selected based on:

- Completeness of the application packet
- Applicant's motivation to be a leader
- Applicant's proven experiences as an informal and/or formal leader in their library and/or community
- Applicant's willingness to take risks
- Applicant's current and anticipated commitment to the Maine library community
- Applicant's leadership readiness based on work experience, application narrative, letters of recommendation, and possible telephone interview.