

Emerging library leaders

The Second Carnegie Library Leadership Academy

During the fortnight of 12-26 March 2010, 20 librarians from around the country gathered at Leriba Lodge in Centurion to participate in the second Carnegie Library Leadership Academy (CLLA). This second Academy in a series of six was again hosted by the Centre for African Library Leadership and the University of Pretoria Library Services with a grant from the Carnegie Corporation of New York.

The group consisted of 14 librarians from 10 academic institutions and six public librarians from three metropolitan councils. The CLLA is designed to initiate a paradigm shift amongst leaders in the LIS profession and this dedicated group of library professionals committed themselves to the programme in a unique way from the start. Their willingness to discover their own leadership potential, to learn from each other and to explore all aspects of the programme to the fullest, manifested in a strong camaraderie amongst the group from day one.

The programme consisted of various learning formats and opportunities which included lectures, workshops, interactive discussions, library visits, participation in a simulation game and the assessment of leadership skills through a leadership descriptor tool. The content covered practical and theoretical aspects of topics such as Web 2.0 technologies, the national library agenda, the South African information society, current and future trends in the LIS sector, organisational leadership, the dynamic organisation, knowledge management, marketing and communication, digitisation and e-learning, library advocacy, and multiculturalism and the recognition of diversity in the workplace. All participants wholeheartedly engaged in individual tasks as well as group assignments.

Knowledgeable speakers and course leaders included experts from the LIS community, the academic sector and the corporate environment.

The success of the Second Carnegie Library Leadership Academy is perhaps best described in the words of the participants themselves. It is indeed a testimony of what has already been achieved and



Participants to the Second Carnegie Library Leadership Academy. Front: David Mahlangu, Violet Nematili, Martha de Waal, Ujala Satgoor, Robert Moropa, Theo Bothma, Annah Matodzi. Back: Jacob Mothutsi, Monyatsi Ramela, Marna van Rooyen, Jaco Behrens, Khomotso Maphopha, Nkhensani Mulaudzi, Tebogo Mogakane, Patience Ntuli, Mark Frier, Nonhlanhla Ngcobo, Theresa Denton, Suzy Nyakale, Suzette Oosthuizen, Samantha Christians, Mercy Mokgele, Nksheng Mphahlele

what the impact of future academies will be:

"The Academy gave me a new perspective on the importance of Web 2.0 tools" – *Julia Ajah-Mvunelwa*.

"Never in my life before did I learn so much in so little time. The networking opportunity was invaluable" – *Jaco Behrens*.

"This entire experience has changed my life. Although I am still a work in progress, I am definitely a better product. The Academy has given me wings to be an eagle ..." – *Samantha Christians*.

"This journey was a life changing experience. Never before was I exposed to such high quality work, lecturers and talks that were specifically directed towards changing behaviours and attitudes. I am enriched in so many ways and my growth can only benefit those around me" – *Theresa Denton*.

"I was humbled by the quality of library leadership, the depth of knowledge of the participants and how informative and socially aware the presenters were" – *Mark Frier*.

"The Academy was an eye opener – it taught me that in order to succeed in any sphere of life, you need to have a vision" – *David Mahlangu*.

"I intend using the acquired knowledge to improve on service delivery at my library and to participate in providing leadership that will take the library profession forward and ensure its survival in changing times" – *Khomotso Maphopha*.

"The programme was well structured and balanced. The

momentum set during the Academy was very high and will certainly transfer to the workplace" – *Annah Matodzi*.

"Management and leadership are two different things. To be a leader is a process of guiding the behaviour of others towards the goal of the organisation" – *Tebogo Mogakane*.

"What a fulfilling two weeks! I feel informed, knowledgeable, educated, armed, skilled and empowered" – *Mercy Mokgele*.

"I have learned that as a leader you should not surround yourself with followers, but rather develop the people around you to be leaders that will bring value to the organisation" – *Jacob Mothutsi*.

"From now on, going forward, I will be self-motivated and passionate about my work, I will commit myself to excellence, I will do my duties with integrity, I will inspire my colleagues and be sensitive to the needs of my clients" – *Nkhensani Mulaudzi*.

"A big thank you to the organisers, funders, presenters and those who worked in the background ... a lot has been put into the Academy and surely a lot has been gained" – *Nksheng Mphahlele*.

"The Academy gave me the opportunity to learn about myself, to determine what type of leader I am and how to improve my leadership style within my own institution" – *Violet Nematili*.

"The Academy was an extremely useful experience which will be of great future value" – *Nonhlanhla Ngcobo*.

"I am privileged to have

been selected as a participant for the Academy. I have learnt a lot" – *Patience Ntuli*.

"My work will be influenced positively henceforth. I will improve my leadership skills, treat with sensitivity the diverse nature of my clients, take ownership and support my institution. The Academy has been a life changing experience which I will cherish forever" – *Suzy Nyakale*.

"The Academy taught me to be a leader with vision. I have made new friends, met librarians from all over the country, learned from different cultures, institutions and situations" – *Suzette Oosthuizen*.

"The Academy broadened my views on management and leadership. I am now encouraged to take risks and do things differently. It was two weeks of hard work and challenging learning opportunities. I am thankful for being selected to participate" – *Monyatsi Ramela*.

"After two weeks I can hold my head high and say with pride: I am a librarian and the work that I do is important. The knowledge that I have gained will help me to make a difference" – *Marna van Rooyen*.

The third Carnegie Library Leadership Academy will be held from 5-19 November 2010. All enquiries may be directed to the CALL Project Co-ordinator.

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