



DEVELOPING LEADERSHIP SKILLS

IFLA/NEW PROFESSIONALS DISCUSSION GROUP



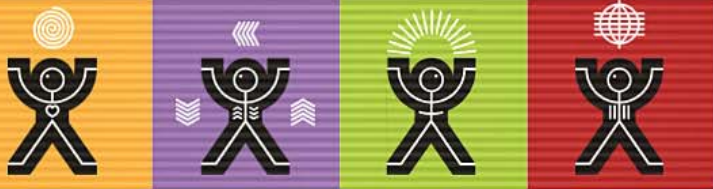
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DURBAN

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BACKGROUND

- **South African Library Leadership Project: 2001-2004**
- **Results**
- **Acknowledgement of colleagues**

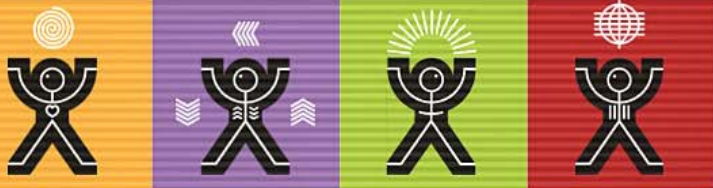
“Leadership is not an accolade you can accredit to yourself, but a privilege given to you by peers.”



- Leadership is not about position
- Attitude
 - Positive
 - Key to unleashing potential
 - Difference between a leader & a follower
 - Other characteristics
 - Purpose and passion; initiative; prioritizing; goal setting
 - Teamwork; innovation; accountability; persistence
 - Perseverance; discipline



1. Recognising one's own potential
2. *Synchronising/aligning one's goals with the internal and external environments within which one is located*
3. Opportunities for personal growth
4. *Service to the profession*



5. Environmental Scanning

6. *Mentoring*

7. Continuing Professional Development

- Lifelong learning
- Continuing education
- Professional development

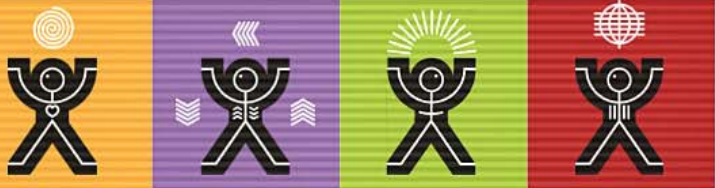


Spirit of Leadership

- Spirit of resilience
- Spirit of courage
- Spirit of strategic thinking
- Spirit of self competition
- Spirit of compassion
- Spirit of engagement



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- Crux of leadership
 - The ability to unlock the potential within yourself
 - Challenge - Creating Organizations with Many Leaders
 - Mindset & paradigm shift
 - Creating the space for everyone to lead when their special knowledge provides the key to the right action



"To manage is to control; to lead is to liberate."

*Harrison Owen,
Organization transformation expert*