

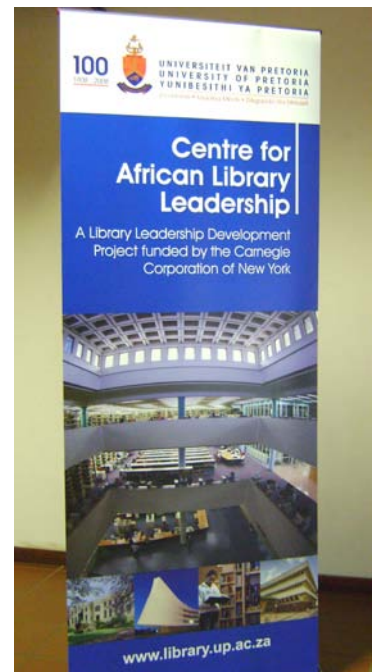
## First Carnegie Library Leadership Academy (CLLA): history in the making

The first of six two-week library leadership academies was hosted by the Centre for African Library Leadership (University of Pretoria Library Services), at the Leriba Lodge in Centurion, from 5-17 July 2009.

After the careful evaluation and assessment of 43 applications, 20 library professionals from the public, academic and national library sectors, within varying levels of management and representing 6 provinces were selected to participate in this residential Academy.

This follows the award of a three-year grant by the Carnegie Corporation of New York to address the leadership development needs of current and future library leaders in South Africa, through the establishment of a self sustaining library leadership centre at the Merensky Library and the facilitation of skills based leadership training.

The first Academy was a huge success, indeed an exciting journey with an incredible group of people. Participants arrived in a general mood of trepidation, wariness and nervous anticipation, but they left with renewed inspiration, enthusiasm, a wealth of new ideas to incorporate in their own library environments and a positive outlook on their individual roles and contribution to the future of librarianship in South Africa.



5 July 2009 - Participants registering for the 2009 Carnegie Library Leadership Academy

The Academy programme has been designed with the intention of initiating a paradigm shift for leaders in the South African LIS sector. Top class speakers and course leaders from the LIS sector, the corporate environment as well as academics, were selected to form part of the programme in an effort to align current and future library leaders to the many challenges of the 21<sup>st</sup> century library environment.

Speakers from the UPLS included the Director, **Robert Moropa** and Deputy Directors **Hilda Kriel**, **Ujala Satgoor**, **Heila Pienaar** and **Monica Hammes**, as well as **Antoinette Lourens** and **Ria Groenewald**. Participants were also exposed to a group of knowledgeable and inspirational dinner speakers who have already established themselves as leaders in their different fields: **Ian Mann** (Founder and Lead Consultant: Gateways Business Consultants), **Coenie de Villiers** (Director: BrandWealth), **Premilla Hamid** (General Manager, Public Affairs: Anglo America South Africa), **Dr. Raymond L. Brown** (Political Counselor: US Embassy) and **Ellen Tise** (Senior Director: Stellenbosch University Libraries and IFLA President-Elect ). As role models, these individuals brought a unique dimension to the Academy as a whole.



**Speakers, presenters and facilitators**

Various fun activities and formal and informal learning opportunities allowed for networking, the acknowledgement of cultural diversity and multiculturalism in the workplace, self awareness, and, the realization of personal strengths and weaknesses through the use of a leadership descriptive tool. The sharing and exchange of skills and expertise on different levels and in different situations formed an integral part of these activities. One of the highlights was the energetic and fun presentation on personal thinking styles, brain types and the inevitable consequence of seeing different personalities in terms of bright red, green, yellow and blue colours ... while creating awareness on where and how to improve on own individual styles.



**Playing Pamoja ... the crazy game of confusion and corruption...**



**Having a picnic,  
working in groups  
or having fun on  
your own...**



Participants were introduced to the important role of the **National Library of South Africa** within the current LIS context, its role with regard to library legislation, NCLIS and the Library Information Charter. A visit to the new impressive building and beautiful works of art was an eye-opening experience for the majority of participants and reiterated the importance of preserving our national heritage but also emphasized the importance of providing access to the many collections and facilities of the NLSA to other libraries and communities. A presentation on the history, formation

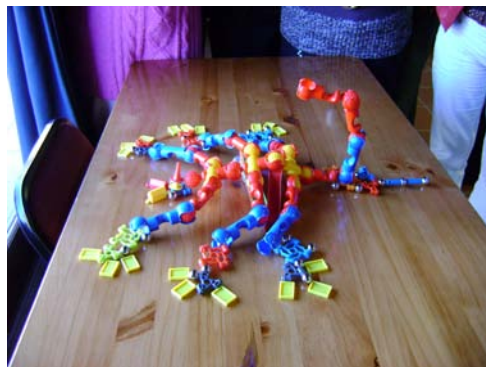
and activities of the Library and Information Association of South Africa (LIASA), highlighted the importance for library leaders to be active members of the national library association.



**The National Library visit...**

Interactive sessions on personal leadership, leadership within the dynamic organization, the importance of human capital within the South African labour legislative framework, practicing personal and organizational ethics, how to implement knowledge management initiatives and the value of trust, as well as the fostering of communities of practice, gave participants a new perspective and motivation to go back to their institutions and bring about change.

Participants also had the opportunity to acquire new technological skills (Wikis and Blogs), being updated on digitization processes, institutional repositories and e-research, and be reminded about the importance of quality assurance and client services in our libraries. The practical creation of Virtual Research Environments for a public and academic library by means of educational toys, stimulated innovative thinking, team work and group interaction.



Presentations on marketing and branding, effective communication, using narratives in the library, library advocacy and innovative thinking empowered participants to think differently and be motivated to implement what they have learned in their libraries.

Informative sessions on the status quo of public/community and academic libraries, the role of provincial and metropolitan library services, current and future trends in national and international

librarianship, a new perspective on African librarianship and the Department of Arts and Culture's vision for libraries in South Africa, formed an integral part of the program.

A visit to the **Constitutional Court and Constitutional Hill Museum** was a moving and thought provoking experience – a harsh reminder to library leaders to uphold the freedom of access to information as a basic human right and to educate others on the importance of our Constitution.



Images from the Constitutional Court and Constitutional Hill Museum



**Dr Rookaya Bawa, Program Officer** at the Carnegie Corporation of New York joined the Academy on the last day.

The two weeks of hard work, exciting learning opportunities and a lot of fun, ended on a high note with a gala dinner, an inspirational talk by **Kay Raseroka**, and **Christelle Lubbe** from Cape Town City Libraries being crowned as the “Personality of the Academy”.

#### **17 July 2009 - Enjoyment at the Gala dinner**



Individual and group assignments will be assessed by lecturers from the Universities of Pretoria (**Prof. Theo Bothma**), Cape Town (**Prof. Peter Underwood**) and KwaZulu-Natal (**Prof. Christine Stilwell**). After completion of a 3-month research project, participants will receive a certificate of competence from the University of Pretoria.

I would like to thank **Ujala Satgoor** for her continued support, guidance and enthusiasm. It has been a privilege to work towards the achievement of a vision to empower and enhance the skills of library leaders in South Africa. Overall, it was a rewarding, fun and empowering experience!



**The success of the first Carnegie Library Leadership Academy is perhaps best described in the words of the first group of participants:**

*"The Academy was a journey that has changed my life positively."*

*"It was an honour to be chosen for the Academy ... the layout of the programme was brilliant."*

*"This opportunity allowed me to develop myself professionally ... it left me transformed in my ideas."*

*"The Academy has changed my life ... it was hard work, but also a lot of fun."*

*"I now know the difference between merely managing vs. true leadership."*

*"The Academy provided excellent ideas to implement at my workplace. "*

*"I am impressed and moved by what I have learned ... an inspirational experience. "*

*"I could not go back to my institution and be the same leader as I was before."*

*"I am proud to be one of the first 20 participants ... many seeds were planted to be taken forward. "*

*"The Academy provided me with a picture of the profession as a whole."*

*"I really felt privileged and thankful to have been part of this leadership Academy."*

*"I really appreciate being selected ... it was an unforgettable experience"*

*"The Academy was extremely well organized. "*

A call for participation in future academies will be circulated towards the end of the year.

**Martha de Waal**

Programme Coordinator: Centre for African Library Leadership

31 August 2009