DEVELOPING LEADERSHIP SKILLS

IFLA/NEW PROFESSIONALS DISCUSSION GROUP

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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
• 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