

New Generation Leadership

Sue Roberts, *University Librarian, Victoria University of Wellington*

Gillian Barthorpe, *Associate University Librarian, Collection Services,
Auckland University of Technology*

Presentation Outline

- ❖ So what do New Generation Learners mean for us as staff, managers and leaders?

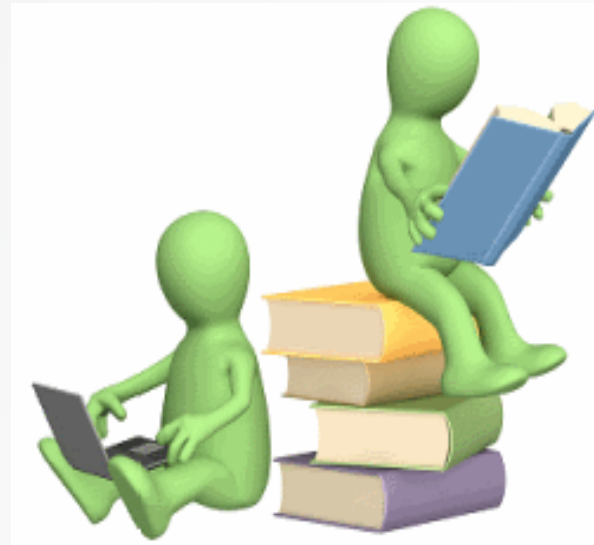
- ❖ Workforce Planning Issues
 - Attracting new generation staff
 - Developing existing staff
 - Developing leadership capability

- ❖ Group Discussion

- ❖ Report back and wrap up

Attracting new generation staff

- ❖ Recruitment
- ❖ Retention
- ❖ Retirement
- ❖ Reaccreditation
- ❖ Rejuvenation
- ❖ Remuneration
- ❖ Restructuring



Developing existing staff – ‘Adapt or perish?’

Change Agility – involvement and engagement

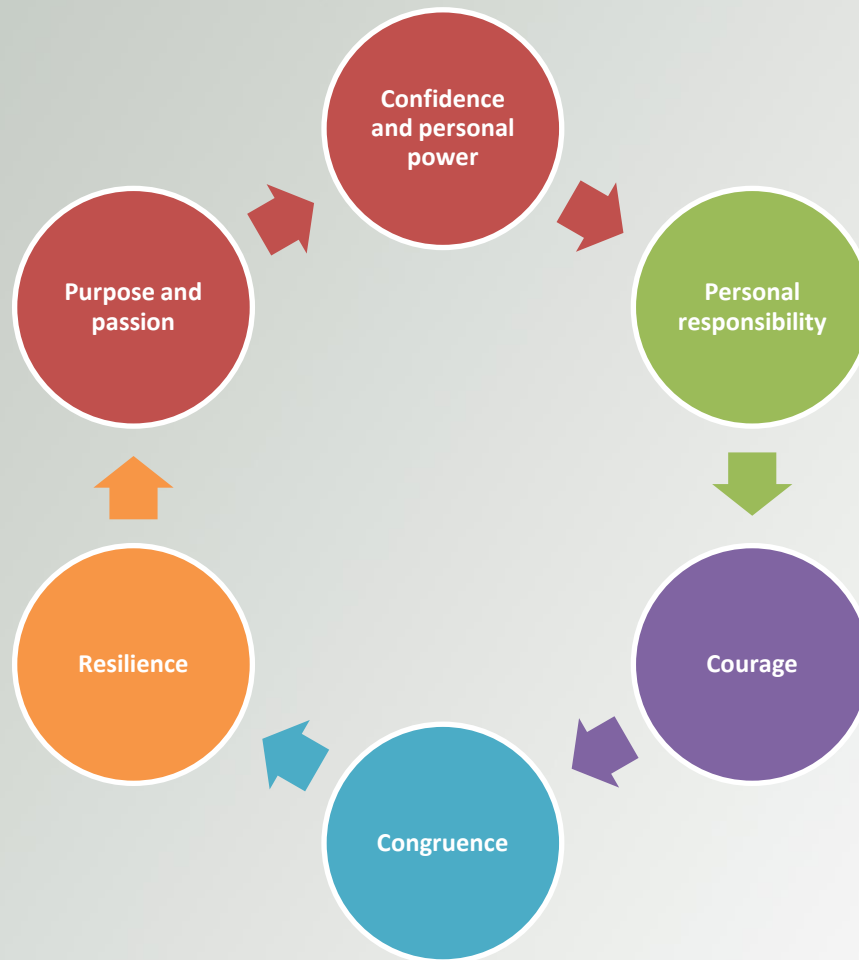
- Informing is not the same as involving
- Change is not an event
- Plan how we will involve people in coming up with solutions and/or the implementation
- Sell the problem not the solution/ focus on why
- Trust and Honesty



Developing our **Leadership** **Capability**

Clear and ‘stubborn’ vision, future-focussed	Organised, time management skills	Sees change as potential for growth, flexible
Confident, self-assured	Motivates, inspires, influences	Enthusiasm, passion
Can manage conflict, strong personalities	Supports, encourages, develops, empowers, enables	Clear, articulate communicator
Committed to customer service	Caring, compassionate, empathetic	Invites input, consultation, respects others’ concerns
Can make tough decisions, sticks by them	Likes people, connecting & interacting with them	Builds relationships, well-networked & connected
Fair, engenders trust, has integrity	Walks the talk, models appropriate behaviours	Trusts staff to get on with job (vs. micro-manage)
Active listener, seeks feedback	Thrives on challenge	Wise, calm, tolerant, patient
Innovative, creative, big ideas	Knows library world, trends, issues, processes, systems	Knows staff jobs & workloads

Developing leadership capacity at all levels – an *inner game*?



Group Discussion on Strategies (either proven or just imagined) for the following:

1. Attracting new generation staff
2. Developing ‘change agility’
3. Developing new generation leadership

References

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