



Motivate, Learn, Lead

A cross-sectoral leadership programme for LIS middle managers

Libraries and Information East Midlands is once again offering an opportunity to develop leadership and influencing skills and to network with library, information and archives colleagues through its Motivate, Learn, Lead cross-sectoral leadership programme.

Twelve places are available on the programme which is specifically designed for practitioners at middle management level. There are four one-day modules which will take place from November 2018 to March 2019. A half day review session will be held in autumn 2019. As part of the package, a virtual classroom session is offered between modules 2 & 3.

Aim:

The programme aims to bring together staff from different LIS sectors to develop their personal leadership and influencing skills and to enhance understanding and networking across the sectors.

Specific objectives are to:

- Build personal confidence to provide leadership during times of change
- Create a better understanding of self and the impact of one's own leadership style and behaviours
- Develop skills to motivate and influence team members, colleagues and partners during challenging times
- Know how to empower, coach and develop team members and colleagues to achieve results
- Use creative approaches to encourage fresh thinking and service improvements
- Develop partnership and advocacy skills in the libraries context, supporting the cross sectoral agenda

Facilitator:

The programme will be facilitated by Diana Edmonds of Bridgford Consultancy. Bridgford Consultancy works with organisations - in the public, private, and not-for-profit sectors - to develop leadership, team-working and customer service.

Diana has experience of delivering development programmes for library, information and archive services colleagues on many occasions. She is passionate about the importance of people development in achieving organisational success.

The emphasis will be on personal learning and the development of skills and a variety of training methods will be used including questionnaires, discussions, small and large group activities, presentations, team coaching and more. Whilst stretching and challenging course participants, Diana makes a point of adapting to the group, helping people feel at ease and importantly, ensuring they enjoy the programme!

Venue:

The sessions will be held in a variety of library venues to allow participants to see different services. All venues will be in Nottingham near mainline rail stations and on bus routes. Although venues have been booked, changes may be made to reflect the needs of participants.

Dates:

Module 1 <i>Leading people through change</i>	Thursday 6th December 2018 Beeston Library	9.30 – 4.45
Module 2 <i>Team development & influencing stakeholders</i>	Thursday 10th January 2019 West Bridgford Library	9.30 – 4.45
Virtual Classroom <i>Conflict and collaboration</i>	Late January 2019	2 hours at own workplace
Module 3 <i>Enabling others</i>	Tuesday 12th February 2019 Nottinghamshire Archives	9.30 – 4.45
Module 4 <i>Partnership and Advocacy</i>	Monday 25th March 2019 West Bridgford Library	9.30 – 4.45
Review Session	September 2019 to be agreed with participants	Half day
Coffee/ tea will be available from 9.15 on each full day and lunch will be provided except at the Review Session.		

Cost:

The programme is heavily subsidised by LIEM and the cost per participant will be £400 for LIEM member organisations and £600 for non-members. Member organisations will receive priority for places.

Participants:

All participants will meet the following criteria:

- Have experience of leading people and/or services either through line management or project work
- See themselves as future leaders
- Be employed in library, information or archives work in the East Midlands
- Have the commitment and ability to put their learning into practice
- Be willing to commit time to pre and post module work through reading and sharing information/experiences with other participants
- Have commitment to attend all sessions
- Have the support of their manager and be able to identify someone who will act as their mentor.

Participants must be able to attend all sessions.

Applications:

Please complete the application form including an endorsement from an appropriate, named, senior manager which shows how you will be given support before, during and after the programme.

Applications must reach:

LIEM by email attachment, to training@liem.org.uk by **Friday 12th October 2018**.

All applications will be acknowledged and the offer of a place on the programme will be confirmed by 1 November 2018 after consideration by the Steering Group. Please keep all the dates clear until that date.

If you would like any further information about the programme please contact the Steering Group via Carol Brooks, LIEM Training Coordinator training@liem.org.uk or 07970 188079.