

Motivate, Learn, Lead moves online 2020-21
cross-sectoral leadership programme for LIS middle managers

Overall Aim

The overall aim of the programme is to bring together library, information & archives staff from different sectors to develop their personal leadership skills and enhance understanding and networking across the sectors.

Learning Outcomes

You will develop personal skills and gain an understanding of leadership tools and techniques which will enable you to:

- provide effective and confident leadership during times of change & disruption
- understand the impact of your leadership style, adapting your approach to achieve results with different people
- motivate, develop and provide constructive feedback to team members and colleagues, in person and remotely, as they face new challenges
- know how to be an effective advocate of your service and make the most of partnership-working opportunities

Programme format

- A series of half day virtual workshops interspersed with project work, some individual, some with a buddy.
- The days will be spread over a 3 to 4 month period to allow for personal development through application as the programme progresses.
- Maximum cohort of 8 people

Pre-course (Nov/Dec)

- Introductory pack
- One hour 'Meet & Greet' session - introduction to webex, each other, how to get the most from the programme
- Introduce pre-reading & reflection on leadership & change

Module One - half day workshop (Jan) + project

- Leadership, change & disruption
- Your vision & values
- Communicating change to a diverse workforce
- Supporting team members & colleagues through uncertain times
- Individual Project for module one: review a change or plan a forthcoming change
- Contact with buddy

Module Two - half day workshop (Feb) + project

- Review leadership & change
- Team development
- Leadership style & behaviour
- Individual project to assess own team on team success factors
- Reflection on own leadership style
- Contact with buddy

Module Three - half day workshop (Mar) + project

- Pre-workshop: sharing of conclusions on team success factor measurements
- Enabling others - motivating during challenging times, face to face and remotely
- Developing others
- Giving & receiving constructive feedback
- Individual project to support the development of a colleague or team member on a one to one basis
- Contact with buddy

Module Four - half day workshop (April)

- Team coaching sessions to share learning from one-to-one project & focus on next steps
- Advocacy
- Partnership working
- Review Meeting - half day (June)
- Revision of the programme
- Mini-presentations to share application of learning
- Service development & creativity - practice with the Disney method (Robert Dilts)
- Evaluation forms

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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!

Costs:

£400 LIEM Members; £600 non-LIEM members

Applications:

Applications should be sent on the official [application form](#) by **11th November 2020** to training@liem.org.uk. Selection will be advised by December.