

Motivate, Learn, Lead 'hybrid' 2021-22
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

The blended learning programme comprises

- Meet & Greet (online)
- Individual learning including 3 projects with support and individual feedback from the course leader
- Mentor/manager & buddy support and coaching
- 2 x online workshops (half day)
- 2 x 'in person' workshops (full day)
- Review meeting online (half day)

The workshops are spread over a 6 month period, with a review meeting several weeks later. Spacing allows for personal development through application as the course progresses.

A cohort of 12 will subdivide into 2 groups of 6 for all online sessions

Programme dates (participants are asked to commit to all dates)

Meet & Greet: (part day online)	Tues 16 November 2021
Workshop One (full day 'in person'):	Tues 30 November 2021 (Beeston Library)
Workshop Two (half day online)	w/c 24 January 2022
Workshop Three (half day online)	w/c 21 March 2022
Workshop Four (full day 'in person')	w/c 25 April 2022 (Beeston Library)
Review meeting	end June or early Sept 2022

Pre-course

Introductory pack

'Meet & Greet' (online) - introduction to webex, each other, how to get the most from the programme

Return of pre-questionnaire

Pre-reading & reflection on leadership & change.

Module One - Leadership & Change (in person)

Leadership, change & disruption

Your vision & values

Communicating change to a diverse workforce

Supporting team members & colleagues through uncertain times

Project: review a change or plan a forthcoming change

Contact with buddy

Module Two - Team Development (online)

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

Module Three - Enabling Others (online)

- 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
- Project: support the development of a colleague or team member on a one to one basis
- Contact with buddy

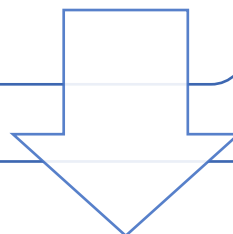
Module Four - Advocacy & Partnership (in person)

Team coaching sessions to share learning from one-to-one project & focus on next steps

Advocacy

Partnership working

Action plans for next few months up to the review meeting



Review Meeting

Revision of the programme

Mini-presentations to share application of learning

Service development & creativity - practice with the Disney method (Robert Dilts)

Evaluation forms

Whilst the programme requires a considerable investment in time and energy from participants and also their mentors, the learning outcomes can prove transformational for individuals and their career progression, as well as offering immediate benefits in quality of leadership to the host library service/organisation.

Facilitator:

The course leader is 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 designed & facilitated 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 developing leadership awareness and skills through personal and team learning. The learning will be involving and interactive, whether face-to-face or online. Motivate, Learn, Lead will include questionnaires, discussions, small and large group activities, presentations, team coaching and more. Whilst ensuring stretch and challenge, Diana makes a point of adapting to the group, helping people feel at ease and importantly, ensuring they enjoy the programme!

Costs:

£450 LIEM Members; £650 non-LIEM members

Applications:

Applications should be sent on the official [application form](#) by **12th October 2021** to training@liem.org.uk. Selection will be advised by early November.