Leadership 101: Leading From Where You Are Right Now
Hello!

Katie Bava
Reference & Collection Development Librarian
John Burroughs School
St. Louis, Missouri
Reference Librarian
Fontbonne University
St. Louis, Missouri

Rebecca van Kniest
Outreach & Archives Librarian
Fontbonne University
St. Louis, Missouri
Takeaways

- Everyone can be a leader
- There are many different styles of leadership
- All leaders have strengths and weaknesses
- Leadership skills can be cultivated and developed
Nexus LAB: Layers of Leadership across Libraries, Archives and Museums

Layers of Leadership: Key Roles and Challenges

Role specific skills are developed at each stage. Common skills are also developed across all levels.

### Layer 1: Leading Self
- **Key Role:** Pursue knowledge, assignments and responsibilities that expand leadership capabilities
- **Challenge:** "How do I navigate my organization in order to have impact, learn, and grow both technically and as a leader?"

### Layer 2: Leading Others
- **Key Role:** Add value to position and organization with creative and transformative teamwork
- **Challenge:** "I'm good at doing my own work, but how do I get the work done through others?"

### Layer 3: Leading the Department
- **Key Role:** Manage complex strategies and projects through cross-functional teams
- **Challenge:** "How might the collective performance of my departments be enhanced for the long term success of the overall organization?"

### Layer 4: Leading Multiple Departments
- **Key Role:** Connect with broader internal and external systems
- **Challenge:** "How do I make an impact on the growth, development, sustainability and reputation of my profession?"

### Layer 5: Leading the Organization
- **Key Role:** Envision and shape broader culture, organization and strategy
- **Challenge:** "How do I strengthen or transform my organization so it continues to be relevant and adds value to the communities we serve?"

### Layer 6: Leading the Profession
- **Key Role:** Help my profession constructively examine itself and evolve
- **Challenge:** "How do I make an impact on the growth, development, sustainability and reputation of my profession?"
**Layer 1: Leading Self**

**Key Role:** Pursue knowledge, assignments and responsibilities that expand leadership capabilities

**Challenge:** “How do I navigate my organization in order to have impact, learn, and grow both technically and as a leader?”

---

**Layer 2: Leading Others**

**Key Role:** Add value to position and organization with creative and transformative teamwork

**Challenge:** “I’m good at doing my own work, but how do I get the work done through others?”

---

**Layer 3: Leading the Department**

**Key Role:** Manage complex strategies and projects through cross-functional teams

**Challenge:** “How do I translate organizational culture and associated strategy into practical plans and objectives that my people can relate to and be measured on?”
Leading vs. Managing
“You cannot manage men into battle. You manage things; you lead people.”

- Admiral Grace Hopper
Leadership Styles

How would you be most effective as a leader?
Activity:
Identify your own leadership style
Everyone is a leader. But what makes a good leader?

- Empowering
- Collaboration
- Vision
- Inspiration to others
- Respect for self and others
- Cultural humility
- Commitment to personal growth
## Leadership Styles

<table>
<thead>
<tr>
<th>Autocratic</th>
<th>Managerial</th>
<th>Democratic</th>
<th>Collaborative</th>
</tr>
</thead>
<tbody>
<tr>
<td>In charge</td>
<td>Gets things done</td>
<td>Consults with others</td>
<td>Includes others in</td>
</tr>
<tr>
<td>Decisive</td>
<td>Task-oriented</td>
<td>Values equality</td>
<td>decision-making</td>
</tr>
<tr>
<td>Visionary</td>
<td>Focused on objectives</td>
<td>Seeks input before</td>
<td>Gets everyone involved</td>
</tr>
<tr>
<td></td>
<td></td>
<td>making decisions</td>
<td>Spreads ownership</td>
</tr>
</tbody>
</table>
**Autocratic:** A leader takes people where they want to go. A great leader takes people where they don't necessarily want to go, but ought to be. -- Rosalynn Carter

**Managerial:** The price of success: dedication, hard work, and an unremitting devotion to the things you want to see happen. -- Frank Lloyd Wright

**Democratic:** Leadership is the art of getting someone else to do something you want done because he wants to do it. -- Dwight D. Eisenhower

**Collaborative:** Many ideas grow better when transplanted into another mind than the one where they sprang up. -- Oliver Wendell Holmes
Leaders cultivate relationships
What are your strengths and weaknesses?
Leadership Skills

- Asking the right questions
- Listening to others
- Having difficult conversations
Asking the Right Questions

- Types of questions
- Leading questions
- Struggle is good
Listening to others

- Yields valuable information
- Breeds loyalty
- Shows respect and care
Having Difficult Conversations

- Don’t avoid
- Respect the other person
- Be direct
- Expect a positive outcome
Takeaways

× You are a leader right now
× Find the styles of leadership that best fits you
× Recognize your strengths and weaknesses
× Your leadership skills can be cultivated and developed
References:


References:


Questions?

Katie Bava
John Burroughs School
kbava@jburroughs.org
Instagram: @stamper_library

Rebecca van Kniest
Fontbonne University
rvankniest@fontbonne.edu
Facebook: Fontbonne Library
Twitter: @fbulibrary