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

**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 strengthen or transform my organization so it continues to be relevant and adds value to

**Layer 5: Leading the Organization**
- **Key Role:** Envision and shape broader culture, organization and strategy
- **Challenge:** “How do I make an impact on the growth, development, sustainability and reputation of my profession?”

**Layer 6: Leading the Profession**
- **Key Role:** Help my profession constructively examine itself and evolve