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# Library Sector Leadership Bridging Theory and Practice

Melanie Mills, *Huron University, London*



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# Library Sector Leadership: Bridging Theory and Practice

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# Library Sector Leadership: Bridging Theory and Practice

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5 February 2011

Leadership is a dialogue, not a monologue.

(Kouzes and Posner, 2007)

# Our Agenda:

- 1) Leadership Theory, Two Models
- 2) Dialogue
- 3) Library Leadership Practice, Issues Considered
  - Leadership and Management
  - Gender
  - Developing Leaders
- 4) Q & A

# Library Sector Leadership, Professional Graduate Certificate Courses

- Public Sector Leadership:  
Teams, Self and Organizations
- Increasing Organizational Effectiveness
- Strategic Human Resource Management
- Strategic Planning and Implementation

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## Questions to consider...

- 1) How do you define 'leadership'?
- 2) What behaviours, qualities or characteristics make for an effective leader?
- 3) If you consider yourself to be a leader, how so? In what ways?

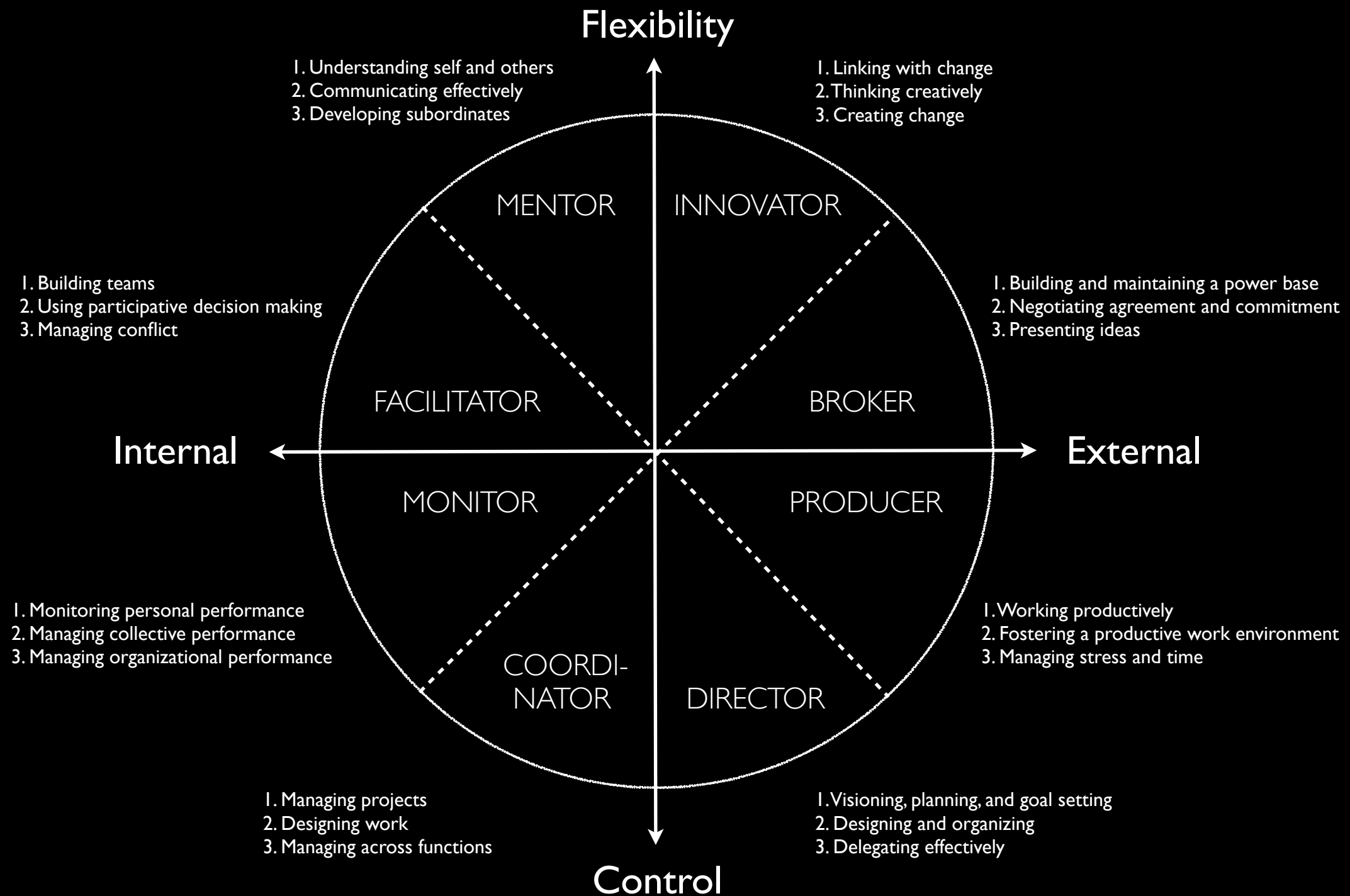
# The Five Practices of Exemplary Leadership

- 1) Model The Way
- 2) Inspire a Shared Vision
- 3) Challenge the Process
- 4) Enable Others to Act
- 5) Encourage the Heart

(The Leadership Challenge. James M. Kouzes and Barry Posner, 2007)



# The Competing Values Framework



(The Competing Values Framework. Robert E. Quinn et al., 2007)

Though each leader is a unique individual, there are shared patterns to the practice of leadership. And these practices can be learned.

(Kouzes and Posner, 2007)

Leaders do not emerge spontaneously.

(Patrick Awuah, [TED Talk](#))

Thoughts. Questions. Comments.

Try, learn, fail. Try, learn fail. That's the leader's mantra.

(Kouzes and Posner, 2007)

# Thank you

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