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## **Inspire and lead in changing times 2023**

## **Leadership programme for libraries, information, and related sectors**

**Who will benefit?**

We welcome applications from staff, typically at a junior or middle management level, who may not have had the opportunity to attend previous leadership training.

**Overview**

This newly refreshed blended programme (modelled on the highly successful ‘Motivate, Learn, Lead’ course) raises awareness of self, team and the organisational context, through a leadership lens. It is a very practical course, focused on application not theory. It offers tools and techniques for responding to pressures currently experienced in all libraries and information services, how to be an advocate of your service and organisation, handling change effectively, enabling teams and individuals to grow, as well as working constructively with partners.

The programme is a creative mix of ‘in person’ and online workshops, off-line individual and team projects for workplace development, mentor and buddy support, plus participating in a colleague network across the libraries and information sector.

**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
* use creative problem-solving and decision-making tools to develop new services and working methods
* 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

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

The workshops, covering 4 modules, are spread over a 6 month period, with a review meeting a few months later. Spacing allows for personal development through application as the course progresses.

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

Workshop 1A (full day in person): w/c 9 January 2023 (Beeston Library)

Workshop 1B (2 hours) w/c 16 January

Workshop 2 (half day online) w/c 6 February

Workshop 3 (half day online) w/c 13 March

Workshop 4 (full day in person) w/c 17 April (Beeston Library)

Review meeting Sept 2023

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, archives or information 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 for LIEM Members; £550 for non-LIEM members.

**Applications:**

Applications should be sent on the official [application form](https://www.liem.org.uk/wp-content/uploads/2022/10/Inspire-and-lead-application-form-2023.docx) by Friday 18th Novemberto training@liem.org.uk. Selection will be advised by early December.