



## President's Message

Janine Golden

As I begin this final message of my LLAMA Presidential term, I think of this past year as being an incredible personal career development experience. I find that there is a certain type of synergy that comes from being involved with creative, dedicated people on a professional level. Perhaps if you have been involved with LLAMA at any level, whether serving as a committee member, presenting a program, attending a program/webinar, becoming a mentor or mentee, or even just renewing your membership for another year, you may have felt this as well.

In my previous columns, I have mentioned to you successful projects that have occurred during the past year. Some examples include projects that either have been completed, such as year one of the Emerging Leaders project; or efforts that are still ongoing and will continue for the next few years which includes LLAMA's newly created strategic plan, our ongoing collaboration with NMRT, our LLAMA member produced webinars, and the remaining components of the Emerging Leaders project.

At this time, there is one additional LLAMA effort that I would like to mention here which is in progress and that I believe will provide some suggested guidance to current MLS students, academic professors, and library practitioners. This is the work that is now being done relative to the library leadership and management competencies.

Up to this time in LLAMA, there existed a set of competencies compiled and published in 2009 by the LLAMA Emerging Leaders group, under the mentoring of then LLAMA President Bede Mitchell.<sup>1</sup> As we know, the discussion and updating of competencies is a never-ending task in order to keep an organization relevant. Realizing this, a LLAMA Task Force was created to develop a model for reviewing, validating, and presenting statements of competencies that will give coherence to both the education and the practice of library leadership and management.

Dr. Keith Swigger, Professor at Texas Woman's University and a colleague of mine, agreed to Chair this LLAMA Library Leadership and Management Competencies Task Force, which had its first meeting at the ALA Annual Conference in New Orleans in June 2011. Members include Dr. Ramona N. Kerby, Coordinator of the School Library Program and Professor of School Librarianship at McDaniel College in Westminster, MD; Holly Cole Okuhara, a Professional Business Manager at the Weber County Library in Ogden, Utah; and me.

The Task Force has proposed a process for competency statement development that emphasizes stakeholder participation. As such, Dr. Swigger presented the Task Force work which was in progress to the LLAMA Board at the Midwinter meeting in Dallas. Next, the model draft was posted to ALAConnect in order to solicit comments from the broader LLAMA membership. At the same time, a copy of the draft was sent to the President of ALISE and to the Chair of the ALISE Council of Deans and Directors in order for them to consider how ALISE might provide input. The Task Force has considered all the comments and suggestions and worked on its Final Report to be voted on at the virtual LLAMA Board meeting in May.

Noted in this final report is the creation of a Competencies Committee whose charge, pending Board approval will be to identify, develop, evaluate, and review library leadership and management competencies on a periodic, recurring basis and to submit recommendations to the LLAMA Leadership Coordinating Group. This Committee, if approved, will begin its work at the ALA conference at Anaheim this June.

Also coming up at the ALA conference in Anaheim are many exciting programs and presentations sponsored by LLAMA. In addition to programs and various discussion groups, including our newly formed NMRT/LLAMA Discussion Group, there is also a Friday, June 22 preconference from 1:00 p.m.- 4:00 p.m. called "What is Leadership?", the PR Xchange being held on Sunday from 11:00 a.m. - 1:30 p.m. immediately followed by the ALA/IIDA Library Interior Design Awards on Sunday, and the John Cotton Dana Awards Reception also on Sunday from 4:30 p.m. - 6:00 p.m.

If you do plan on attending the ALA Conference at Anaheim in June, I am sending along another invitation to you to please join us at the LLAMA President's Program on Saturday, June 23 from 1:30 p.m. to 3:30 p.m. Our speaker is Heather Krasna, Director of Career Services at the Evans School of Public Affairs at the University of Washington and author of *Jobs That Matter: Find a Stable, Fulfilling Career in Public Service*. Ms. Krasna's presentation is "Leading at all levels: taking charge of your career growth while mentoring others." We send our thanks to Mark Kendall, Senior Vice President of YBP Sales for helping to sponsor this program.

As I conclude this column, know that I own a tremendous sense of great pride and I thank you for the honor in serving as your President. I look forward to undertaking new tasks in order to assist the incoming President Pat Hawthorne in successfully fulfilling the goals put forth in LLAMA's strategic plan. I thank the Executive Committee, the LLAMA Board, the Committee Chairs, and members of all of the committees for all of the great work and effort put forth this past year.

I also send my gratitude to ALA LLAMA Executive Director Kerry Ward and to LLAMA Program Officer for Continuing Education Fred Reuland who are very dedicated, extremely knowledgeable, and totally unselfish with their expertise and time. If you happen to see them in Anaheim....tell them thanks for all that they do for LLAMA will you?

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<sup>1</sup>Shorlette Ammons-Stephens, Holly J. Cole, Keisha Jenkins-Gibbs, Catherine Fraser Riehle, and William H. Weare Jr., "Developing Core Leadership Competencies for the Library Profession," *Library Leadership and Management* 23, 2 (Spring 2009): 63-74.