

**The California Library Association's  
Management Services Section, Public Library Section and  
the CLA Continuing Education Committee**

*Invite you to attend:*

**Leading From Any Position: A Workshop for  
Leadership Development**

**May 8<sup>th</sup> and 9<sup>th</sup>, 2006**

**9:30 am to 3:30 pm**

**Santa Clara City Library, Central Park Library  
2635 Homestead Road, Santa Clara, CA 95051**

This intensive two day, interactive, workshop, limited to no more than 50 attendees, is based on the principle that leadership, and positive contributions, can occur at all levels in an organization and that an environment can be created which encourages positive initiative.

With the assistance of consultants Becky Schreiber and John Shannon of Schreiber Shannon Associates, a program based on three major conceptual frameworks is created for a highly interactive approach to leadership development. They will use Enneagram Typology to investigate each person's own style and how it can be adapted for improved leadership effectiveness; Peter Senge's Learning Organizations to assist participants in creating their own Learning Libraries; and apply creative problem solving processes, adapted from Syntectics, Inc., to discover new ideas for current library issues.

**Participants will:**

- Gain personal insights and practical skills to lead from any position in the organization
- Assess personal style as a means to improve leadership effectiveness
- Use team concepts and practices to develop their organizations
- Practice creative thinking skills and processes
- Plan strategies and commit to implementing workshop ideas

**Workshop schedule:**

**Day 1**

Introductions	Who's Here And Why We're Here
Learning Organization Defined	Peter Senge's Learning Organizations: his five principles & Leading From any Position – a Schreiber Shannon model
Start with Yourself – Enneagram Styles	Nine Styles for Leading Learning Organizations
	The "So what?" of leadership styles
Learning Organization Experience	"Quick & Easy" Involvement & Types Of Teams

**Day 2**

Leading Learning Libraries	Involvement as a Motivator; Ground Rules To Support A Learning Library
Building Creative Learning Libraries	Creative Problem Solving Process
Implementation	Implementing Ideas and Skills

If sufficient interest is expressed, a third all day follow-up workshop will be organized at the CLA conference. (If implemented, this workshop would require additional funding). It is also envisioned that this workshop will be repeated in the southern part of the state in 2006/2007.

Workshop leaders Becky Schreiber and John Shannon of Schreiber Shannon Associates have been providing workshops and consultation to libraries since 1983. Their work has included strategic planning, organizational re-design, team development, staff and management training, and organizational change efforts. They have served a variety of clients in private industry, government and public libraries.

Parts of this program have been included in library leadership institutes: Snowbird (national), Aurora (Australia and New Zealand), Alaska, Delaware, Idaho, Illinois, Iowa, Massachusetts, Maryland, Montana, Nebraska, Nevada, New Jersey, New Mexico, North Carolina, Pacific Northwest, Ohio, and Texas. They have also worked with the following state libraries: Alaska, Georgia, Illinois, Iowa, Maryland, New Mexico, and Texas.

**Who May Apply:**

Library directors are encouraged to send promising, innovative library staff (supervisors, librarians, or library staff) who they believe would benefit from this learning experience. Interested and motivated library staff (at any level of the organization) and library school students also are invited to submit their applications. Applications are available from the CLA website or by contacting the CLA Office at 916-447-8541.

**Scholarships:**

The CLA Management Services Section and the Public Library Section are providing four scholarships to library employees and library school students to pay for registration to this workshop. In order to be considered for one of the scholarships, participants will submit a completed Leadership Workshop Scholarship form including a one page letter of support from their library director or library school faculty. Deadline for scholarship submittal: April 7, 2006. Send application and support letter to: Leadership Workshop Scholarship, c/o California Library Association, 717 20<sup>th</sup> St., Suite 200, Sacramento, CA 95814.

*Watch for a Southern California "Leading from Any Position" Workshop in 2007.*