

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 22-23, 2007
9:30 am to 4:30 pm
Torrance Public Library
3301 Torrance Blvd, Torrance, CA 90503

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

About the Trainers:

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.