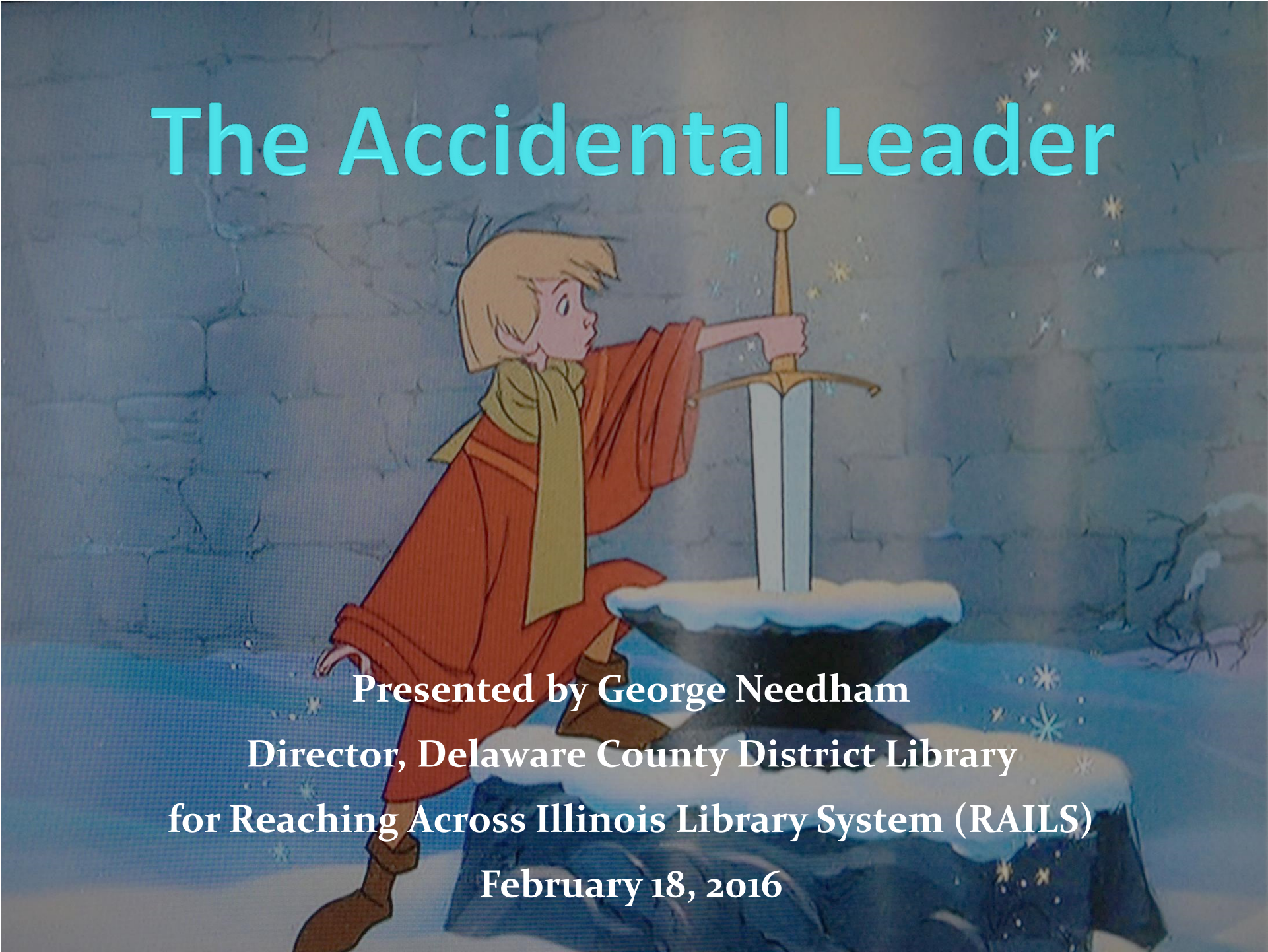


The Accidental Leader

A young boy with short blonde hair, wearing a red tunic and a yellow scarf, stands in a snowy, blue-toned environment. He is holding a sword upright in a stone basin. The background is a blue stone wall with snowflakes falling. The scene is illuminated with a soft, blue light.

Presented by George Needham
Director, Delaware County District Library
for Reaching Across Illinois Library System (RAILS)
February 18, 2016

Advice from the Bard

Be not afraid of greatness;
some are born great,
some achieve greatness, and
others have greatness thrust
upon them.

William Shakespeare,
Twelfth-Night, II, v, 159



Leaders and Managers

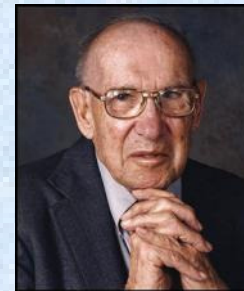
You manage things; you lead people.

Admiral Grace Hopper



Management is doing things right;
leadership is doing the right things.

Peter Drucker

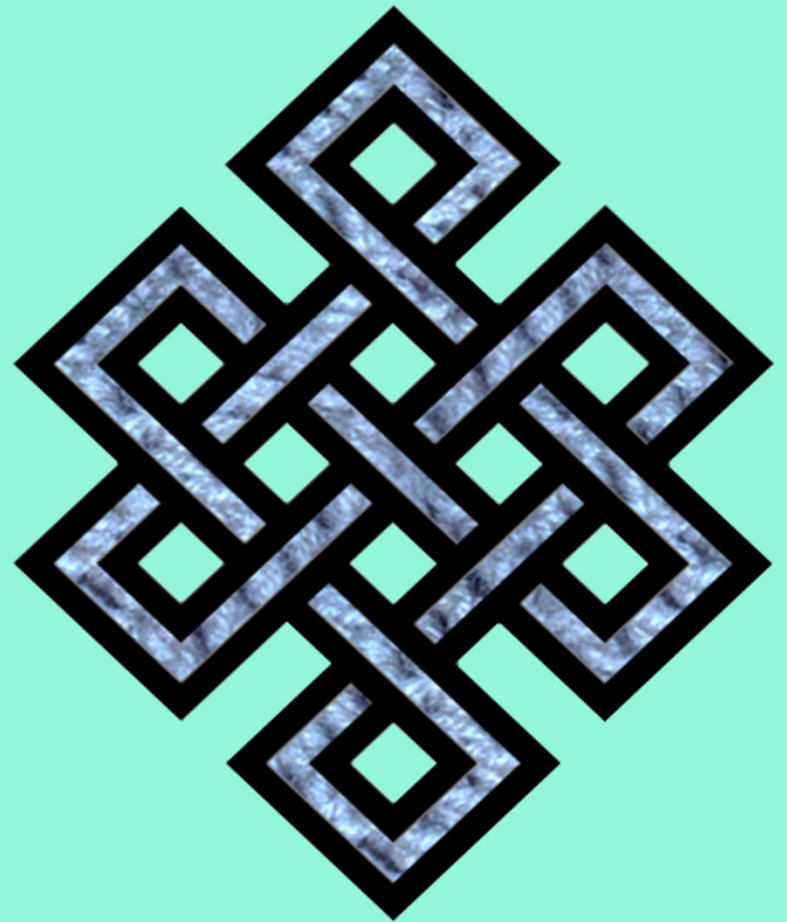
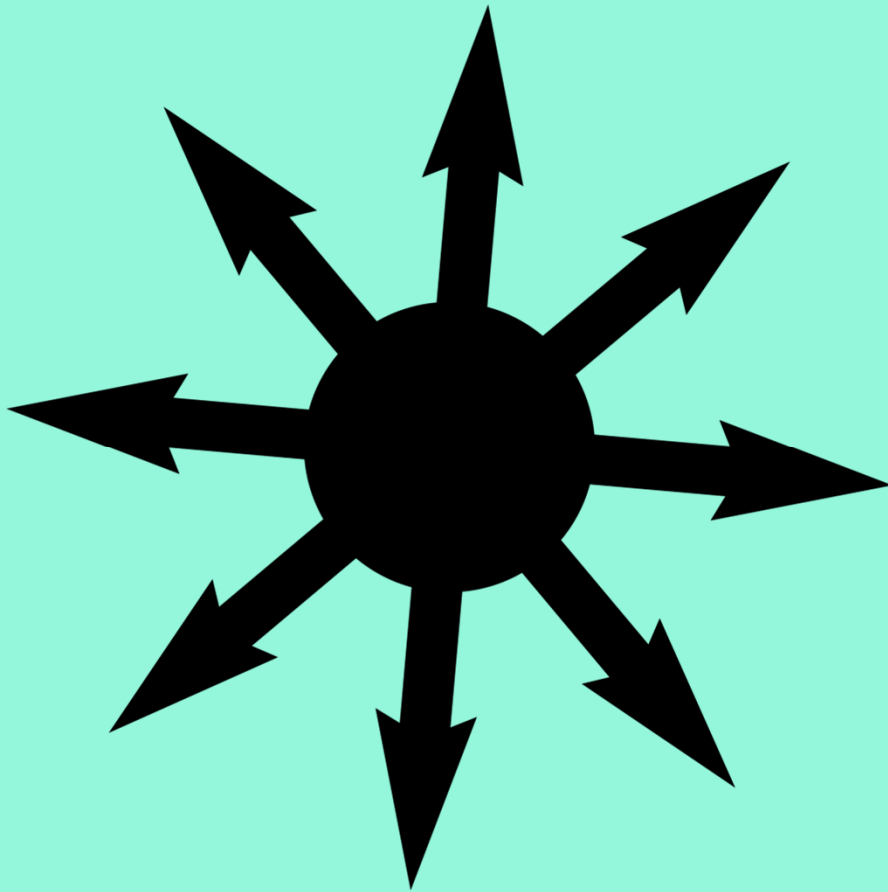


Effective leadership is putting first
things first. Effective management is
discipline, carrying it out.

Stephen Covey



Leadership vs management: A false dichotomy



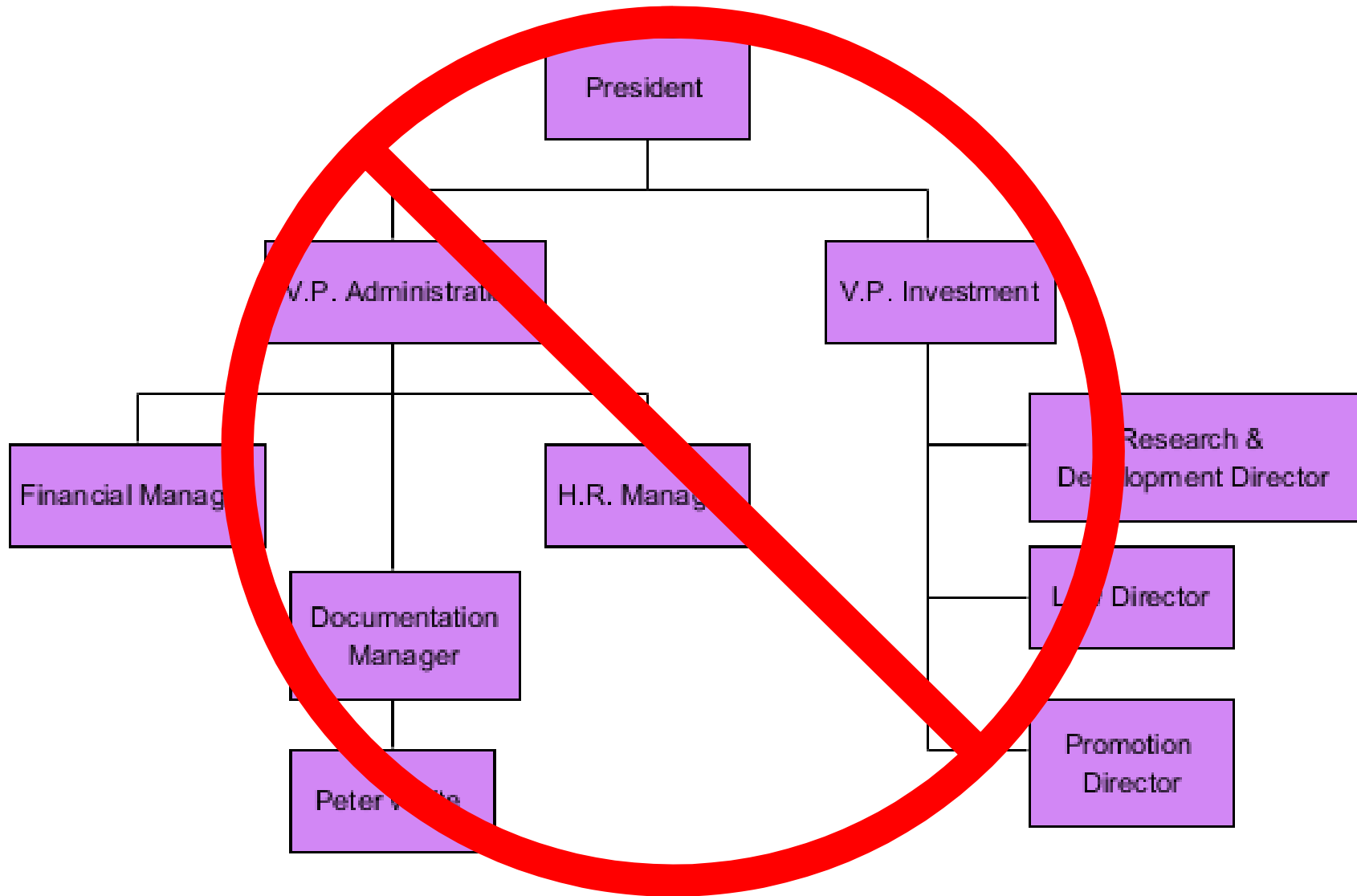
A Mad Men example



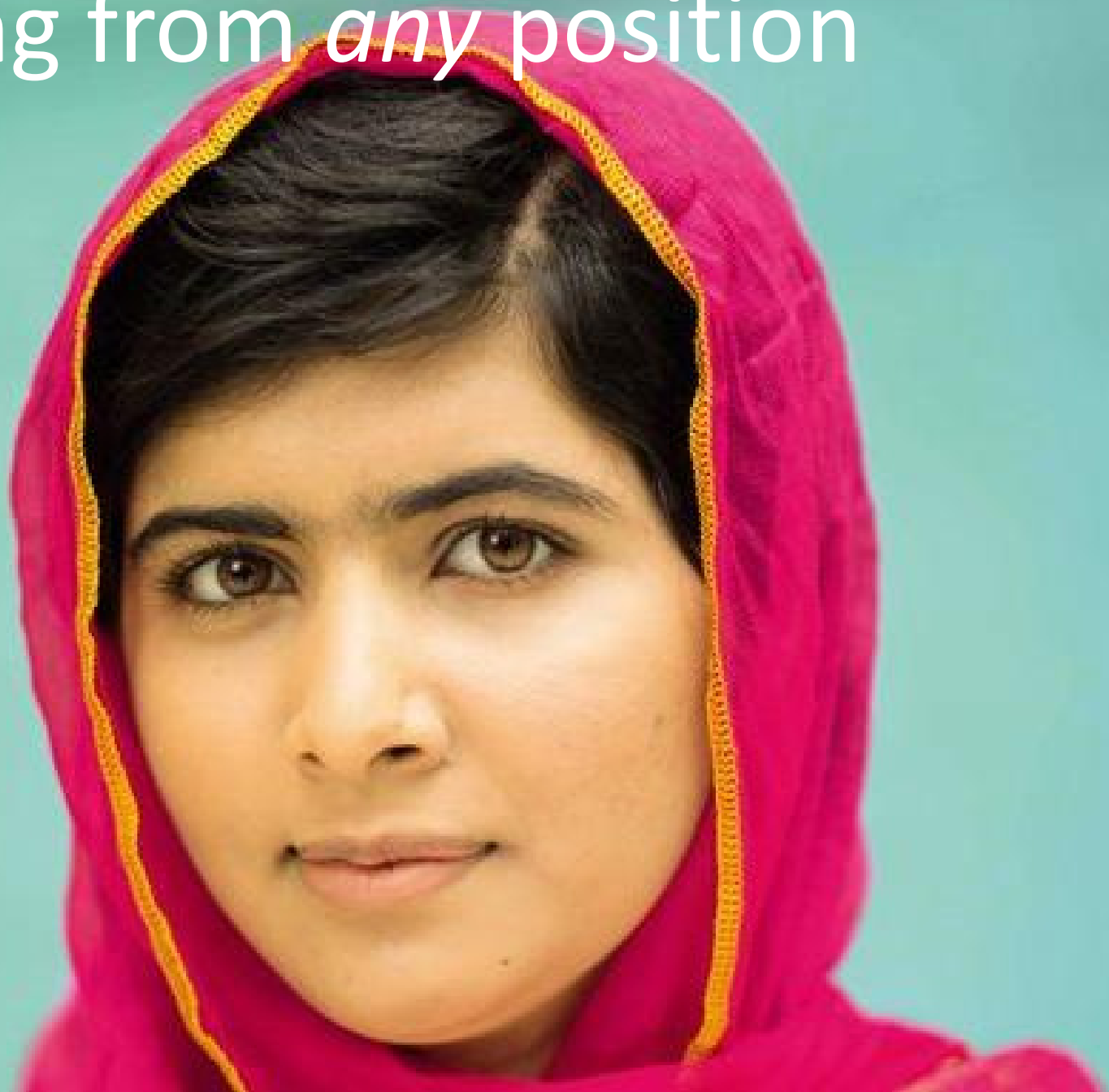
Some basics...



Leadership is not a title



Leading from *any* position

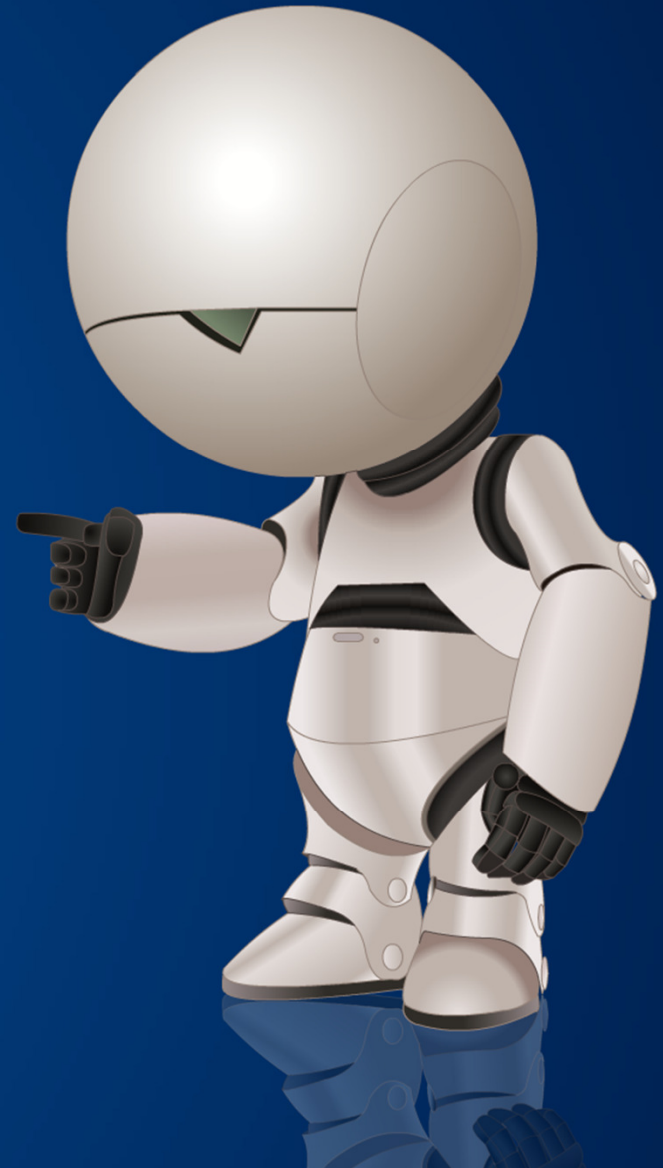


Leadership is action



Most important...

DON'T PANIC

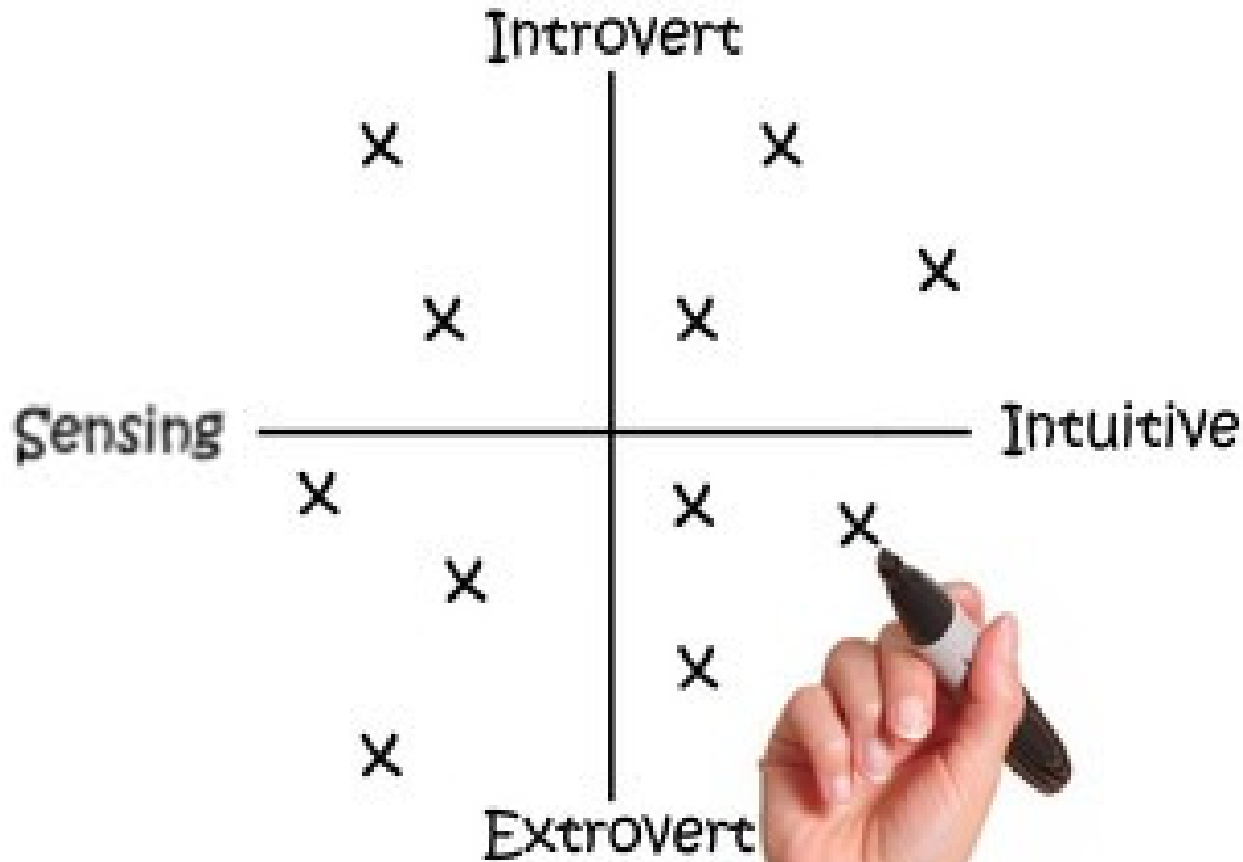


ADVICE



THE DOCTOR
IS IN

Tip #1: Know yourself



Tip #2: Get a mentor



Tip #3: Develop your networks



Tip #4: Ask lots of questions



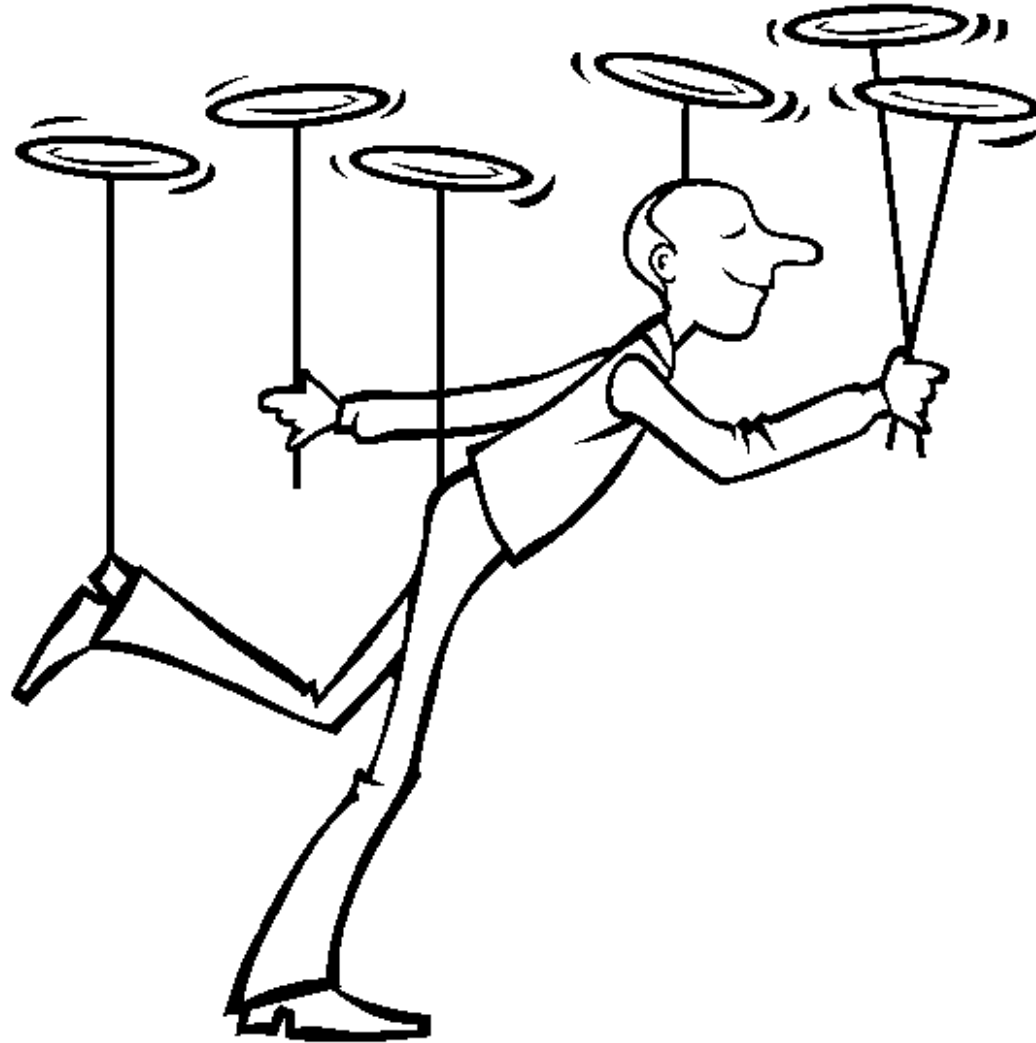
Tip #5: Keep Learning



Tip #6: Surround yourself with diverse people and ideas



Tip #7: Strive for work/life balance



Tip #8: Share your passion





It can't be *that* easy!



Some avoidable pitfalls



Pitfall #1: Trying to make everyone happy



Pitfall #2: Making assumptions



Pitfall #3: The bunker mentality



Pitfall #4: Burn out



Pitfall #5: Impossible standards



Pitfall #6: Putting up with *\$&@!



Pitfall #7: Responsibility without authority



"Never delegate authority; delegate liability."

Pitfall #8: Trying to go it alone

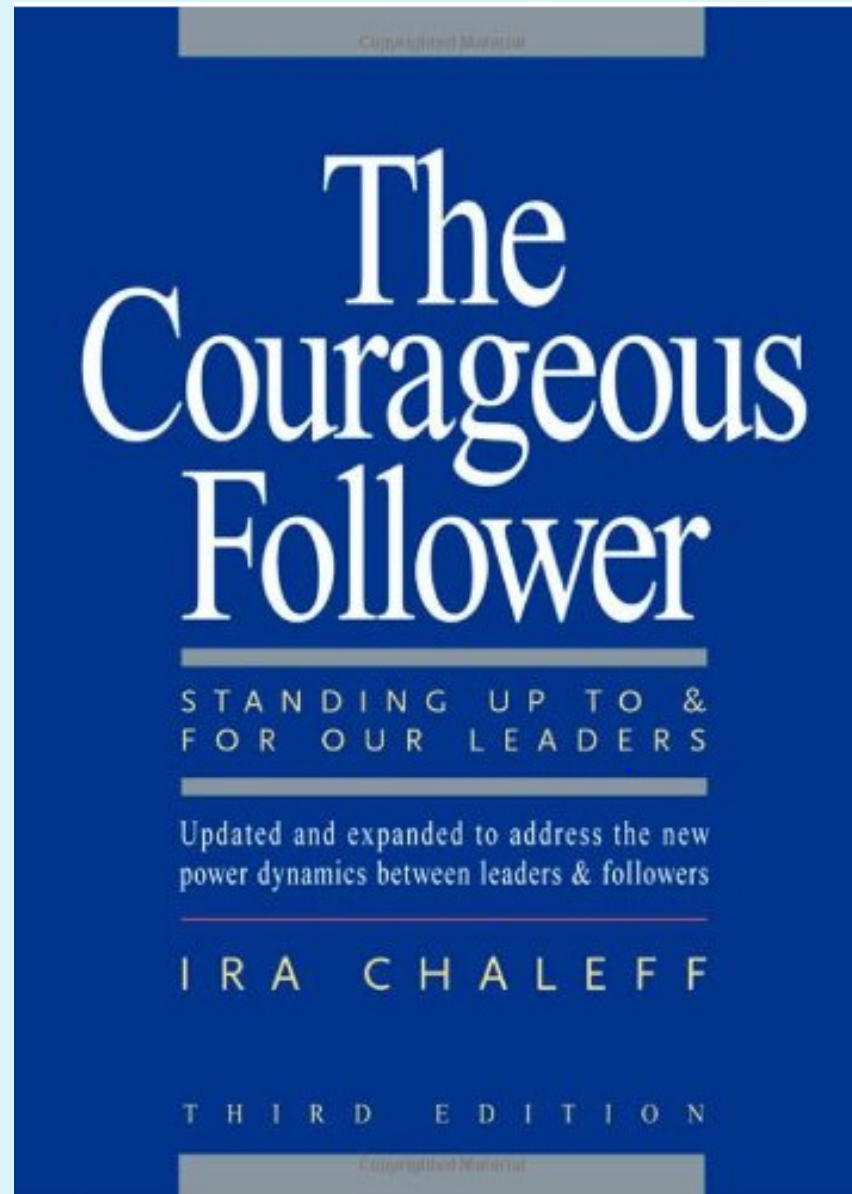




**IT'S
BEEN
LOVELY
BUT
I HAVE TO
SCREAM
NOW**



The Courageous Follower



“An action circle for a common purpose”



Courage to assume
responsibility



Courage to serve



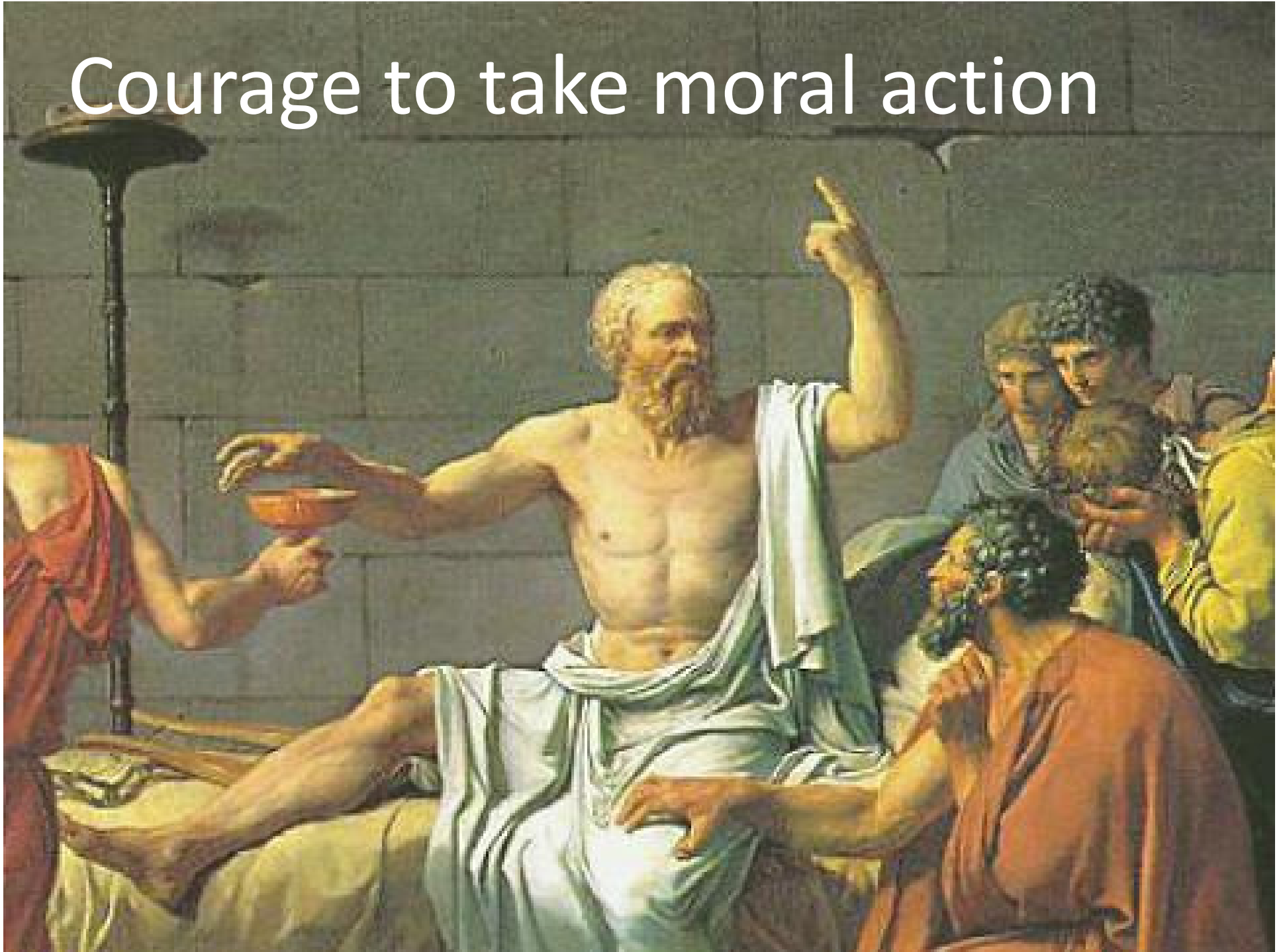
Courage to challenge



Courage to participate in transformation



Courage to take moral action



Convergence



Not a “Mission Impossible”



Pick your *own* path



Let's continue the conversation



George Needham, gneedham@delawarelibrary.org, 740-362-3861

References

- Online self-evaluation tools
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 - <http://www.humanmetrics.com/cgi-win/JTypes2.asp> (Myers-Briggs knock off)
 - <http://www.enneagraminstitute.com/>
 - <http://www.birkman.com/>
 - <http://www.123test.com/disc-personality-test/>
- *Harvard Business Review* free materials
 - Newsletters at <https://email.hbr.org/preference-center/>
 - Other free *Harvard Business Review* resources at <http://blogs.hbr.org/>
- *The Courageous Follower: Standing Up to & for Our Leaders*, 3rd ed., by Ira Chaleff. Berrett-Koehler, 2009. A summary is available at <http://public.eblib.com/EBLPublic/PublicView.do?ptiID=479212>
- “This I Believe” essay series, <http://thisibelieve.org/>
- “Leading from Any Position: Influencing Library Effectiveness and Responsiveness,” archived Infopeople webinar at <http://tinyurl.com/p47clu7>
- “How to Gain Role Clarity and Lead from Any Position,” by Prasad Kaipa, Navi Radjou, and Sarwath Khizrana. <http://tinyurl.com/q4rjmgo>
- “10 Steps You Can Take To Become A Successful Young Leader At Work.” Slide show with text at <http://www.forbes.com/pictures/gfid45mhj/youre-never-too-young-to-be-a-leader/>
- *Lead Positive: What Highly Effective Leaders See, Say and Do*, by Kathryn D. Cramer. Jossey-Bass, 2014.
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