Considering Leadership

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This is me!

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Goals for today

• Management vs. leadership
• Attributes of future leaders
• Personal leadership styles, strengths, and opportunities
• Seizing the leadership day
• Beginning or advancing your leadership journey
“You manage things; you lead people.”

Grace Murray Hopper
U.S. Navy Rear Admiral
Managers and Leaders

**Managers**
- Budgeters
- Organizers
- Operationally oriented and process focused

**Leaders**
- Visionaries
- Strategic thinkers
- Aligners
- Motivators and inspirers
“Managers do things right. Leaders do the right thing.”

Warren G. Bennis
Organizational consultant, author, scholar
“To lead is to acknowledge what you don’t know.”

Geoffrey Garrett
Dean, Wharton School of Business
September 16, 2016
Become a student of leadership

• Identify qualities of good leaders
• Learn from
  – Study
  – Reading
  – Experiences, situations, opportunities
  – Introspection and self-reflection
Don’t dwell on...

- Natural leadership ability/charisma OR
- Extroversion vs introversion OR
- The leadership food chain and your place in the universe
Comparison – Extroverted and Introverted Leaders

**Extroverts**
- Breadth of knowledge and influence
- Frequent interactions
- Recharge by being with people

**Introverts**
- Depth of knowledge and influence
- Substantial interactions
- Recharge by spending time alone
The Ambivert

• Falls in between the extrovert and introvert
• Exhibits traits of both
• Can be situational
• Task-oriented and based on the need at the time
• Comfort level with situation

The myth: All leaders are at the top

Drew Dudley
TEDx Toronto
2010
People lead every day who are not called “leaders.”

Everyone can be a leader.

Lead in different ways at different times.
There are opportunities every day – in conversations, in meetings, on projects, on committees, personal interactions – to lead up and down (and sideways)
So let’s focus...essential traits for future leaders

- Risk takers
- Innovators
- Disruptors - embrace, accept, and cause
- Failure tolerant
- Resilient
- Empathetic/Emotionally intelligent
- Strong support networks
- Effective communicators...across all modes
Cultivate the voices of leadership

• Your voice of character
• Your voice of context
• Your voice of clarity
• Your voice of curiosity
• Your voice of connection

“Culture eats strategy for breakfast” – Peter Drucker
And lunch...
And dinner
Leadership opportunities?

- Your job
  - Projects
  - Committees
- Professional organizations
- Affinity groups
- Volunteering
- Churches/Community groups
Building your capacity as a leader

• Assess your strengths and weaknesses
• Set goals for yourself
• Seek opportunities to lead – evaluate your success
• Do something that is hard
• Accept failure is an option
• Admit when you are wrong and apologize if necessary
• Find a mentor
Mentors

- Formal or informal
- The mentor should not be your boss
- Interactive relationship
- Keep mentor informed
- Be appreciative
- Don’t be afraid to end it
Next steps on the leadership journey

• Pay attention
• Do some honest self-assessment
• Attributes of future leaders
• What does leadership success look like to you?
• Make a short term plan
• Make a long term plan
• Become a student of leadership
James Kouzes and Barry Posner

- Model the way
- Inspire a shared vision
- Challenge the process
- Enable others to act
- Encourage the heart

Commit to something
Some change
Some action
Nothing is too big or small
Write it down
Make it happen
Benjamin Hooks

“If you think you are leading and turn around to see no one following, then you are just taking a walk.”
Thank You!

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Questions?