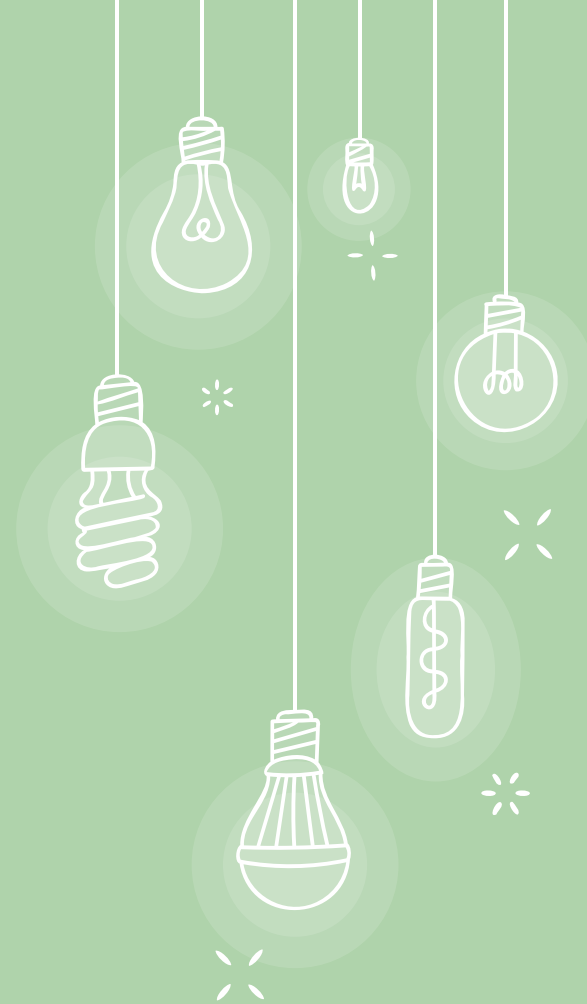


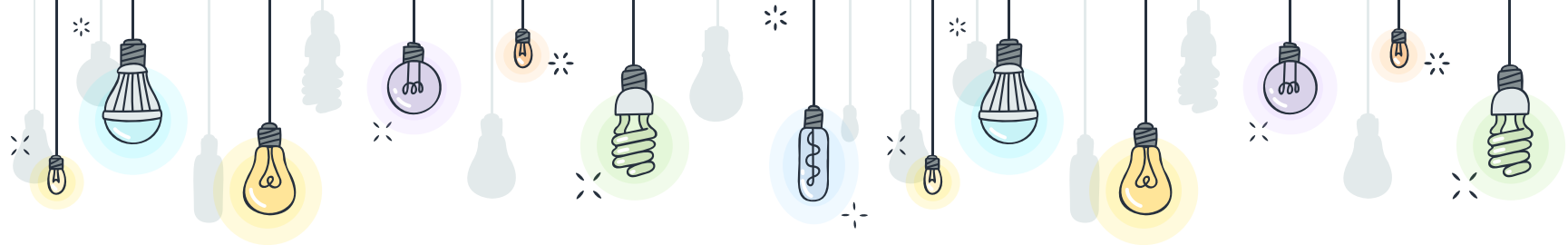


TRUSTEE LEADERSHIP:
BRINGING IT ALL TOGETHER



HELLO!





WHAT'S ONE THING
YOU'VE LEARNED THAT
YOU PLAN TO PUT INTO
PRACTICE?

LIBRARY ECOSYSTEM



1

WHAT IS A TRUSTEE?

(mostly a recap)





Three main responsibilities of the library board in state statute:



Finance



Hiring



Reporting

Jennifer Thiele, Local Control



Library Board Responsibilities

- + Exclusive control of all library expenditures.
- + Purchasing of a library site and the erection of the library building when authorized.
- + Exclusive control of all lands, buildings, money, and property acquired or leased by the municipality for library purposes.
- + **Supervising the administration of the library and appointing a librarian.**
- + Prescribing the duties and compensation of all library employees



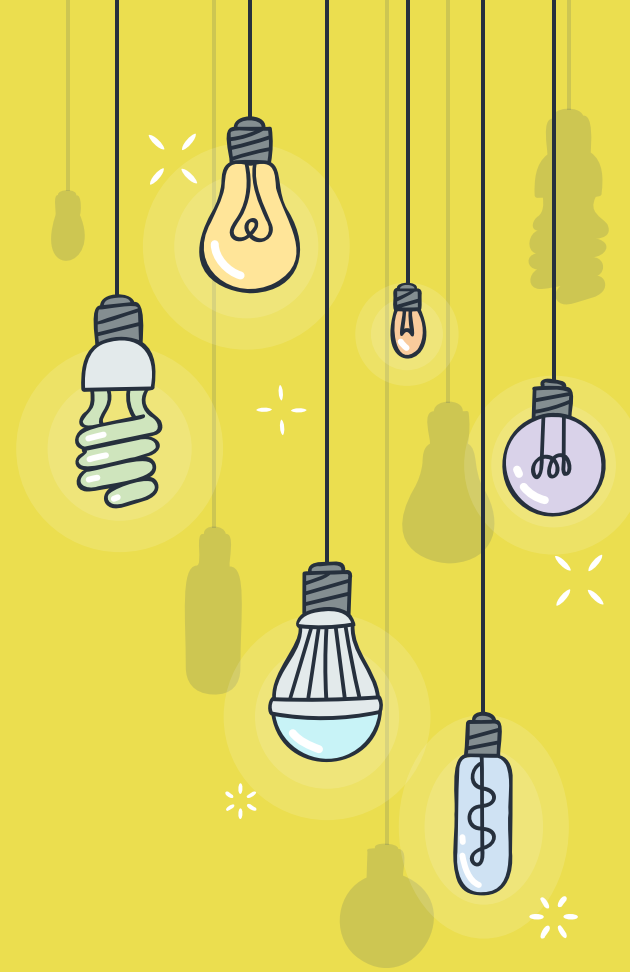
Library Director Responsibilities

- + Overseeing the library budget and preparing reports as required by the board.
- + Managing of library collections.
- + Hiring/training/supervising/scheduling library personnel.
- + Supervising circulation of material and record keeping.
- + Cooperating with the board, community officials, and groups in planning library services and publicizing library programs within the community.
- + Supervising maintenance of library facilities and equipment.

“Part of a trustee board, trustees serve on a volunteer basis, can be elected or appointed to a library board for a period of time, and are tasked with the duty of helping to direct the funds and policies of an institution.”

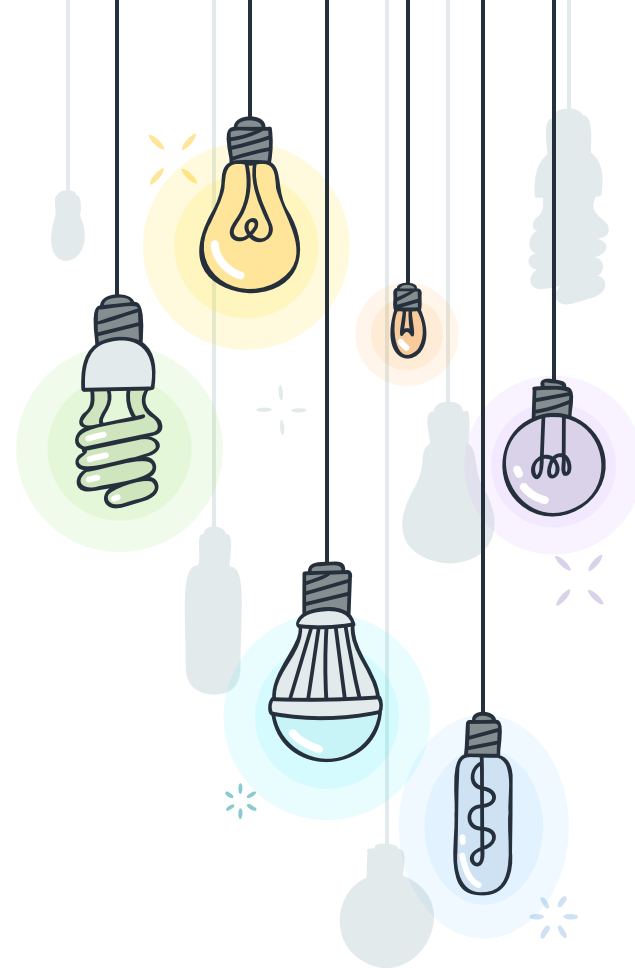


“Participate as a member of a team (the library board) to protect and advance the interests of the broader community by effectively governing the operations and promoting the development of the local public library.”



* WHAT ISN'T A TRUSTEE?

- + Rubber stamp
- + Library boss
- + Killer of ideas



2

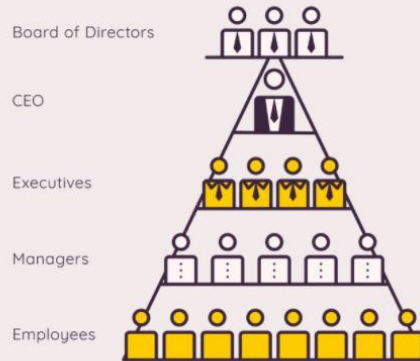
OK, BUT WHAT IF WE THOUGHT ABOUT
BEING A TRUSTEE A LITTLE DIFFERENTLY?



* LEADERSHIP ORGANIZATIONAL STRUCTURE

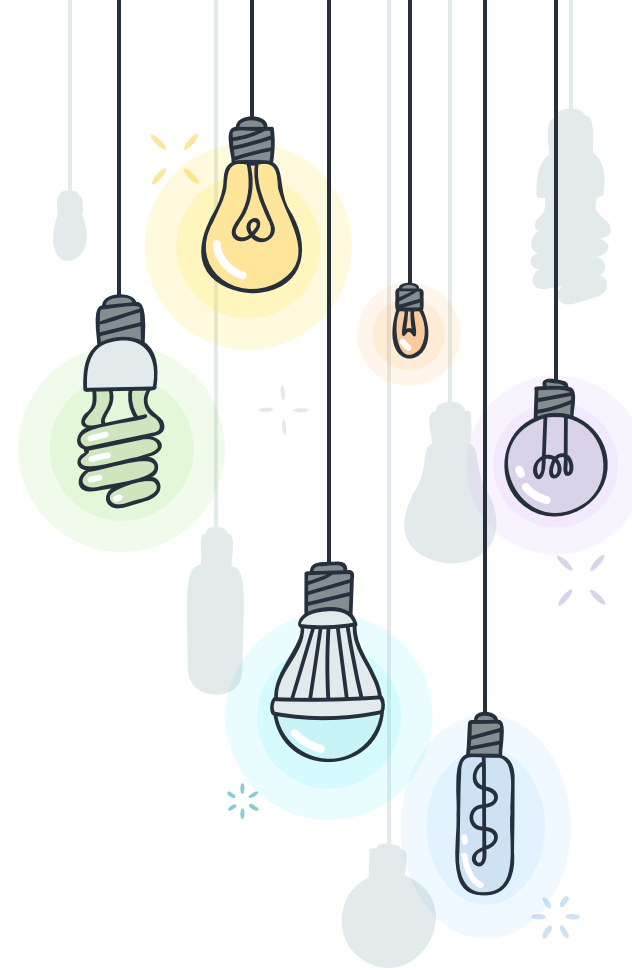
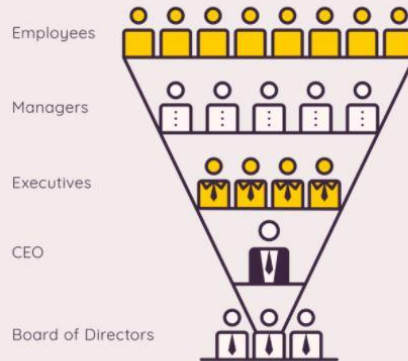
Leadership Organizational Structures

TRADITIONAL LEADERSHIP



VS

SERVANT LEADERSHIP



* SERVANT LEADERSHIP IN ACTION

Qualities	In Action
Listening	Community Conversations
Empathy	Regular check-ins with your director
Healing	Reaching out to those who don't use the library
Awareness	Regular board meeting attendance and participation



* SERVANT LEADERSHIP IN ACTION (CONTINUED)

Qualities	In Action
Persuasion	Use consensus as a basis of decision making
Conceptualization	Strategic planning
Foresight	Data collection and usage
Stewardship	Careful, responsible budgeting; understanding library finances and community needs



* SERVANT LEADERSHIP IN ACTION (CONTINUED)

Qualities	In Action
Commitment to the growth of people	Commitment to continuing education
Building community	Take part in and attend community wide events, informally meet with members of the community; build partnerships



* WHAT IS A TRUSTEE?

- + Shares power
- + Encourages library directors and staff to gain skills and knowledge beyond their own
- + Uses consensus building and listens carefully to guide the library
- + Places high value on the community, both the library community and the larger community
- + Is committed to the growth and improvement of those being led.

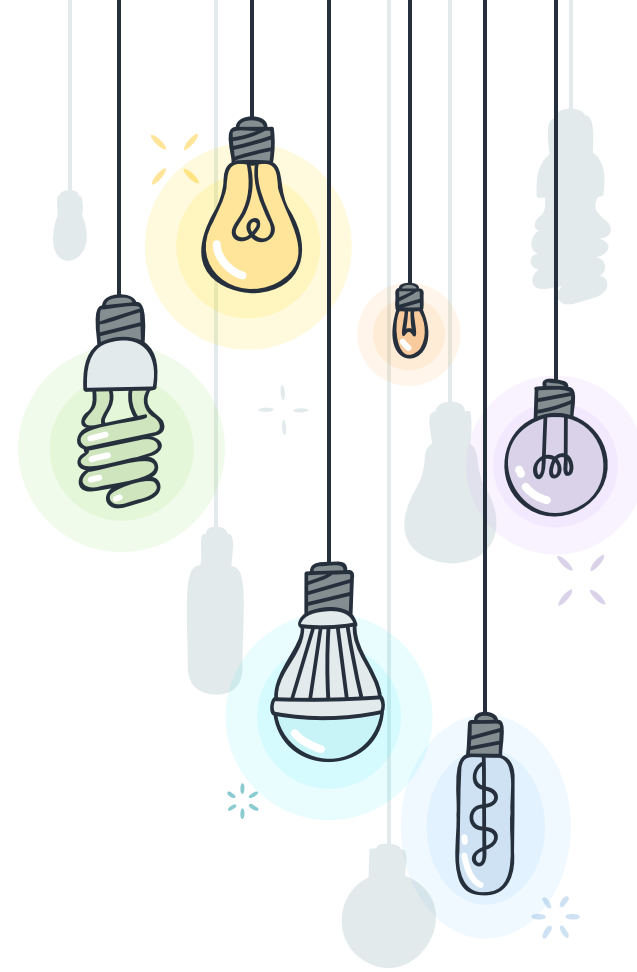




WHAT SERVANT
LEADERSHIP PRINCIPLE
DOES YOUR "ONE
THING" REFLECT?

* AND AS A REMINDER...

- + Listening
- + Empathy
- + Healing
- + Awareness
- + Persuasion
- + Conceptualization
- + Foresight
- + Stewardship
- + Commitment to the growth of people
- + Building community



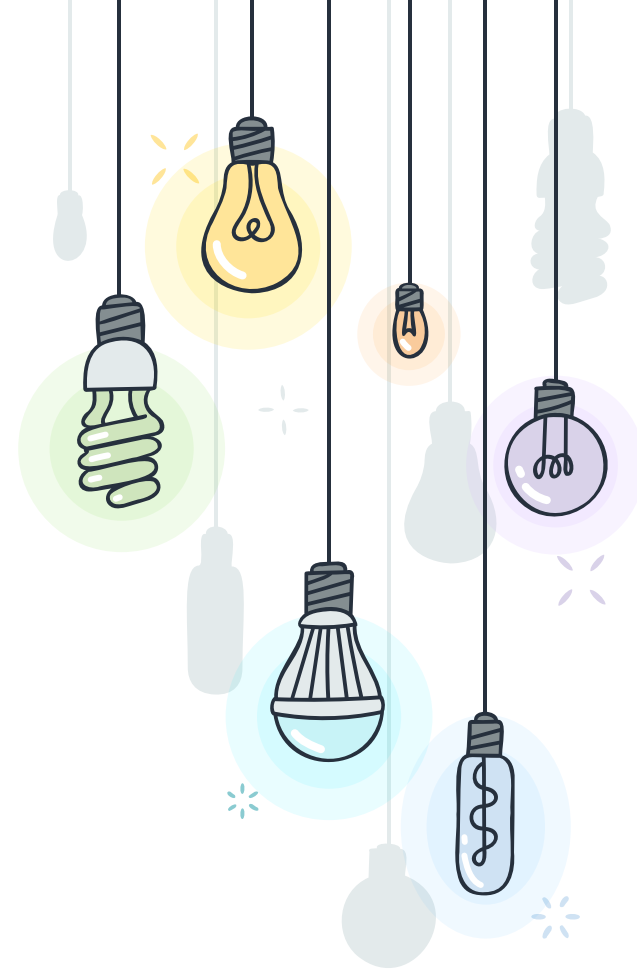
3

HOW CAN YOU BEST BECOME A SERVANT
LEADER?



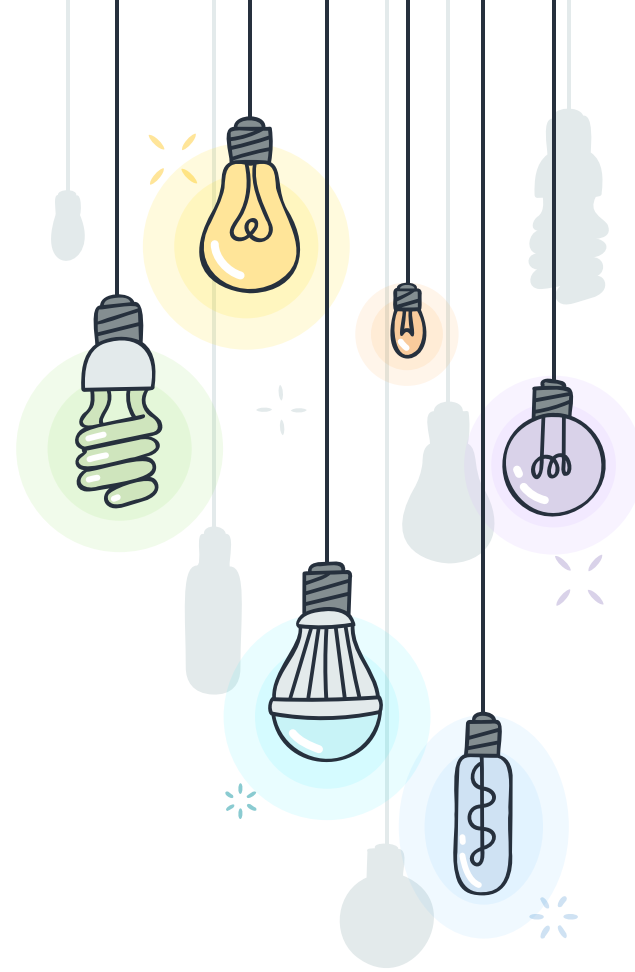
* KNOW YOUR STUFF

- + What services does the library offer?
- + What are the touchstones for the library?
- + Where does the money come from? Where does it go?
- + What are the legal obligations of the library and trustees?



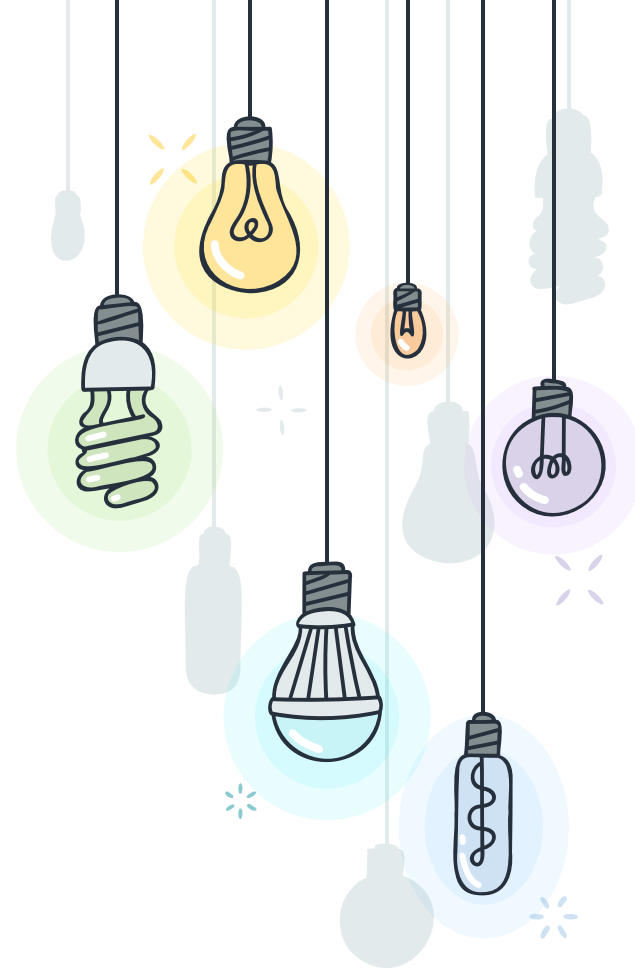
* COMMUNICATE OPENLY AND CLEARLY

- + Share knowledge (or lack thereof)
- + Share feedback
 - × Ongoing
 - × Annually



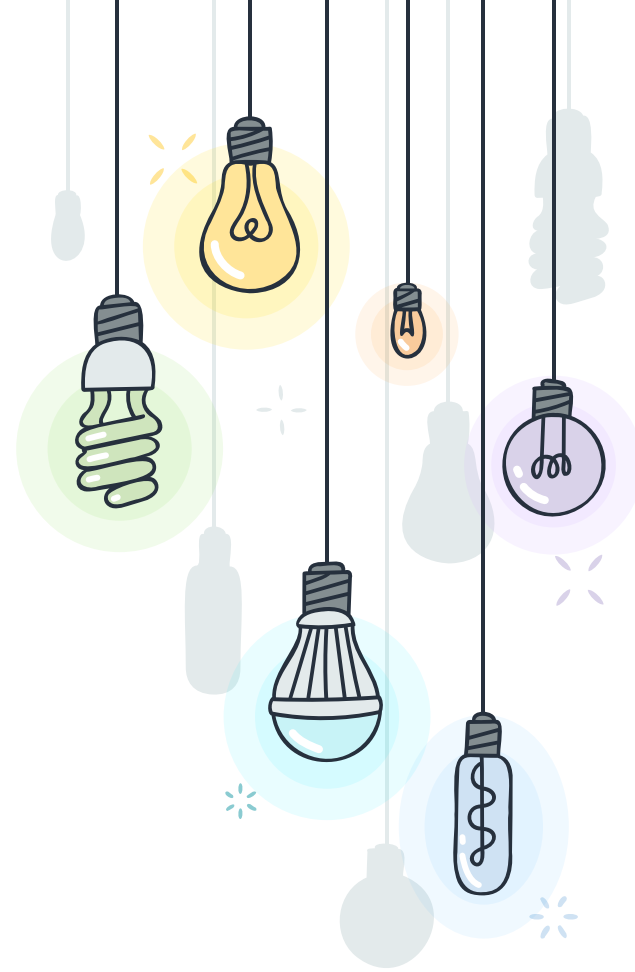
* PARTICIPATE ACTIVELY

- + Be prepared for meetings
- + Offer thoughts/ideas
- + Focus on what you accomplish rather than how fast you can accomplish it. (and accomplishment is not always signaled by a motion)



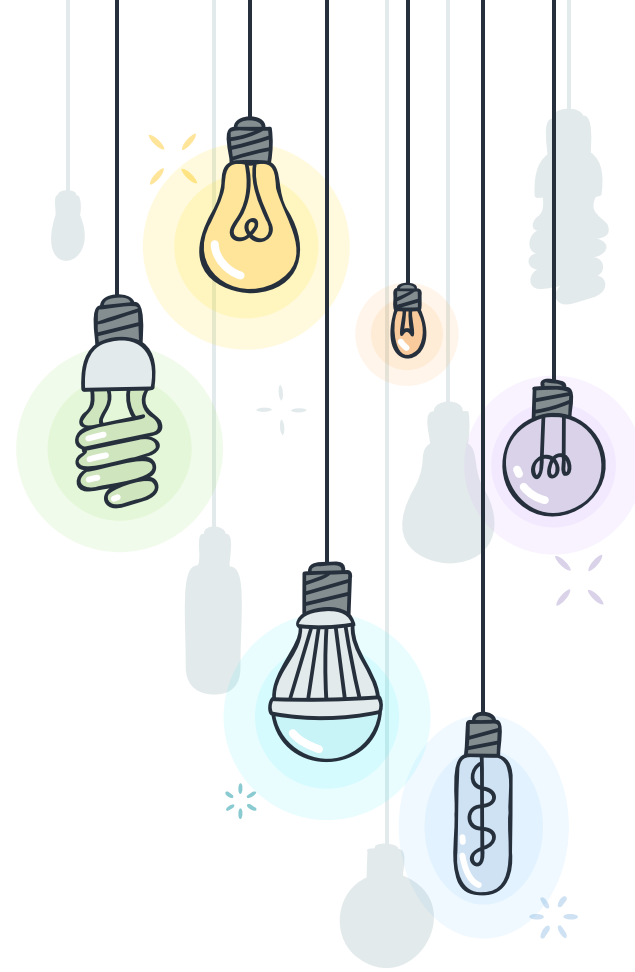
BE A CONDUIT BETWEEN THE LIBRARY AND THE COMMUNITY

- + Share what you hear (empathetically)
- + Understand issues and prepare responses
- + Be an advocate



* DO THE LITTLE THINGS

- + Respond
- + Meet deadlines
- + Visit the library
- + Check in with the director



IF NOTHING ELSE...

You can support your library's ecosystem through servant leadership.



THANKS!

Any questions?

You can find me at

stef@rivervalleycommons.org



RESOURCES

- + Working Together: Roles and Responsibilities Guideline
- + Trustee Essentials: A Handbook for Wisconsin Public Library Trustees
- + Wisconsin Trustee Training Week
- + Center for Servant Leadership

