

Victorian public library and State Library staff are invited to apply for the 2015 Shared Leadership Program.

Applications are due by Friday 27 March 2015.

## WHO CAN APPLY?

The Shared Leadership Program is for enthusiastic future leaders who will embrace this unique opportunity to develop their leadership and teamwork skills, and to extend their learning by working on projects with colleagues from Victorian public libraries and State Library Victoria.

Applicants may aspire to be senior library managers or to be leaders in specialist areas – it's about *leadership*, not management.

Applications are open to all staff employed in Victorian public libraries and State Library Victoria, at any band level. You don't need to be a qualified librarian to apply.

*If your actions inspire others to dream more, learn more, do more and become more – you are a leader.*

John Quincy Adams  
Sixth President, United States of America

## HOW TO APPLY

Further information and an application form are available at [slv.vic.gov.au/shared-leadership](http://slv.vic.gov.au/shared-leadership)

The completed application form must be endorsed by the applicant's library service manager/CEO (or divisional manager for State Library staff), and must be received **by 4pm on Friday 27 March 2015**

Shortlisted applicants will be required to attend an interview on **Tuesday 28 April 2015** (either in person at State Library Victoria, or by telephone).

### CONDITIONS

There are 20 places available for participants in the 2015 Shared Leadership Program. Up to five places will be available for State Library Victoria staff.

Participants must be able to attend all workshop days and participate in the action learning projects.

Victorian public library staff can receive funding or subsidisation for only one Statewide Public Library Development Project professional development program per financial year. Programs covered by this condition are the Margery C Ramsay Scholarship, the Barrett Reid Scholarship, and the Pierre Gorman Award. Attendance at professional development seminars is excluded from this condition.

The Shared Leadership Program is a Statewide Public Library Development Project.

# 2015 SHARED LEADERSHIP PROGRAM

for Victorian  
public library and  
State Library staff

DEVELOPING LEADERS  
FOR THE FUTURE

Facilitated by Upton Martin Consulting



## ABOUT THE PROGRAM

The Shared Leadership Program is a challenging program that will focus on increasing the leadership capabilities of participants, now and for the future, through theoretical, practical and experiential learning opportunities.

Facilitated by Sue Upton and John Martin of Upton Martin Consulting, the program covers self-awareness, team dynamics, communication, stress management, change management, team building, people management, negotiation, influencing, coaching, feedback, collaboration and presentation skills.

Participants will:

- grow professionally, resulting in increased motivation and confidence
- develop and practise enhanced leadership and teamwork skills
- establish and consolidate peer networks across the Victorian public and state library sector
- be better prepared to take the next step in their career.

### UPTON MARTIN CONSULTING

Upton Martin Consulting is a Canberra-based firm, established in 1989, that specialises in leadership development programs for senior and middle managers from a range of cultural institutions and scientific, Indigenous and women's organisations. Sue Upton and John Martin are highly experienced leadership facilitators, who have worked with over 200 staff at State Library Victoria and Victorian public libraries on leadership programs.



## PROGRAM STRUCTURE

Over a four-month period from August to November 2015, participants will attend four residential workshops (10 days in total) at the Yarra Valley Conference Centre, and a presentation day at State Library Victoria. Between the workshops, participants will work in teams on 'action learning projects'.

### PRE-COURSE WORK

The participant and their library service manager or CEO will have a 30-minute telephone discussion with either Sue Upton or John Martin, to clarify the participant's development needs and the demands of the program.

Participants will also complete an online Team Management Profile survey, to help determine their existing work preferences.

## WORKSHOPS

The workshops will be presented in four modules:

### MODULE 1: SELF-AWARENESS

Wednesday 5 – Friday 7 August 2015  
Yarra Valley Conference Centre (residential)

### MODULE 2: LEADING CHANGE

Wednesday 9 – Friday 11 September 2015  
Yarra Valley Conference Centre (residential)

### MODULE 3: ACHIEVEMENT THROUGH TEAMS

Thursday 8 – Friday 9 October 2015  
Yarra Valley Conference Centre (residential)

### MODULE 4: LEADERSHIP AND INFLUENCE

Thursday 5 – Friday 6 November 2015  
Yarra Valley Conference Centre (residential)

## ACTION LEARNING PROJECTS

To consolidate their learning, participants will form teams to undertake action learning projects focusing on relevant strategic issues and ideas to benefit the Victorian public and state library network. Each team will work with a project sponsor. The projects require a commitment beyond the residential workshops and participants' normal working hours.

## PRESENTATION DAY

Friday 27 November 2015  
State Library Victoria

At this half-day session, each action learning project team will present their project, outcomes and learnings to Public Libraries Victoria Network and their library service manager/CEO (or divisional manager for State Library staff).

