

Victorian public library and State Library staff are invited to apply for the 2019 Shared Leadership Program.

Applications are due by 15 February 2019.

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.

A leader sees greatness in other people. He nor she can be much of a leader if all she sees is herself.

Maya Angelou
American poet and civil rights activist

HOW TO APPLY

Further information and an application form are available at slv.vic.gov.au/about-us/scholarships-awards/shared-leadership-program.

The completed application form must be endorsed by the applicant's library service manager/CEO (or Branch Head for State Library staff), and must be received **by 4pm on Friday 15 February 2019**.

Shortlisted applicants will be required to attend an interview on **Friday 12 April** (either in person at State Library Victoria, or by telephone).

CONDITIONS

Funded by the Statewide Public Library Development Projects, this program is offered free for 20 participants, including up to five places 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 leadership program per financial year. Programs covered by this condition are the Margery C Ramsay Scholarship, Barrett Reid Scholarship and the Shared Leadership Program. Attendance at professional development seminars is excluded from this condition.

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

2019 SHARED LEADERSHIP PROGRAM

for Victorian public library
and State Library staff

DEVELOPING LEADERS
FOR THE FUTURE



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. This high-quality development program for emerging leaders is valued at \$8,000 per attendee. It is offered free to public library and State Library staff and places are highly competitive.

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 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 five-month period from May to September 2019, participants will attend four residential workshops (10 days in total) at the Yarra Valley Estate, a presentation day and a leadership in action 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 22 May to Friday 24 May
Yarra Valley Estate (residential)

MODULE 2: LEADING CHANGE

Monday 24 June to Wednesday 26 June
Yarra Valley Estate (residential)

MODULE 3: ACHIEVEMENT THROUGH TEAMS

Thursday 15 August to Friday 16 August
Yarra Valley Estate (residential)

MODULE 4: LEADERSHIP AND INFLUENCE

Thursday 12 September to Friday 13 September
Yarra Valley Estate (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

Wednesday 2 October 2019
State Library Victoria

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

LEADERSHIP IN ACTION

Friday 15 November 2019
State Library Victoria

At this half-day event, participants will have the opportunity to hear from leaders in complementary industries, network with Shared Leadership colleagues and consider their own future career paths.