TAKE ME OUT TO THE BALL GAME
AKA - HOW TO HIT IT OUT OF THE PARK!

Baseball and Libraries—Say what?
- General manager—that's you—the director
- Players—Your staff
- Field—Your building
- The OWNER—Your board and city
- Fans—Your patrons

What makes a successful season for your library?
- "Your capacity to grow determines your capacity to lead"
  Ken Blanchard & Mike Miller

GROW
- Gain knowledge
- Reach out
- Open your world of work
- Walk toward wisdom
- Please try to remember this acronym
  Because this can be the base of your leading your library to the World Series.

Knowledge
- Who are you? What are your strengths and weaknesses?
- Who are you leading?
- What is the library world in your community?
- What is your plan?

Reach Out
- Do not isolate yourself
- Mentor
- Seize a moment to learn
- Share what you learn
- Communicate on a higher level
Open Your World of Work
- Look for opportunities to grow
- Go outside of your workplace
- Make each day a chance to grow and to change
- Do not allow yourself to stagnate

Qualities of a leader
- Ability to see the future
- Ability to engage others
- Ability to reinvent
- Ability to value results—be they good or awful!!!
- Ability to value relationships
- Ability to embody the values of a leader=RESPECT

Walk toward wisdom
- Know the people you can trust
- Seek advice on important issues
- Ask questions

Where’s the team?
- You need to get them on the bus!
- And, put them in the right seats!
- GOOD TO GREAT by Jim Collins—he says that the “right” people are your most important asset. So, get the wrong people off your bus and make sure people are in the correct seats.

Staff
- How you as a leader help them to see your vision, the plan and the results...
- Training
- Customer service
- Job descriptions & evaluations
- Inspiration and understanding the “why”
- Don’t sanction mediocrity

City Workers and Council
- Build your relationship
- Communicate—talk—talk—talk
- Explain your plan to them
- Show me the money in terms of what you do
- Reward each other
- Ask for input
Board of Trustees
- Your lifeline
- Communicate
- Tell them the stories so they can retell
- Policies
- Give and take relationship
- Help them with their job
- Plan
- Evaluate the leader/librarian

County Supervisors
- Communicate
- Thank them
- Invite them
- Expose them to the library without the jargon
- Show unity among yourselves—if a county group
- Be a cheerleader and know your facts!

Legislators--
- Go to the coffees and the round tables—bring a board member
- Email them your thoughts or call them
- Explain your concerns
- Show them your passion
- Read what they send you
- Know your lobbyists from ILA and the agenda

Hometown Businesses
- Build a relationship
- Know who can help you
- Know main street
- We are in this together
- Be a part of the solution—adding to the quality of life
- Communicate what you have done
- Partner
- Examples from our main street

Chamber of Commerce
- Volunteer—they will help you back
- Partner on programs
- Toot your own horn
- Cooperate
- Chamber coffees—be host!
- Welcome baskets/bags
- Guests gifts

Newspapers/Media
- Send them your press releases
- Identify the media in your area
- Make a deal
- Form a relationship—network with these folks!
- Get it right!
- Pay for a bit of advertising
- Use Facebook
- Use the radio
- Use Twitter
- Use the television
- Thank them!
Local Civic Groups

- Who's in what group that has influence?
- Arts Council—program ties
- Women's Club—give a program
- MRC—peculiar to our town—you may have one, too
- Rotary, etc.
- Tell them the story!!!
- Clergy

School

- Build a relationship
- Know the teachers—You have the same goals—literacy, reading, and education
- Partner with programs—our success "Read Across America"
- Bring programs to the school
- Bring the school to the library

Iowa Library Services

- They will advise
- They will train
- They will hold your hand when all goes wrong!
- They will support.
- They are the "go to—before the going gets rough!!!
- They want you to succeed!
- Listen, ask questions, and go forth!

ISU Extension

- Programs
- Handouts
- Answers to reference questions
- Go to people—for those farming and horticultural questions
  (remember part of being a successful librarian is pointing folks in the right direction)

Patrons—Library Users

- Earn their respect
- Earn their loyalty
- Receive their support
- Know them—demographics, work, worship, play, problems
- When thinking of your collection—think of them...
- You are using their money to build something for them to use and enjoy
- You are building a relationship that is a foundation for your leadership

Library Pals/Cohorts/Support

- Seek the advice of your fellow librarians
- Tell each other when you think someone is doing a good job
- Pick their brains for ideas
- Share, share and share some more...
- Remember, not all things work in every library
- Cry on each other's shoulders!
- Learn from each other—mistakes and successes

What does a librarian look like?
Authors & Writers

- Most authors love us
- Find them and befriend them
- Invite them to your lib
- Start a conversation

Family

- Who listens to you after that long day, that policy that just won't work, that meeting that went askew, or that employee that just doesn't get it—
- Support
- Integrity
- Love
- Dedication
- So, we have our team
  Get out there and lead!
  And hit it out of the park!

Discuss

If you were to give one or two pieces of advice to someone becoming a library leader, what would that advice be and why?

What are some of the biggest lessons that you have learned as a library leader or what are the lessons that you are currently learning?

What are the implications of this statement:
  "If I stop learning, I will stop leading."
As a leader for your library, what are some of the obstacles, problems or challenges that you foresee in the next few years? How can you tackle these obstacles? (Be specific!)

Take a look at...

- GREAT LEADERS GROW—BECOMING A LEADER FOR LIFE by Ken Blanchard and Mark Miller
- GOOD TO GREAT by Jim Collins
- THE MENTOR LEADER by Tony Dungy
- ENTRELEADERSHIP by Dave Ramsey

There are many more books, videos, etc. on teams and leadership—you are a librarian—you can find them!