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Lead From Where You Are – Advanced Leadership Curriculum & Timeline

Purpose: This training will prepare library leaders to navigate the challenges of leading organizations in today's complex and ever-changing environment. As a result of their participation, participants will leave the program with a clear understanding of the principles and practices of effective managerial leadership; how to create an organizational culture in which staff will perform to their potential; how to develop and sustain teams ready to tackle problems; approaches to cultivate and develop effective leaders; and how to ensure a workplace in which everyone learns and is ready to meet the challenges of the current and future workplace.

Training Timeline: The program will begin on February 26, 2026 and extend until June 4, 2026

Training Session Information

Session 1 - Introduction to the Program

Virtual Session: 1 ½ hours

Time: 2:00-3:30 pm (ET)

Date: 2/26/26

Led by Maureen Sullivan

Session 1 Overview

- Purpose and goals
- Learning approach and schedule
- Who we are: Participant introductions
- Expectations of participants
- Adopting an advocacy mindset
- Q&A: What else do you need to know?

Reflection Assignment: Consider your own personal leadership goals and prepare a brief statement of what you hope to gain from participation in this program, i.e., specify what you hope to learn during the program.

Session 2 - Leading Libraries Today

Virtual Session: 1 ½ hours

Time: 2:00 - 3:30 pm (ET)

Date 3/12/26

Led by Maureen Sullivan

Session 2 Overview

- Role and responsibilities of managerial leaders
- Principles and practices of effective managerial leadership
- Identification of the challenges in today's workplace
- Initial consideration of how advocacy relates to organizational culture, leading change, and staff development
- Self-assessment: Strengths and areas for your development

Reflection Assignment: Review the results of your self-assessment to identify 2 or 3 goals for your leadership development. Begin to identify how you will pursue these goals. This will be part of the leadership development plan that you will create toward the end of this program.

Session 3 - Advocacy and Community Engagement

Virtual Session: 1 ½ hours

Time: 2:00 - 3:30 pm (ET)

Date: 3/26/26

Session 3 Overview

John Chrastka of EveryLibrary Institute will lead this session. He will address the library leader's role in advocacy and describe how to form and grow community coalitions.

Reflection Assignment: Identify a current or potential advocacy opportunity for your library and develop an outline of an advocacy plan.

Session 4 - Engaging and Developing Staff

In-Person Session: at KDLA 300 Coffee Tree Dr. Frankfort, KY

Day1: 4/15/2026 - 6 hours with one hour break

Day 2: 4/16/2026 - 3 hours

Led by Maureen Sullivan

Day 1: 10 am to 4:30 pm (ET) - Creating a High-Performing Organizational Culture

- Key components of culture
- Creating a culture of high engagement and commitment
- Fostering a workplace in which everyone learns and thrives
- Preparing everyone to embrace advocacy
- *What Is Going On in Kentucky:* A conversation with Denise Lyons, representatives of KLA, KPLA, and KASL

Day 2: 9 am to 12 pm (ET) - Engaging and Developing Staff

- Motivating staff
- Coaching and developing talent
- Developing and leading teams
- Dealing with conflict and engaging in courageous conversations

Reflection Assignment: Consider what your staff may need now to prepare them to meet the challenges of the future. Outline a staff development plan that sets forth the skills, knowledge, and abilities needed and the programs and activities to be employed to provide the education and training for staff.

Session 5 - National Library Initiatives

Virtual Session: 1 hour

Date & Time: 4/30/26 at 2 pm (ET)

Session 5 Overview

A Conversation with Jamie Ritter, Tennessee State Librarian and the current president of COSLA (Chief Officers of State Library Agencies), about key activities and initiatives on the national level

Session 6 - Leading Change

Virtual Session: 2 hours

Date: 5/21/26

Time: 2:00 - 4:00 pm (ET)

Led by Maureen Sullivan

Session 6 Overview

- The Leader's Role and Work
- Key Steps in Organizational Change
- Dealing with Resistance
- Building Commitment

Reflection Assignment: Identify 2 or 3 goals for your leadership development and prepare an action plan to pursue these goals.

Session 7-Moving Forward

Virtual Session: 1 ½ hours

Date: 6/4/26

Time: 2:00-3:30 pm (ET)

Led by Maureen Sullivan

Session 7 Overview

- Review and discussion of leadership development goals and plans
- Guidelines for continuing your development
- Reflections on the experience