Leadership Workshop for Young Promising Librarians to Build Stronger Library Associations in Association of Southeast Asian Nation (ASEAN) Countries
Workshop Title: Leadership Workshop for Young Promising Librarians to Build Stronger Library Associations in Association of Southeast Asian Nation (ASEAN) Countries

Proposer: Brunei Darussalam Library Association

Partner: Thai Library Association, IFLA Regional Office (Asia & Oceania)

Host Country: Bangkok, Thailand

Leverage Point: in conjunction with the Congress of Southeast Asian Librarians (CONSAL) XVI Meeting and General Conference.

Date: 8 to 9 June 2015
**Backdrop of leadership renewal in Library Associations**

1. Lack of know-how in capacity building efforts for Library Associations
   - Potential leaders having little association experience
   - Leadership skills training not part of associations’ plans
   - Advocacy skills, include fundraising

2. Potential to develop new competencies for future-ready leaders

3. No deliberate succession planning
Objectives

1. Help ASEAN library association leaders improve understanding of IFLA, its roles, programmes and activities.

2. Strengthen ASEAN library associations’ strategic capacity by providing its young promising mid-career librarians with leadership skills and working with their senior leaders.

3. Train promising young ASEAN library association leaders to build stronger library association in their countries.

4. Help ASEAN Library Associations build succession planning and next generation of young librarian leaders.

5. Bring ASEAN library leaders together to build capacity and capability in the region.
Action for Development through Libraries Programme (ALP)
Build Stronger Library Associations (BSLA)

Participants

Participant Numbers : 18 young leaders and leader-mentors

Number of Countries : All 10 ASEAN countries
Action for Development through Libraries Programme (ALP)
Build Stronger Library Associations (BSLA)

**Topic Coverage**

**Day 1**

Session 1  Why does the library associations need effective leadership  
Session 2  Attributes of a successful library association and planning for success  
Session 3  Examples from the library associations and potential programmes for the ASEAN library associations  
Session 4  Leading the association and effective leadership styles and competencies  

**Day 2**

Session 1  Leading the association through others: Managing relationships and communications  
Session 2  Developing a leadership succession plan
Feedback & Observations

1. Enthusiasm of all the participants – active and lively debates
2. Participants received diversified views of how different library associations are run.
3. Views are from experienced leaders and also fresh thoughts from younger members.
4. How libraries fit in the overall scheme of things in developing societies.
5. Opportunities to network with other ASEAN neighbours for further collaborations.
6. Importance of deliberate succession planning – identification of potential leaders and begin grooming process early
Collective ideas for building potential leaders

A) Finding the right future leaders
• Focus on recruiting members with passion and commitment
• Involve council members in strategic projects to test their leadership potential
• Set up a talent pool and identify the high potential members for leadership positions and for the election process.
• Effective marketing to recruit more members to join the Executive Board

B) Equipping the leaders
• Conduct Train-the-trainer sessions for new leaders
• Plan a retreat programme for potential new leaders for team building and strategic planning
• Regular sharing sessions by elder members with new potential leaders, introducing them to the operations of the library association.

C) Planning for succession
• Incentivize – Implement a Young Librarian award as a form of identification for future leader and to lead in a strategic project
• To review or establish the succession plan
• Integrate and sustain the efforts of elders in the association
Ideas generated

A) Better communications & marketing
   - Review current communication plan
   - Use of social media for communications

B) Reading initiatives
   - Promote the habit for reading at the public schools.

C) Professional development efforts
   - Conduct a short survey on appropriate activities for members.
   - Advocate and develop continual education platforms for the profession; source for funding for training

D) Others
   - Involve grassroots when developing new programmes and proposing changes
   - Initiate Friends of the Library programme
   - Develop standards
   - Consider merger of different associations under a governing board