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Library Associations and Institutions

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

**Action for Development through Libraries Programme (ALP)
Build Stronger Library Associations (BSLA)**

Workshop Details

- 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



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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





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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**.



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Participants

Participant Numbers : 18 young leaders and leader-mentors

Number of Countries : All 10 ASEAN countries





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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



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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





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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 the 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

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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



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Thank You

