



WLA L.E.A.D. Interest Group - Leadership, Excellence and Development

Interest Group Report 2019-2020

This was a great year for everyone in LEAD, not least of which because we all worked so hard on the main goal we set for ourselves as an Interest Group at WLA 2019: to create a mentorship program for all library staff statewide that would be beneficial for everyone no matter position, role, or experience-level in the field. Mentors and proteges would work with each other to develop, grow and learn. We also focused on the topic of trauma-informed approaches, and researched and discussed this topic. March came with some new challenges state-wide, so we decided to triple-down and focus our approach on mentorship – this is what we needed ourselves, and we felt as a group that it was timely. This became the main focus of LEAD for the rest of the fiscal year.

Activities 2019-2020

Meetings:

- In *Aug 2019* at WLA the Interest Group met in-person, deciding on creating a mentorship program and also adopted a new Mission Statement. **L.E.A.D. stands for Leadership Excellence and Development. The purpose of L.E.A.D is to promote and support leadership throughout the Wyoming Library Association. This interest group engages in leadership-oriented training, mentorship and professional development.**
- In *Oct 2019* LEAD met and considered some areas of focus for the year, including mentorship and trauma-informed approaches. It had been the focus of LEAD up to this point to facilitate programs at WLA conference on different topics, and this topic seemed beneficial. In Oct We also created a group led by Lisa Scroggins to start creating a mentorship document.
- In *Dec/Jan 2020* a WLA LEAD mentorship program document was adopted, based on a successful model from UW.
- In *March 2020* members held a meeting and decided on the finalization of the mentorship program and document. A number of small changes were suggested and made. We made it the main goal to launch the program at WLA, including the creating of a workshop program to talk about the topic of mentorship, why it's important, while also introducing the new WLA LEAD Mentorship Program.
- In *June 2020* members discussed how we would launch the mentorship program (timeline, etc.) and we realized collectively as a group that we did not want to do it too soon, as we did not want people to lose interest, emails to become lost, etc. We understood as a group that the stresses we were all facing locally and nationally due to covid were challenging at the moment,

and the topic itself would be better marketed closer to conference. LEAD Chair decided to contact Amigos, and see if anyone could join an Interest Group at anytime. The answer was yes, so a link was put up on the website, and advertised on the listserv, making WLA members and library staff members aware of this fact.

- *In July 2020:*

- 1) Conference: It was made known in July that WLA conference 2020 would be virtual. The LEAD chair asked that the mentorship program be part of the online conference and the WLA Executive Board agreed! In July, members brainstormed on best strategies on how this could be accomplished, and the best format to use for a webinar and recording. Zoom was eventually chosen as the best format. All members agreed that providing a recording afterwards, for people to watch, would be beneficial. Lisa also presented an excellent idea and later sent out paperwork she received from an ALA mentorship program she attended, that has outlines and starter questions for mentors and protégés. The desire is that a version of this will be used for any mentors and protégés who join the WLA LEAD Mentorship Program. It was also agreed at this meeting that anyone who wants to join the WLA program does not need to be a WLA member, thereby opening it up statewide to all staff members serving in a Wyoming library.
- 2) Logo: Members also finalized an Interest Group LEAD Logo at this meeting. We chose a design created by a marketing expert from the WSL, blue, circles, a simple, classic style.
- 3) Budget: As of July 2020, LEAD had \$930 to its name, is budgeted \$100 for 2020, and gains \$10 per paid Interest Group membership. We currently have 23 members in our Listserv, (which means people in WY are interested in what we are doing and receive emails) with 14 paid memberships. These are all good things. The point of this group is not necessarily to be large. The point of this group is to make a positive difference in leadership and mentorship support. WLLI graduates are given free membership into LEAD with their first year's fee of \$10 waived. LEAD Members in attendance today agreed to use our current \$930 towards special journals for mentors and proteges, marketing when we finalize our logo, and helping with speakers for the WLA Conference as needed. **Supplemental information – As of Sep 2020, we have used \$407.77 on special journals with our new LEAD logo to be used for the new WLA LEAD Mentorship Program.*
 - Throughout the year, interest group members were very active on the listserv. We discussed, researched, called each other, and even have been working on a Play Book Membership Guidelines for each other which will be shared at our first meeting for 2020-21.

Upcoming Activities for 2020-2021

For the upcoming year we plan to have our first Interest Group meeting, a meet and greet between old and new members and introducing our Membership Guidelines at WLA Conference 2020, Oct 6th at 11am via Zoom. We will have another Interest Group Meeting directly after conference date TBD, and will have Online Meetings throughout the year, staying very active on our ListServ. Meeting Minutes will be posted on the WLA website. Our focus going forward will primarily be the mentorship program and leadership development.