



President's Message

Janine Golden

In these past four months since ALA held its annual conference in June, those of us who attended have returned back home from New Orleans to resume our career, our studies, or maybe even our search for employment, new or otherwise. However, since then, there are many of you as LLAMA members who have been dedicating a portion of your time concentrating on increasing the value and maintaining the sustainability of LLAMA. With this in mind, I am focusing this particular column on some updates of a few of the most recent LLAMA planning events that I am aware of and/or am involved in at this time.

Foremost of all of these activities is the draft formation of a new three year document which is intended to serve as the strategic plan for LLAMA from 2012-2015. Spearheaded by LLAMA VP/President Elect Pat Hawthorne, the draft copy has been created, reviewed by the Executive Council, and is currently being reviewed by members of LLAMA's Divisions and Sections. Once adopting this strategic plan, the LLAMA Board will work with division-level committees and section-level leaders and committees, and collaborative partners to develop an annual operating plan. This annual operating plan will outline specific objectives, projects, and activities that will be undertaken within a specific fiscal year in support of the themes and key objectives outlined in the document. Two initial examples that are being examined for incorporation into this plan for year one are the conclusions and recommendations made by both the Diversity and the Web Development Task Forces. The intent for this plan is that progress made will be evaluated annually and that this plan will be updated based on accomplishments, emergence of new strategic themes, member needs, opportunities for collaboration, and the awareness of the global library environment. The plan itself

focuses on three strategic themes that reflect the core purpose and mission of the division. The themes are: 1) member engagement and value, 2) leadership development and continuous learning, and 3) organizational excellence. Each one of these contains a goal statement and key objectives with the idea being that strategic planning is to be viewed as an ongoing process. Noted also is the fact that this plan serves as a framework for meeting member needs beginning in 2012 and projected thru 2015. So, as LLAMA members you will be seeing and possibly participating in more of this process throughout those next three years.

Mentioned in the last LL&M column was my Presidential theme of fostering career development through LLAMA - which involves current as well as future leaders, and encompasses the concept of helping to foster career leadership development through opportunities provided by LLAMA such as networking, continuing education, coaching, and mentoring. Directly related to this theme is a most recent collaborative effort initiated by Leo Lo, LLAMA New Leaders' Representative to the Board of Directors and Past President Gail Kennedy. They have established a joint collaboration with the New Members Round Table. Members of this LLAMA/ NMRT Collaboration Joint Committee have agreed on the charge of planning a biannual New Leaders Discussion Group and exploring additional projects or programs. As a result, with the NMRT assuming initial responsibility for this upcoming mid-winter session, the LLAMA/NMRT New Leaders Discussion Group (NLDG) will engage in a discussion about "How professional organization involvement and/or leadership can enhance one's day-to-day job." This will be a wonderful opportunity for us as LLAMA members to attend and to share our experience in addition to perhaps gaining a fresh perspective from the newer librarian NMRT members. Everyone is invited, and I ask that LLAMA members show their support for this important collaborative effort by attending this joint effort. The discussion will take place on Sunday, January 22 from 10:30 am until noon.

Also aligning with this year's Presidential theme, three additional committees have planned for activities at the upcoming mid-winter meeting and annual ALA conference. The first is LLAMA'S Leadership Development Committee, chaired by Alison Armstrong. These members have finalized their seminar for midwinter. The agenda for this January 22, 1:30 to 3:30 pm session includes a presentation by the 2011 Emerging Leaders who worked on LLAMA's sponsored EL project, in addition to a leadership panel who will be discussing the recruitment, retention, and mentoring of new librarians. The second committee is LLAMA's President's Programming Committee, chaired by Debbie Tenofsky. These members have secured Heather Krasna as a speaker for the LLAMA President's Program at ALA's annual conference for Saturday, June 23 from 1:30 – 3:30 pm. Ms. Krasna, author, speaker, and public service career expert is Director of Career Services at the Evans School of Public Affairs, University of Washington, Seattle, WA. Her most recent book is *Jobs That Matter: Find a Stable, Fulfilling Career in Public*

Service. She will speak about career development not only to new librarians entering the field, but also to those of us who are seasoned leaders and/or managers. We plan to have representatives from LLAMA's Mentoring Committee and the Membership Committee on hand to answer any questions at this program. And finally the third committee is the Mentoring Committee who are arranging for the orientation of new mentors and mentees for their mentoring program at annual. If you are interested in being either a mentor or a mentee, or know someone that you believe may be interested, please contact Mentoring Committee Chair Kaye Baumann at kbauman@metrolibrary.org or Vice Chair Holly Okuhara at holly.okuhara@gmail.com shortly after the mid-winter meeting.

In the last four months, LLAMA members through their section/divisions have presented a number of quality webinars on the topics of learning spaces (BES), succession planning and leadership development (SASS), and the return on investment in a tough economy (LOMS and MAES). The latest webinar by HRS entitled "Job Hunting for Today's Libraries in Today's Job Market" is aligned with the Presidential theme and was just held in October. There is also one immediately upcoming by SASS on November 16 which is "A Person of Interest: Safety and Security in the Library."

My thanks are sent to all of you who are involved in the activities mentioned above as well as to those of you who give your time, your effort, and your resources to LLAMA. You are appreciated.

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