

## MPLA Leadership Institute Committee CO-5

### December 2018 Report

The committee met twice via Zoom.

The committee analyzed surveys from 2014, 2016 & 2018 Leadership Institutes. As noted in the LI Coordinator's report, data was corrupted. Despite this, we were able to glean feedback from recent fellows.

Overall feedback was overwhelming positive.

When asked *What does the Leadership Institute Experience mean to you?* The following themes emerged:

- Networking
- Made attendees see that they are already leaders, taught about self
- Provided new perspectives to own situation
- Inspired confidence in self as leader, Inspired growth
- Helped deal with change
- Gained perspective on libraries

A robust majority rated the as personal and/or professional development value of LI as excellent.

One of the concerns of the MPLA board is the cost of the LI. A majority of fellows answered that the cost was about right or a bargain.

At the MPLA October board meeting it was discussed possibly shortening the LI. Fellows rated the length of the LI as appropriate. Most survey respondents also indicated rated that the post-Maureen time with mentors was critical. They rated mentors as key participants, providing a range of library experience and making the Leadership Institute more valuable.

Facilitator Maureen Sullivan received high marks. They considered the curriculum and materials appropriate, although some felt there was too much and that it could tie in better to the LI.

Survey respondents had positive things to say about LI Coordinator Aubrey Madler

The surveys did offer **suggestions for improving the LI**

- Offer talking points that applicants can give to employers: "making your case to attend" and other scripts to further promote or gain support. [Perhaps the communication committee help with this in Jan-May 2019?]
- Have digital tools to create follow-up communications and foster relationships, which will also help in future fundraising efforts
- In promotion and description of LI, note that the LI is not about management, but about personal leadership development, e.g. not about where you are as a manager, but about where you are as a person. Also promote that the cohort makes for a learning environment.
- Find ways to facilitate more networking and discussions. A recommendation was to have roundtable discussions at meals.
- Social activity outside of YMCA, such as a meal offsite or dine arounds
- Increase the diversity of fellows - not enough academics or minorities

The committee recommends exploring Moodle as an open source LMS.

Gathering of testimonials will assist in marketing the LI to both potential applicants and to potential donors.

The committee requests that the Executive Board approve having a Leadership Institute in 2020 and retain the services of LI Coordinator Aubrey Madler.

Respectfully submitted

Tom Taylor  
Leadership Institute Committee Chair