

MPLA LEADERSHIP INSTITUTE APPLICANTS SELECTION PROCESS

These are suggestions of ways to develop your thinking about the applicants as you narrow your selections to 2 individuals from the state.

It almost goes without saying that an individual with an already existing leadership record is likely going to continue to seek leadership roles. What will an experience such as the Leadership Institute give them to enhance their leadership path?

What opportunities for growth exist in the applicant's situation? Will they have easy access to other avenues of development? Will the Leadership Institute open opportunities, or does the applicant exhibit signs that no changes will be made in their situation? Rule them out? No. But look for how, outside of moving to a new setting or new job, the individual will use the opportunity for new beginnings even in the same setting.

Consider what the individual does or has done outside the job that contributes to the welfare of some other individual, group or cause. Leadership in an area or group outside the library may indicate the potential to grow into leadership roles even though the person has no formal leadership role in the library at this time.

Assess what potential contribution the individual could make to their own library, their state association and the larger association groups within their specialty or their geographical area.

Once you commit to putting this individual at the top of your choice list, you should also commit to placing them on your list of individuals whom you regularly call to the attention of people looking for good candidates for volunteer association work, or for jobs in the profession. One time leadership encouragement of this type is great, but it needs follow up. The Institute Committee hopes you will personally commit to one or more follow up activities to benefit the selected attendee's leadership practice and development.

Last, if you had a really hard time making a selection of two because another person was *so close*, you may submit a third name to be placed on the list the Institute committee will screen in case someone who has been selected is not able to attend. Please refer the person whom you want to put on the substitute list to Joe Edelen or Marilyn Hinshaw. jedelen@usd.edu or mhinshaw@eodls.lib.ok.us.