International Partnership, National Impact

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Oslo
If you want to go fast, go alone
If you want to go far, go together!

African proverb
The South African Library Leadership Project (SALLP)

• 2001-2004
• Partners
  – Mortenson Center for International Library Programs, University of Illinois
  – Library and Information Association of South Africa
  – Mellon Foundation

• Goals
  – Leadership skills – senior/middle managers
  – Locating CEPD entity within LIASA
SALLP

- Outcomes
  - Leadership
    - 23 librarians
    - 16 – LIASA leadership
    - Promotions & professional recognition
  - CEPD Entity within LIASA
    - Proposal – 2002 survey - training & development – strategic objective with Business plan
    - Carnegie Corporation grant – 3 years
Project Components

• Selection Process – LIASA

• Orientation – South Africa

• 6-8 week training program – Mortenson Center

4. Post-US training in South Africa
Historical timeline of Project

- 1997 – LIASA established
- 1999 – Mellon interest in South Africa
- 2000 – Mortenson Center visits South Africa
- 2001 – Mellon Foundation awards grant
- 2001-2003 – 2 groups participate in program
- 2003-2004 – Application for Extension grant and 3rd group participates
Partnerships - definition

A relationship in which people or organisations work together with equal status.

*Dictionary of Library & Information Management*
Core Elements - Environment

- History of collaboration or co-operation in the community
- Collaborative group seen as legitimate leader in the community
- Favorable political and social climate
Core Elements - Membership

• Mutual respect, understanding & trust
• Appropriate cross-section of members
• Members see collaboration as in their self-interest
• Ability to compromise
Core Elements – Process & Structure

• Members share a stake in both process & outcome
• Multiple layers of participation
• Flexibility
• Clear roles & policy guidelines
• Adaptability
• Appropriate pace of development
Core Elements - Communication

• Open and frequent communication

• Informal relationships & communication links
Core Elements - Purpose

• Concrete, attainable goals & objectives

• Shared vision

• Unique purpose
Core Elements - Resources

• Sufficient funds, staff, materials & time

• Skilled leadership
Partnerships – what we’ve learnt

• Mutual respect for cultural differences & an understanding of local conditions & needs

• A willingness to learn and operate in a different environment
Partnerships – what we’ve learnt

• Breaking down obstacles

• Celebrating success
Partnerships – 5 Stages

• Step 1 - Developing the trust – exploratory & fluid
• Step 2 - Defining the Project – intense & challenging
• Step 3 - Managing the Project – direct & focused
Partnerships – 5 Stages

- Step 4 - Navigating the group – fun and busy!
- Step 5 - Focusing on the future – creative & reflective
A Key to Success: Humor

“A sense of humor is part of the art of leadership, of getting along with people, of getting things done.”

Dwight D. Eisenhower
1860-1969
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