

Location, Location, Location a librarian's guide to isolation

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Aims of this presentation

- Explore issues associated with developing leaders and leadership potential in geographically remote regions
- Examine specific leadership programme at the University of Western Australia Library

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Leadership challenges for librarians

- Anticipated retirements in the next 10-15 years is significant
- Lower numbers enrolling in library degrees

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Leadership opportunities for librarians

- Assuming 'acting' roles
- Arranging secondments
- Attending relevant training
- Undertaking formal continuing education

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Images of WA



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Western Australia – some background

- WA covers 2,532,400 sq kilometres (1,573,560 sq miles)
- And has 12,500 kilometres (7,765 miles) of coastline



The United Kingdom, Texas and Japan could all fit inside its borders!

Perth - the capital city - is the most isolated capital city in the world, closer to Jakarta than Sydney!

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Leadership challenges for WA librarians

- For employers – recruiting and retaining staff
- For employees – combating a sense of isolation and distance from colleagues and training opportunities

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Individuals combating geographic isolation

- Communication is the key
- Peer support
- Develop and maintain professional contacts
- Formal courses of study
- Actively support the professional association

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Organisations combating geographic isolation

- Develop a profile of the library
- Co-operative activities
- Using technologies e.g. Teleconferencing

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The UWA Library



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Leadership development at the UWA Library

- One strategy adopted by the University of Western Australia Library
- The University requires leaders to be innovative and committed to high performance in their own work and encourage it in others

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Taking the Lead

- Identified management skills
- Delivered training to address skills gap
- Utilised 360-degree feedback instrument and a behavioural style inventory
- Incorporated 'Leading into the Weekend' programme

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In summary

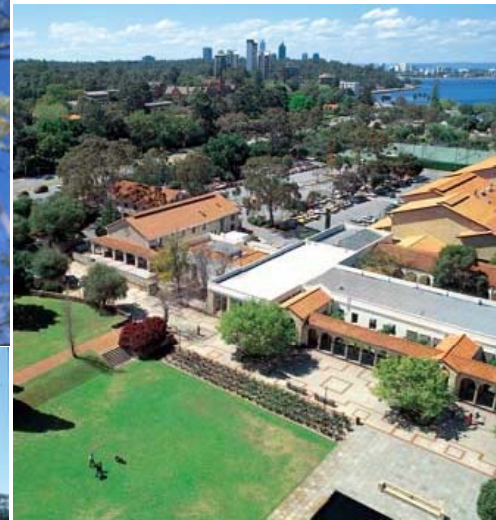
- Anticipated number of retirements
- Lower numbers of library students
- Overcoming the 'tyranny of distance'
- Let's be audacious in our approach to succession planning
- Proactive rather than reactive; let's create the future we'd like to see

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UWA a beautiful campus

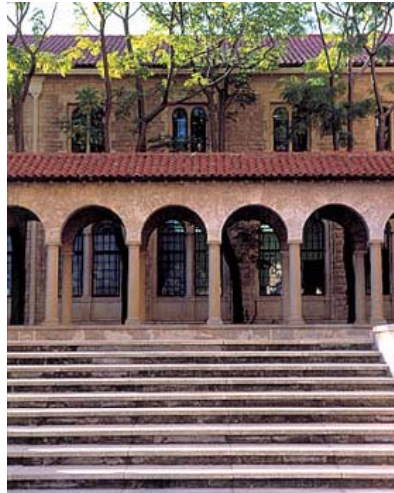


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UWA a beautiful campus



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