Committee Name: Leadership Development Special Committee

Charge

CHARGE: One of AALL's Strategic Directions is Leadership - “that Law librarians will be recognized and valued as the foremost leaders and experts in legal information, research, and technology.” Periodically AALL has sponsored various leadership training programs, including most recently a very successful Management and Leadership Institute developed under the Continuing Professional Education grant program. To fully support the Leadership strategic direction, however, AALL must ensure that leadership training opportunities are made available on a continuing basis.

Many of those who currently hold leadership positions in the Association are nearing retirement, so it is now critically important that new leaders be identified and trained. Many library organizations hold annual leadership institutes to provide upcoming leaders the opportunity to develop their skills. It is time for AALL to make such a commitment to the future. AALL also needs to develop a regular mechanism for identifying, mentoring, and keeping track of the progress of nascent leaders.

The Special Committee will:

Explore policies, practices, and funding mechanisms used by other organizations to train new leaders

Recommend the structure, timing, format, selection criteria, and funding needed to provide for an annual AALL leadership development program

Plan the first annual leadership program for Spring, 2008 (or as soon as possible thereafter) including recommending structure, speakers, and selection criteria, in coordination with the Continuing Professional Education Committee

Recommend ways that AALL can identify potential leaders, keep track of information about them, and make this information accessible to nominations and appointments committees, officers, or others who may need to identify leaders. This should include recommending a process to create and maintain a closed “rising star” database to be used for committee appointments or other appropriate purposes.

Suggest any other methods that might be used to mentor and develop potential leaders

The Special Committee will prepare a preliminary report for the Spring, 2008 Executive Board meeting and a final report with recommendations for Board approval for the Summer, 2009 Executive Board meeting.

Major Activities for 2008-2009:
1. Planned and marketed the first Leadership Program that AALL has held.
2. Reviewed 90 applications and selected 35 participants to be the 2008--2009 Leadership Fellows.
3. Selected faculty and approved the curriculum for the first Leadership Academy.
4. Had a booth in the CONNELL Marketplace and a table in the Activities Area at the 2008 AALL Annual Meeting.
5. Placed 2 articles in AALL Spectrum about the Leadership Program.
6. Planned and will hold a webinar on the program and leadership issues.
7. Recruited and assigned Mentors for each Fellow, who have been given monthly assignments to talk to their Fellows about. This encourages regular communication and the development of a long-term relationship.
9. Planned and ordered “AALL Leadership Fellow” ribbons for the Fellows to wear on their name badges at the Annual Meeting.
10. Responded to special requests from the AALL Board after two of its meetings for other ideas to advance the Strategic Direction of Leadership.

Proposed Activities for 2009-2010:
We have recommended that a Permanent Committee be appointed. The Special Committee goes out of business in July, 2009. Our committee will select the Fellows for the 2009 Academy, which has been given funding. We hope that most of the activities we have conducted will be followed, especially the Mentoring program. A website should be established, which should include the list of Fellows, their Mentors, the monthly assignments they have been given, information about applying for the program, biographical
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information about faculty, and articles about leadership.