

# NMRT Board Member Planning Report

**1. Office Name: Leadership Development Director**

**2. Office Term (Date: Ex. 2005-2006): 2013-2015**

**3. How do you plan to help committees address the four NMRT goals? (If it does not apply, put N/A.)**

- *Structure formal opportunities for involvement and/or training for professional association committee experiences on the national, state, and local levels:* Work with NMRT President and Past President to provide leadership training opportunities for committee chairs.
- *Provide a wide variety of programs to assist, encourage, and educate people who are new to the profession:* Plan and execute a “Demystifying ALA” webinar for all ALA members to explain governance and structure.
- *Offer variety of leadership training and opportunities to help those approaching the end of their NMRT eligibility to make the transition to future positions in the Association and the profession:* See bullet #1.
- *Develop and implement ongoing programs for library school students that encourage professional involvement and networking:* Work with Student and Student Chapter Outreach committee to host a meet-up for students at conferences, and offer to speak to chapters (in person/virtual) to talk about ALA leadership

**4. How do you plan to create a positive committee experience? What type of support do you plan to provide to chairs and committee members, and how often do you plan to provide such support?**

Communication is the backbone of a positive committee experience, followed by accessibility. It sounds so simple, but responding to emails in a timely manner, and with useful information (even if that answer is “let me check with someone else for you”) makes people feel that their leaders/managers care, and their concerns are being heard. Accessibility extends to availability on other channels – my committee chairs will have my office/mobile number if they feel a need to call me to discuss a matter instead of an email.

**5. What future directions do you see your office or NMRT needing to take this year or the following year? What kind of strategies do you envision for addressing projects that affect committees outside of your supervision?**

I’d like to offer some continuing education/professional development for our committee chairs. As an Emerging Leader, I know we had two webinars on leadership and being an effective leader, which I found very helpful. A webinar on some additional detail on the structure of ALA would also be interesting – I know we touched on this in the chair orientation, but I would love to go into greater detail about what makes a division a division, what makes a roundtable a roundtable, how to add committees to divisions/roundtables, etc. Demystifying ALA structure

and governance can help encourage committee chairs to continue being NMRT leaders, and perhaps encourage them to take other leadership roles through ALA.

I'm also somewhat surprised that the Student and Student Chapter Outreach (SASCO) chapter is not one of my supervised chapters – student chapters are a wonderful training ground for new leaders! I'd like to work with the SASCO chair to provide any support his/her committee members need to get the word out about ALA.

**6. Date of report: 15 October 2013**

**7. Submitted by: Kate Kosturski, Leadership Development Director**