

Arkansas State Library
A division of the Arkansas Department of Education
Arkansas Library Leadership Institute 2022

Curriculum

The ALL-In curriculum for the third cohort is based on the [Layers of Leadership developed by the Educopia Institute and Center for Creative Leadership](#) with support from IMLS. Competencies from the [Competency Index for the Library Field compiled by WebJunction](#) with support from IMLS were identified with input from ALL-In past-participants and pegged to three layers of the layers of leadership.

- **Leading Self** – Identify and practice one’s individual, authentic leadership style through the lens of one’s tendencies, strengths, and growth areas
 - ▶ Learning and Innovation
 - Manages the development of one’s own learning and ongoing improvement of skills and knowledge
 - ▶ Leadership
 - Aligns efforts with the vision and direction of the organization
 - Anticipates and adapts to change and challenges effectively

- **Leading Others** – Develop skills and confidence to work with others in meaningful ways so that work efforts are aligned and complimentary
 - ▶ Collaboration
 - Works effectively in teams with strong team-building skills and attitudes
 - Applies effective strategies to manage organizational politics, conflict and difficult coworker behaviors
 - ▶ Communication
 - Communicates effectively with a variety of audiences and individuals from diverse backgrounds

- **Leading the Library** – Envision and shape broader culture and organization through the use of speculation, intuition, and strategic thinking to identify gaps and anticipate future consequences
 - ▶ Community Relations
 - Builds relationships with community organizations
 - ▶ Organizational Leadership
 - Uses leadership skills to provide vision and guidance to library staff, board members, and the community