Creating and Supporting Management and Leadership Advancement Opportunities

with Cincinnati & Hamilton County Public Library
Tuesday, May 7, 2024
Speakers:

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Cincinnati & Hamilton County Public Library

- Independent district, political subdivision of the state; 7-person Board
- Approximately 900 staff
- 42 locations, 1 million sf public space
  - 500,000 Main Library, 40 branches, Distribution Center
- ½ funding from State (Public Library Fund)
- ½ funding local Hamilton County levies
- $90 million budget
CHPL Beliefs

• Empathy: We believe in everyone's innate value and potential.
• Enjoyment: We believe there is no prescribed path to knowledge – so why not make the journey fun?
• Connection: We believe we go farther together.
• Community: We believe libraries are the incubators of community.

Our staff = tremendous amount of human capital.
How do we tap into this potential more fully?
Cincinnati State Technical and Community College

- Urban Community College with over 100 degree and certificates, offering both applied and transfer degrees

- Three bachelor’s programs
  - Culinary Food Science
  - Land Surveying
  - Nursing

- 8,000 students

- HLC accredited
Cincinnati State: Humanities and Sciences

- Home of the Leadership Certificate and the College’s Programs in Education and the Helping Professions

- Opportunities presented by the project
  - Curriculum Innovation
  - Proof of viability in workforce development space
  - Proof of concept for new workforce development models
  - Furthering the college’s equity and inclusion mission
Community Leadership Certificate Program

• Background
  • Program began in 2023
  • Feedback from staff around leadership opportunities
  • Organizational needs assessment
  • Partnership with Cincinnati State

• Purpose and Goal
  • Purpose: To create paths for advancement for staff who do not currently have an MLS or MLIS degree and are passionate about leading others in public service.
  • Goal: To equip staff with the knowledge and skills to be successful in public service leadership roles at the Library.
CHPL Community Leadership Certificate Program

• CLC Program Outline
  • Identifying Needs of Public Service Leaders
  • Creating Curriculum
  • Funding
  • Communication to Staff

• CLC Program Selection Process
  • Qualifications for Participation
  • Application Process
  • Interview Process
  • Final Selection of Participants
Community Leadership Certificate

- 33 credit hours
- Previous course work might meet some requirements
- 100% online
- Advising done through virtual meetings
- Stackable certificates
  - Can earn while completing Community Leadership Certificate
  - Can act as standalone credential
Stackable Certificates

- Emerging Leader (or Manager)
- Change Leader
- Team Leader
Emerging Leader Certificate

• LDR 100 Intro to Leadership
• LDR 105 Self as Leader
• LDR 120 Inclusive Leadership

Emerging Manager Certificate

• MGT 101 Principles of Management or LDR 115 Intro to Org Leadership
• LDR 120 Inclusive Leadership
• MGT 130 Project Management
• NDR 100 Intro to Negotiation and Dispute Resolution
Change Leader Certificate

- LDR 110 Leading for Social Change
- LDR 130 Women and Leadership or LDR 200 Transformational Leadership
- LDR 230 Ethical Leadership
Team Leader Certificate

• LDR 125 Servant Leadership
• LDR 135 Practicing Positive Leadership
• LDR 225 Leading Teams
# Community Leadership Certificate

## Required Courses

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
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</thead>
<tbody>
<tr>
<td>ENG 101</td>
<td>English Comp 1</td>
<td>3</td>
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<tr>
<td>LDR 105</td>
<td>Self as Leader</td>
<td>3</td>
</tr>
<tr>
<td>LDR 120</td>
<td>Inclusive Leadership</td>
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<tr>
<td>LDR 125</td>
<td>Servant Leadership</td>
<td>3</td>
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<tr>
<td>LDR 290</td>
<td>Leadership Capstone</td>
<td>3</td>
</tr>
<tr>
<td>MGT 130</td>
<td>Project Management</td>
<td>3</td>
</tr>
</tbody>
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Community Leadership Certificate

Intro Elective (choose one)

- LDR 100  Introduction to Leadership  3
- LDR 115  Introduction to Org Leadership  3
- MGT 101  Principles of Management  3

Computer Elective (choose one)

- IM 111  Computer Applications  3
- IM 200  Information Systems for Managers  3
Community Leadership Certificate

Additional Leadership Elective (choose three)

- ADC 100 Drugs and Society 3
- LDR 110 Leading for Social Change 3
- LDR 130 Women and Leadership 3
- LDR 135 Practicing Positive Leadership 3
- LDR 200 Transformational Leadership in Practice 3
- LDR 225 Leading Teams 3
- LDR 230 Ethical Leadership 3
- NDR 100 Introduction to Negotiation and Dispute Resolution 3

**Note: Electives can be chosen by each student or can be chosen by the organization for their cohort**
Students in Community Leadership Certificate Cohort

- Explore their own potential
- Often don’t see themselves as leaders
- Diversity of cohort
  - Thinking
  - Share at a higher level
Contact Information

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• Feel free to email me with follow up questions or to set up a virtual meeting to discuss how this might work for your organization/employees
Participant Experience

• Why I applied
  • Reflects a desire to contribute more to the library’s mission
  • Focus on staff support and development
  • Drive to enhance community engagement

• What I have received
  • Develop strategies to ensure my actions align with my intentions
  • Opportunity to develop a leadership style

• Feedback
  • Positive feedback from veteran staff
  • Excitement from non-library staff
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Questions?

Please write your question in the chat or use the “raise hand” feature.