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• Course Description
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LSC 607 (672) Management is an “Introduction to the management process and functions as applied to all types of libraries, archives, media, and information centers. Emphasizes the development of competencies (see following paragraph) in utilizing human, financial, and other resources, and working with and through others to achieve effective and efficient organizational performance.” (CUA SLIS Course Catalog)
Management is..

...less about enforcing the rules than knowing how to apply the rules wisely in many different situations. Good management is nuanced and often invisible; bad management is clumsy and very visible. Finally, good management is not the absence of problems; it’s how problems are resolved.
Learning Objectives
8. Administration and Management

8A. The principles of planning and budgeting in libraries and other information agencies.

8B. The principles of effective personnel practices and human resource development.

8C. The concepts behind, and methods for, assessment and evaluation of library services and their outcomes.

8D. The concepts behind, and methods for, developing partnerships, collaborations, networks, and other structures with all stakeholders and within communities served.

8E. The concepts behind, issues relating to, and methods for, principled, transformational leadership.
Experiential Exercises
Experiential Exercises

• Management Aptitude
• Best Manager/Worst Manager
• Working in an Adaptive Culture
• Ethical Work Climate
• Personal Decision Style?
• Organic vs. Mechanistic Organizational Structures
• Want to Be an HR Manager?
• How Tolerant Are You?
• Personality Assessment: Jung and Myers-Briggs
• Assessment of Communication Apprehension
• Is Your Company Creative?
• What Is the Impact of Leadership?
• Best Team/Worst Team
• What Motivates You?
• Is Your Budget in Control?
Working in an Adaptive Climate

Organic vs. Mechanistic Organization Structure

What motivates you?

Management specifically encouraged me to bring about improvements in my workplace. I felt free to make recommendations to management above me to change existing practices. Good ideas did not get communicated upward because management above me was not very approachable.

Highly Adaptive Culture

A clearly known way is established to do the major tasks you encounter.

People don’t regularly exchange ideas or information with people doing other kinds of jobs.

The prestige of the job inside the company.

The opportunity to develop close friendships in the job.

What Motivates Me

The authority connected with the job.

The opportunity for independent thought and action in that job.

The prestige of the job inside the company.

The opportunity to develop close friendships in the job.

Motivation Scale

1-7 Scale
- Management Aptitude
- Personal Decision Style?
- What Motivates You?
- View of Leadership’s Impact
Q. Is that a slinky in Blane’s hand? What kind of management metaphor is a slinky?
A: Ah hah!
Thank you!

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