

## **Your Boss Just Won the Lottery – Now What? Rooting Your Library in Succession Planning**

Thursday, Oct. 6, 2016 – MLA Annual Conference

In asking what skills are needed – especially in leadership – for a library to continue to run efficiently, following are responses from those present at our session. This exercise was to encourage participants to think about what they are looking for in future leaders/employees during the first stages of succession planning.

We asked about *skills* but generally heard *attributes* responses from our audience.

### Attributes:

- Problem-solving skills
- Willingness to learn new things
- Risk-taking
- Build relationships inside and outside of the library
- Grant-writing
- A passion for customer service
- Willingness to take the initiative
- Team-building
- Ability to recognize skill as work (discernment)

### Skills:

- Cataloging
- Reference
- ILL
- Web Development
- Technology
- Subject-Specific expertise/interest
- Custodial Skills

### How to make this happen:

- Cross-Training
- Shadowing

### Great quotes from the session:

- “Hire for attitude, train for skills.”
- “If you see it, own it!”
- “It’s not job security, it’s a job well done!” —in reference to sharing information.

### Presenters:

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