



Creating and Supporting Management and Leadership Advancement Opportunities



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

Speakers:



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Hamilton County
cincinnati
public
library

Cincinnati State



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 (or Manager)

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

- | | | |
|-----------|----------------------|---|
| • ENG 101 | English Comp 1 | 3 |
| • LDR 105 | Self as Leader | 3 |
| • LDR 120 | Inclusive Leadership | 3 |
| • LDR 125 | Servant Leadership | 3 |
| • LDR 290 | Leadership Capstone | 3 |
| • MGT 130 | Project Management | 3 |



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.