

## Achieving Staff Buy-In Through The Discomfort Of Change

Margaret Macmillan      Tuesday, May 30 | 2 - 3 PM

Let's face it—change is uncomfortable but inevitable in today's library environment. How each of us handles our reaction to this uncertainty can dramatically impact our decision to "buy-in" with change. Learn how to recognize and manage resistance to change in yourself and in others, practice changing your mindset to a more open perspective and how building strong leadership and team communication skills will support everyone in embracing positive change.

## Why Library Workers Do Not Have The Skills To Meet Community Need

John Pateman Thursday, June 1 | 2 - 3 PM

The traditional library worker skillset is not sufficient to identify, prioritize and meet community needs. In this webinar, discover the skillset for a new kind of library worker, where the focus is on community development rather than technical library skills. Presenter John Pateman will reveal his new model for the library worker called the Community Development Worker. Pateman's model will focus on empathy, where library staff will be employed as Community Development Workers first and foremost, and will then receive technical skills training on the job.

## Does Your Library Staffing Reflect Your Community?

Amy Hunter & Dawna Wark Thursday, July 6 | 12 - 1 PM

Learn how the Hamilton Public Library sought to increase its staff diversity for their Page or Shelf Reader positions through partnering with local community organizations. Still in its early stages of implementation, come and hear about the approaches that lead to successes and some of the bumps along the way.

## Imposter Syndrome Holding You Back? Defining Success And Overcoming Self-Doubt For Library Professionals

Melanie Parlette-Stewart & Sajni Lacey      Thursday, July 13 | 2 - 3 PM

Have you ever felt like a fraud? Or that you didn't have enough experience or knowledge to succeed in your job? There is no denying the existence of imposter syndrome in countless disciplines and professional practices (just Google it). Feelings of imposter syndrome are common in the modern workplace, including in libraries and other information settings. In this webinar we will use personal experience and research to explore imposter syndrome through the lens of library professionals. So what's to blame? We'll talk about competition in the job market, burnout rates, social media and the need for non-traditional skills in a dynamic field. Attendees will have the opportunity to examine and develop strategies for managing imposter syndrome and will leave with tips and tools for managing imposter syndrome.