

Are you wondering whether the MTI or the ELA is the best fit for you?

These programs share a common goal of building strong leaders in the library field, but they focus on different tools, skill sets, and outcomes.

We encourage you to review this side-by-side comparison of management vs. leadership concepts, as well as each program's features, to determine which is best for you.

The MTI addresses the question: “How do we make sure the work gets done well?”	The ELA addresses the question: “Where are we going, why does it matter, and how do I get people excited about going there?”
Characteristics of Management: • Focuses on day-to-day operations • Managing performance • Planning and organizing • Delegating tasks • Giving feedback • Handling employee issues • Upholding policies and procedures • Scheduling & resource allocation • Managing conflict • Setting expectations • Accountability • Supervising employees • Problem-solving • Managing projects	Characteristics of Leadership: • Focuses on vision and direction • Inspiring performance • Vision-setting and strategic thinking • Empowering and developing people • Building trust and influence • Navigating change and uncertainty • Culture, values & purpose • Prioritization & strategic decision-making • Influencing and resolving complex conflict • Creating shared ownership • Engagement and commitment • Developing future leaders • Systems thinking • Leading change
The Management Training Institute: • Is cohort-based (18 members) • Is led by an expert facilitator, Michael Clark • Meets in-person monthly beginning in January and ending in August • Is lecture and discussion-based • Culminates with a graduation ceremony at the August session • Cost: \$275	The Emerging Leaders Academy: • Is cohort-based (15-20 members) • Is led by an expert facilitator, Jay Turner • Includes four in-person sessions (January, March, May, and July) and four virtual sessions (February, April, June, and August) • Includes project and public speaking components • Culminates at the NEFLIN Annual Meeting • Cost: \$350
The ideal candidate will: • Strive toward confident, decisive, and responsible leadership • Have less than 5 years of management experience • Have a goal of managing staff and departments with excellence	The ideal candidate will: • Be self-motivated, introspective, creative, and achievement-oriented • Have a minimum of two years of professional library experience • Have a goal of “leading in place” (in any situation they are in) with excellence