

impact

University of Idaho Extension programs that are making a difference in Idaho.

Leadership training provided for Idaho's rural library professionals

AT A GLANCE

Leadership to Make a Difference Institute (LMDI) focuses on the development of a core of well-trained and committed leaders working within their communities to effect change.

The Situation

Idaho citizens consistently turn to libraries for a variety of services and activities. A Pew Research Center survey found that Americans feel libraries provide them with resources they need and help them determine what information they can trust. The Idaho Commission for Libraries (ICfL) is the state's library development agency and builds the capacity of Idaho's 850 public, school, academic and special libraries to better serve their communities.

Leadership knowledge and skills training for library professionals in rural areas can lead to professional development benefits in management efficiency of library services and programs, and societal benefits of supporting lifelong learning and creative thinking for Idaho patrons. Due to University of Idaho Extension's experience and expertise with rural community audiences, the ICfL program director contacted the UI Extension office in Nez Perce County with interest in leadership development training for library professionals serving rural areas of the state.

Our Response

LMDI is an intensive training designed by a community development Extension educator and a leadership



Leadership to Make a Difference Institute in Cottonwood, Idaho.

education consultant with a combined 45 years of experience working with rural communities. Designed to help people develop confidence in their leadership abilities and learn skills needed to make a difference in our world, the LMDI focuses on basic leadership skills necessary for planning, leading and supporting positive intentional community change.

LMDI was delivered to library professionals in three regions of the state: Coeur d'Alene in the northern region in April 2017, Boise in the southern region in November 2017 and Hailey in the central region in May 2018. Training segments taught during the two-day institute include:

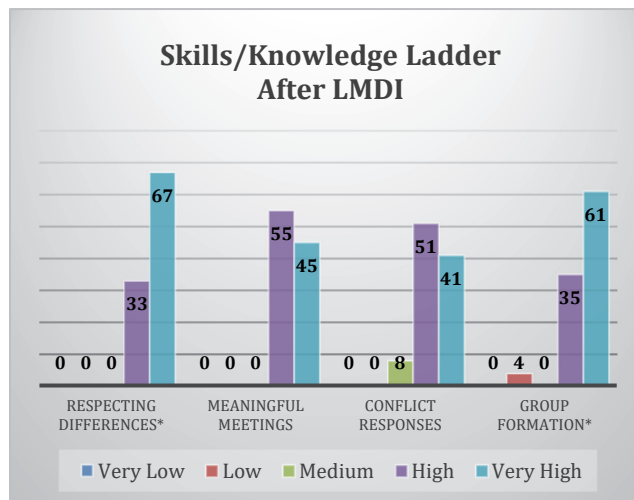
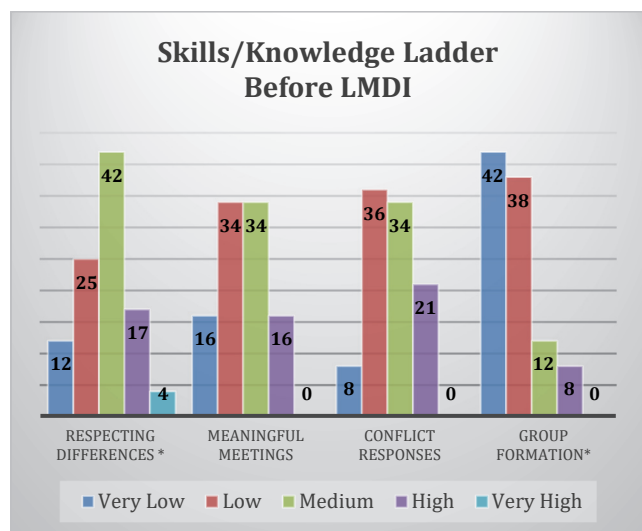
- The beginning of a leadership journey

- Respecting differences: diversity and inclusivity in leadership
- Building teams that go beyond
- Ensuring meaningful meetings
- Responding to conflict with courage
- Your leadership journey

Thirty-eight participants from 28 communities completed the leadership development training. ICfL supported instructor time, travel costs and curriculum materials.

Program Outcomes

With a greater understanding of self and others in relation to leadership development, participants strengthen their skills and increase their confidence for leading meetings, working with others and dealing with conflict. A retrospective survey was administered at the conclusion of the LMDI at each site. Results indicate significant increases reported in basic leadership skills and knowledge.



*Boise and Hailey Only

Additional survey responses showed that:

- 97 percent agreed they learned something from the training and are likely to apply what they have learned.
- 92 percent felt confident about using what they have learned.
- 89 percent felt the training will improve their library’s ability to provide services for the public.
- 90 percent agreed the instruction aides (binders, handouts, journals) were helpful.
- 97 percent felt the time allowed for the training was about right.

Boise and Hailey sites:

- 96 percent felt the instructors encouraged questions and interaction.
- 92 percent agreed the teaching tools (flipcharts, PowerPoints, quotes) were beneficial.

UI Extension seeks to support a culture of leadership in rural Idaho. With leadership development education such as the LMDI, participants can use their developed leadership skills to make a difference in existing organizations, at their workplace and in their communities while working to effect change.

FOR MORE INFORMATION

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