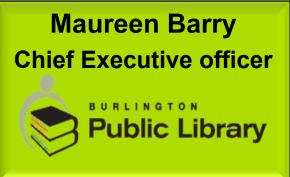


# Incubate Your Career: Mid Management to the Top







Ontario Library Association Super Conference January 2016

## Rebecca's Path to CEO



- Hamilton Public Library Children's Librarian, Manager, Director
- Brampton Library Chief Executive Officer

### Maureen's Route to CEO

- Atmospheric Environment Service
- Collingwood Public LibraryChildren's Librarian
- Burlington Public Library –
   Children's Librarian,
   Manager,
   Chief Executive Officer



# Margie's Journey to CEO



- Scarborough Public Library –Children's Librarian
- Clarington Public Library –Deputy Director
- Vaughan Public Libraries –
   Manager, Director,
   Chief Executive Officer

# Preparing and Positioning Yourself for the CEO's Position



- Volunteer for projects, teams, stretch assignments
- Initiate programs, projects, outreach, process revisions, anything
- Seek leadership opportunities
- Inspire others

#### **Keep Preparing and Positioning**

- Take risks with innovations, suggestions, proposals
- Stay technologically current
- Champion change, be nimble and agile
- Keep abreast of industry trends



#### **Prepare and Position some more**

- Build your network beyond your library
- Get involved in your profession through conferences and committees
- Volunteer in your community
- Be honest with yourself and do some personal work



#### **Recruitment Process**

- Working with external consultants
- Initial telephone prescreening
- "Why Me" statement
- 1st and 2nd interviews and presentation
- Perhaps use an Executive Coach



#### **Preparing for the Dreaded Interview**

- Learn everything you can about the Library Strategic Plan, Policies, Building Plan
- Demonstrate your knowledge – refer back to documents and use similar vocabulary
- Identify uniqueness of Library
- Create a First 90 Day Plan



#### **Real CEO Interview Questions**



- What is your vision for our library?
- What would you like to be your legacy as leader of this organization?
- Create and present an Implementation Plan for our new Strategic Plan

#### Is it the Right Fit?

- 2-way interview
- Do corporate values align with personal values?
- Do you agree with policies and practices?
- Workplace conditions?
- Are there future opportunities?



#### Questions???



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