



Incubate Your Career: Mid Management to the Top

Rebecca Raven
Chief Executive Officer

***Brampton
Library***

Maureen Barry
Chief Executive officer



**BURLINGTON
Public Library**

Margie Singleton
Chief Executive Officer



**Vaughan
Public Libraries**

**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 Library – Children'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 pre-screening
- ❖ “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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