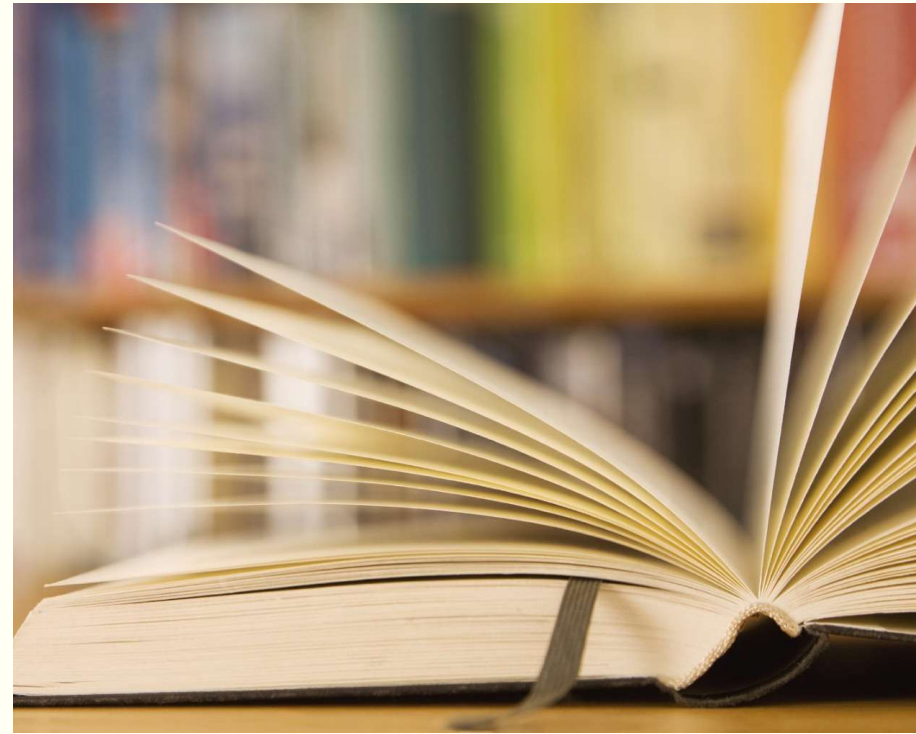




STUCK IN THE MIDDLE WITH YOU

Middle Management in Libraries

Andy Bourgeois, Cassie Veselovsky, Eyal Suseela
Capital Area District Libraries



Betwixt and Between

How Do I Learn to Manage?

Advancing to Management

Enforcing Policy...That You May
Not Co-sign

Mentorship Opportunities

Things That Work in the Lansing
Libraries



How Do I Learn to Manage?

- Formal Training
 - More likely at a municipal library
 - Leadership Academy
- Public Resources
 - Ask a Manager
 - LinkedIn Learning
- Peers
 - Supervisors in other departments
 - Good management transcends specific roles



Advancing to Management

- Build leadership credibility before getting the title
- Understand what management really means
- Cultivate relationships across departments
- Ask for growth opportunities and track them
- Know your "why" for wanting to lead



Enforcing Policy...That You May Not Co-sign

- Understand the "why" behind the policy
- Frame policies around safety, fairness or access
- Acknowledge discomfort without undermining authority
- Document and share feedback with decision-makers
- Support your team through the awkward moments



Mentorship Opportunities

- Mentoring isn't just top – down
- Mentoring to advance
- Mentoring to advise



Thing That Work In the Lansing Libraries

- Weekly Meetings
 - Supervisory Staff for all 3 City of Lansing libraries every Monday morning
- Prioritizing Communication
 - Active group chats
 - Callout Procedures
 - Monthly Office Hours
- Building Up Staff
 - Recognition
 - Mentorship



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