

**LIBRARY MANAGEMENT SKILLS INSTITUTE II WILL BE OFFERED BY
THE TRLN COMMITTEE ON HUMAN RESOURCES**

WHEN: May 2-5, 2000

WHERE:

LIBRARY MANAGEMENT SKILLS II: THE MANAGEMENT PROCESS
(Association of Research Libraries/Office of Leadership and Management Services)

In this four-day intensive learning event, participants focus on the organization as a whole and the individual's role in it. Based on the principles of organizational learning, it stresses the impact of individual and team learning on overall effectiveness. Participants will learn and practice some key principles of organizational learning. This institute is appropriate for any individual interested in creating increased capacity for growth and responsiveness.

Competencies gained or enhanced by this institute include:

- ability to see patterns and systemic cause and effect and understand the importance and nature of the organization as a system

- ability to inform the process of developing shared vision and understand the impact of individual roles on organizational effectiveness

- understanding of external and internal impact on organizational choice

NOTE: Attendance at ARL/OLMS Library Management Skills Institute I is not a prerequisite for a successful learning experience.

HOW DO I REGISTER?

Attendance is limited. Contact ___ to register. There is no cost to the participant, but you should plan to purchase your own lunch.

REGISTRATION DEADLINE IS

INSTRUCTORS: Shelley Phipps, ARL/OLMS Adjunct Faculty (Assistant Dean for Team Facilitation, University of Arizona Library), and Maureen Sullivan, ARL/OLMS Organizational Development Consultant. Shelley's position at the University of Arizona Library supports organizational system analysis and development, team building, coaching, and the implementation of their team-based, customer-focused learning organization. She has been an OLMS adjunct faculty member since 1982. Maureen has served as an OLMS trainer and consultant since 1980. She has designed and conducted many workshops on topics such as job design and work analysis, organizational change, performance appraisal, team building and group decision making.