

Reprise of session draws an appreciative audience

## Women as library leaders draws forty-nine women and one man and applause

Six library leaders with close to 100 years combined experience as CEOs started the process of filling the skills gap that will occur when 48% of existing library leaders retire in 2005. Joanne Tate (Waterloo Public Library), Eleanor James (Oakville Public Library), Jane Horrocks (Richmond Hill Public Library), Margaret Beckman (formerly University of Guelph), Wendy Newman (Brantford Public Library) and Barbara Clubb (Ottawa Public Library) told the 49 women and 1 man present that keeping well informed, seeking out a mentor, and keeping their lives balanced are all important strategies for those who would follow in their footsteps.

"Demonstrate supreme competence" said Margaret Beckman, "by attending conferences, constant reading of library literature, publishing articles, and chairing committees"



because there unfortunately still are biases against women leaders,

### To be a conspicuous leader

All six stressed the importance of positioning yourself, thinking about how you want to be perceived, and building a good reputation -- "being a conspicuous leader", as Wendy Newman put it. Rather than waiting for the perfect leadership opportunity to happen to you, "Lead from where you are," Eleanor James told the group. "Try to get a work environment that will support and nurture your growth." If you feel your present job won't let move up, "go deep --

become an expert," Wendy Newman advised. "Or consider whether you need to change jobs, workplaces, or even professions."

All recounted the value of various mentors they had had, and the importance of creating supportive networks, especially outside your workplace. As leader, "you will be somewhat isolated from staff you might normally count as friends," said Joanne Tate.

### Five don'ts for success

Barbara Clubb ended with five Don'ts, for those who want to get ahead.

- Don't talk too fast.
  - Don't give others too much detail.
  - Don't be too judgmental.
  - Don't be too self-critical.
  - Don't use weak body language or a timid voice.
- kae elgie*

## Libraries Advance Ontario launches its Millennium Project with CN Tower bash

When the bartenders thank you for coming because this was fun, you know something more than usual is going on. More than 400 conference-goers found their way to the CN Tower for the Libraries Advance Ontario launch of the OLA's Millennium year celebrations. And they had a great time!

The crowd got into the spirit of the evening from the beginning. Light sticks, costumed characters and the good music provided by Pavlo and his band were instant hits.

Everyone seemed to be into the evening's contest trying to identify King John, Isaac Newton and Andrew Carnegie and other nine wonderfully costumed historical personages wandering through the cheer.

And many took advantage of the free ride to the observation deck to see the view, one of the perks provided by the Association and Super Conference 2000. Over 200 stayed for dinner in the sky when the reception was over!

This was the first of a series of events that are all part of the OLA's Millennium Project. Libraries Advance

Ontario will mail out its "census forms" next week. This stage of the project which will also be on line at OLA's web site will identify everyone who works in and for libraries in Ontario, whether in a paid or volunteer capacity. The "census" is intended to show just how large and powerful a group we are. The results will be part of the OLA's 100th Anniversary time capsule.

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### Super Saturday promise

School Library Awards luncheon. We will all know by 1:30 p.m.

### Super Sessions of particular note

This year's Super Sessions have been given a great deal of thought by their distinguished and eminent speakers and panelists. They are all being well attended and will bring us to the end of Super Conference 2000 -- the closing reception for retiring National Librarian Marianne Scott (see Baobab story, p. 2). Enjoy.