

# ALL AROUND THE WORLD: LIBRARIAN LEADERS AND THEIR LIS LITERATURE-IDENTIFIED SKILLS

HOLD ON TO YOUR 14 LLAMA CORE  
COMPETENCIES!

## LEADERSHIP AND MANAGEMENT ARE NOT THE SAME

Though hiring authorities often merge the two (Stewart, 2017), and a small sample of Pakistani librarians have dissociated them with subjective descriptions like "the central element of a manager is cruelty" while "a leader is never cruel" (Ashiq, 2019), the simplest explanation is that managers are control and results-oriented while leaders motivate and inspire to help their teams achieve collective goals (Albright, 2018).

## THESE LIBRARIANS: SIMILARITIES AND DIFFERENCES IN APPROACHING LEADERSHIP SKILLS AND COMPETENCIES

- Top 5 public and private universities in Malaysia
- Academic libraries in Vietnam
- Academic libraries in Hong Kong
- Academic libraries in Pakistan
- American health sciences library directors at public research universities
- Knowledge management leadership

## ACROSS THE BOARD

One thing they all agree on is the importance of a leader's ability to build a team, in recruiting and training, encouraging communication and collaboration between all, and understanding the importance of supporting their staff's professional development.

## TO EACH THEIR OWN FAVORED LEADERSHIP COMPETENCIES

- 15 Malaysian librarians: good customer service (Goh, 2018)
- Vietnamese academic librarians: developing staff loyalty through support and professional training (Huynh, 2017)
- Academic librarians from Hong Kong: Communication skills to foster creativity, innovation and collaboration (Wong, 2019)
- Pakistani academic librarians: vision and innovation to anticipate necessary staff development (Ashiq, 2019)
- Health sciences library directors: assessment of the environment to remain aware of trends impacting their institutions (Fought *et. al*, 2017)
- Knowledge managers: transparency of information to encourage participation in decision-making (Farrell, 2017)

## CONCLUSION

Each region and library type uphold manifold values concerning leadership competencies (most of them aligning with the 14 listed by the Library Leadership Administration and Management Association), but these perspectives all lead to the same eventual outcome of promoting change management (Albright, 2018). During these quicker-shifting times, it is the librarian leader who applies these skills that will keep their institutions relevant as we move further from the stacks to digital collections.

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