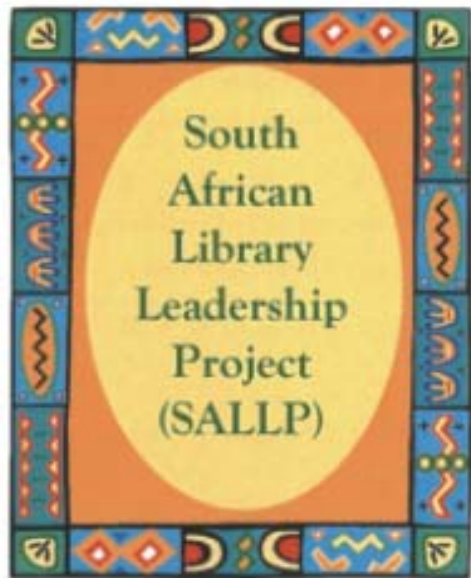


International Partnership, National Impact



Susan Schnuer & Ujala
Satgoor

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Oslo




*If you want to go fast, go alone
If you want to go far, go together!*

African proverb

The South African Library Leadership Project (SALLP)



- 2001-2004
- Partners
 - Mortenson Center for International Library Programs, University of Illinois
 - Library and Information Association of South Africa 
 - Mellon Foundation
- Goals
 - Leadership skills – senior/middle managers
 - Locating CEPD entity within LIASA

SALLP



- Outcomes
 - Leadership
 - 23 librarians
 - 16 – LIASA leadership
 - Promotions & professional recognition
 - CEPD Entity within LIASA
 - Proposal – 2002 survey - training & development – strategic objective with Business plan
 - Carnegie Corporation grant – 3 years

Project Components



- Selection Process – LIASA
 - Orientation – South Africa
 - 6-8 week training program – Mortenson Center
4. Post-US training in South Africa

Historical timeline of Project



- 1997 – LIASA established
- 1999 – Mellon interest in South Africa
- 2000 – Mortenson Center visits South Africa
- 2001 – Mellon Foundation awards grant
- 2001-2003 – 2 groups participate in program
- 2003-2004 – Application for Extension grant and 3rd group participates
- 2003-2004 – Development of CEPD grant, submitted to Carnegie & \$499,500 awarded

Partnerships - definition



A relationship in which people or organisations work together with equal status.

Dictionary of Library & Information Management

Core Elements - Environment



- History of collaboration or co-operation in the community
- Collaborative group seen as legitimate leader in the community
- Favorable political and social climate



IFLA CPDWL; Satellite Meeting, Oslo, Norway, 2005

Core Elements - Membership



- Mutual respect, understanding & trust
- Appropriate cross-section of members
- Members see collaboration as in their self-interest
- Ability to compromise



Core Elements – Process & Structure



- Members share a stake in both process & outcome
- Multiple layers of participation
- Flexibility
- Clear roles & policy guidelines
- Adaptability
- Appropriate pace of development



Core Elements - Communication



- Open and frequent communication
- Informal relationships & communication links



IFLA CPDWL; Satellite Meeting, Oslo, Norway, 2005

Core Elements - Purpose



- Concrete, attainable goals & objectives
- Shared vision



- Unique purpose

Core Elements - Resources



- Sufficient funds, staff, materials & time
- Skilled leadership



Partnerships – what we've learnt



- Mutual respect for cultural differences & an understanding of local conditions & needs



- A willingness to learn and operate in a different environment

Partnerships – what we've learnt



- Breaking down obstacles
- Celebrating success



Partnerships – 5 Stages



- Step 1 - Developing the trust – exploratory & fluid
- Step 2 - Defining the Project – intense & challenging
- Step 3 - Managing the Project – direct & focused



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Partnerships – 5 Stages



- Step 4 - Navigating the group – fun and busy!
- Step 5 - Focusing on the future – creative & reflective



A Key to Success: Humor



“A sense of humor is part of the art of leadership, of getting along with people, of getting things done.”

Dwight D. Eisenhower
1860-1969

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