

Calendar of Events

October 3, 2023

Recognizing Bias

Online via Zoom

10:00 AM - 11:00 AM EST

Melissa Lattanzi,
lattanzm@neo-rls.org

Various people, institutions and organizations help shape the way we view the world, sometimes in inaccurate ways. Participants will learn to identify implicit and explicit biases and explore strategies for challenging them in ourselves and others.

Learning Objectives:

Understand various concepts around bias

Develop strategies for counteracting biases you may have

Identify resources for continued learning and support

****We will be utilizing breakout rooms. If you do not have a microphone or a camera you will still be able to participate via the chat.*

Presenters:

Katie Mattise (they/them pronouns) joined Kent State in 2016, first serving as program coordinator and later as assistant director of the LGBTQ+ Center. Through this position, Katie worked across Kent State to educate, advocate and be a resource to the LGBTQ+ community. Prior to Kent State, they worked at various universities in residence life. Katie now serves as a director in the Division of Diversity, Equity and Inclusion. Through this role, they work with others to create, provide and facilitate opportunities for people to engage in meaningful conversation around various social justice topics.

Katie earned a Bachelor of Arts from the University of Pittsburgh in English Literature and a Master of Science in Cultural Foundations of Education from Syracuse University. Katie's passion lies in social justice, and they are excited to collaborate with Kent State stakeholders, on and off campus.

October 4, 2023

Library Boot Camp: Refresh & Reboot: Leveling Up Your Reference Interview & Information S

Online via Zoom

02:00 PM - 03:00 PM EST

Jeff Laser,

jeff.laser@neo-rls.org

While we may provide information to patrons on a daily basis, sometimes we need to step back and re-assess not only what we're doing but how we're doing it. This webinar will provide you with a chance to look at standards of practice, suggestions on steps to take in the reference interview, and ways to search for information on any topic.

Designed for those staff members new to the reference desk to get them off on the right foot.

Learning Objectives:

Attendees will gain practical searching skills to apply within any information-searching environment.

Attendees will be acquainted with standards of reference service against which to measure their performance.

Attendees will learn the importance of - and how to conduct - a thorough reference interview.

Presenter:

Don Boozer is Manager of the Literature Department and Homebound Services at Cleveland Public Library as well as Coordinator of the Ohio Center for the Book. He is also an adjunct instructor at Kent State University's School of Information where he teaches the reference service and information sources class.

October 5, 2023

New Genealogy Networking Meeting

Online via Zoom

02:00 PM - 03:00 PM EST

Jeff Laser,

jeff.laser@neo-rls.org

We are excited to start this new genealogy networking group. Here is an opportunity to share your challenges and successes with your peers. This meeting will be held through Zoom which is user friendly to all devices. You will receive a link in your confirmation email a reminder 2 hours before the meeting. We hope you will join us. Please send agenda items/questions to Jeff Laser.

October 9, 2023

2023 Staff Development Day

Lakeland Community College

7700 Clocktower Drive

Kirtland, OH 44094-5198

09:00 AM - 03:30 PM EST

Melissa Lattanzi,

lattanzm@neo-rls.org

Keynote: You are the Guardians at the Gate

You may not know this, but you are the leaders in the fight against ignorance, censorship, and misinformation. When your customers think of the library, they think of you! You are the guardians at the gates, truly unsung heroes who deal with all types of chaos and disorder throughout the days and nights at your library. This keynote will celebrate your awesome work, get some tools to fight the good fight and learn some techniques to make deeper connections with your customers.

Presenter:

Maurice Coleman is a trainer, coach, and keynote speaker. Maurice helps organizations improve their human processes and use of technology, expand their internal/external communications, and broaden their focus and implementation of EDI activities.

Maurice is also the host and producer of the long-running (and oldest) training/education and empowerment podcast?T is for Training?and the Technical Trainer at a county library system located in the North-Eastern corner of Maryland.

He was named a Library Journal Mover and Shaker in 2010 and was a member of the first class of WebJunction's National Library CE Training Institute in 2014.

Breakout Session 1

*Ambassadorship = Customer Service + Marketing + Community Engagement
Are you promoting your library the best you can, both inside and outside the library walls? Learn ways that you can better represent your library in your community.
Become a good ambassador!*

Learning Objectives:

Empowering you and your staff members to become good ambassadors.

Preparing for successful contacts within your community.

Enhancing your community's perception of your library.

Presenter: Susan Ungham, former children's associate and retired branch manager with experience in rural, suburban, and urban public libraries; current part-time instructor in Cuyahoga Community College's Encore program for older adults.

Together We Need to Understand Diversity in the Library Collection

Why is having a collection that is diverse such an important goal for libraries? In our time together we will explore what “diversity” means in regard to collections, what our history is with serving diverse communities, and why every staff member, no matter what their job, needs a good understanding of the importance of diverse collections.

Presenter: Wendy Bartlett serves as the Collection Development & Acquisitions Manager for Cuyahoga County Public Library, a position she has held since 2009. Before that, Wendy was the branch manager for the Beachwood Branch of CCPL, and before that, the Assistant Director of the Kent Free Library. Wendy was the Regional Manager of the Cleveland-Pittsburgh Borders stories before joining the library world. She also served as a Councilperson for the Village of Lodi, her hometown in her twenties, where she first learned about budgeting for government agencies.

Unleash the Power of Nonverbal Communication!

Explore the importance and impact of body language and how you can use it to elevate your customer service to new heights. Learn where body language comes from and how to decipher what the body is saying. Utilize nonverbal tells to establish rapport, convey confidence, and manage conflict. Explore ways body language has evolved since the pandemic and how you can leverage nonverbal cues to create positive and effective interactions in today’s environment. Finally, discover not only how to positively influence others, but truly change how you think and feel, all through body language. Don’t miss this transformative session and enhance your customer service approach today!

Presenter: Holly Klingler

For over thirteen years, Holly Klingler has been training people in a variety of career fields on how to maximize their communication, creativity, and critical thinking skills. She has presented at the Akron Women’s Bar Association, the Ohio Certified Public Accountants Annual Conference, OhioMeansJobs and the Hudson Job Corp., and has trained library staff for over twelve years, eight of which were as the Continuing Education trainer at the Northeast Ohio Regional Library System. She teaches valuable techniques to help professionals showcase their strengths, sharpen their skills, and build their confidence. Holly has a Master of Arts degree in Philosophy, a Masters of Library and Information Science, and a certification in nonverbal analysis. She is also a certified Career Development facilitator and an MBTI Certified Practitioner and Facilitator. She is currently an Instructional Systems Designer for the Technical Excellence Office at the NASA Safety Center.

Re-energizing Your Space: How Cleaning and Mental Health are Connected

Feeling anxious, stressed or unable to focus? Take a look around you. Clutter, mess or an untidy work area can make some people feel overwhelmed. In fact, research shows that cleaning (or a lack of cleaning) can have an impact on your mental health. Clinical psychologist, Dawn Potter, PsyD, discusses tips for decluttering, and how a neat workspace can positively impact your wellbeing.

Presenter: Dawn Potter PsyD is a psychologist and clinical assistant professor with the Cleveland Clinic Lerner College of Medicine. She specializes in the treatment of anxiety and stress-related disorders. She is an experienced health psychologist trained in cognitive behavioral therapy. Dr. Potter completed her bachelor of arts and master of arts in psychology at Carleton University in Ottawa, Canada. She then completed her doctorate of psychology from Pacific University in Hillsboro, Oregon. She completed a pre-doctoral internship with IU Health Ball Memorial Family Medicine Residency Center in Muncie, Indiana and a postdoctoral fellowship with MetroHealth in Cleveland, Ohio.

Breakout Session 2: Networking sessions

Breakout Session 3

Bridging the Gap: Social Work in Libraries

Meeting people where they are is a significant yet unwritten social work rule. An increase in community needs coupled with the evolution of libraries and their varying clientele, there is no better place for Social Workers to be. This workshop is designed to provide insight into community-based needs, identify ways in which staff and patrons benefit from social service expertise, and dispel the myth that libraries have a future without the incorporation of Social Work Principles & Practices.

Presenter: Bryanta L. Spencer is a licensed independent Social Worker and founder of Fortitude Wellness and Consultations LLC where she provides psychotherapy and professional development training. She holds certifications as a Clinical Trauma Professional and Mental Health First Aider. To compliment her passion for helping others and rooting for the underdog, she completed her undergraduate studies at The Ohio State University earning dual degrees in Social Work and Communications with a minor in Criminology. She also holds a Master of Science in Social Administration from Case Western Reserve University. Currently, she is serving as the Social Work Manager of Cuyahoga County Public library. Social services being provided in libraries is a growing trend and she is the first Social Worker in Cuyahoga County to be employed by a library system.

Roundtable Conversation about Book Challenges

Come share your concerns about book challenges and leave not only with a feeling of solidarity, but with techniques to aid your work.

Facilitator: Wendy Bartlett, Collection Development and Acquisitions Manager

Art of Storytelling

Want to learn how to tell a captivating story? This session will show you how to unlock the power of storytelling and turn your experience into compelling narrative. We'll discuss the building blocks of narrative, how to shape your story, presentation tips, as well as how to overcome writer's block. You'll leave this workshop with a strong start to your own story, as well as ideas for how to incorporate storytelling into your programming.

*Presenter: Dana Norris is the founder of the Story Club, a storytelling show which has held shows in Chicago, Boston, Cleveland, Pittsburgh, Minneapolis, Belgrade, Columbus, and Tulsa. She currently produces and hosts Story Club Cleveland and teaches at Literary Cleveland. She is the author of *The Storytelling Code: 10 Simple Rules to Shape and Tell a Brilliant Story*. She has also been published in *McSweeney's Internet Tendency*, *The Rumpus*, *CLE Scene*, *Tampa Review*, and her stories have been featured on NPR stations *WBEZ* and *WKSU*, among others.*

Re-energize Your Spirit

As library staff, your jobs are more important than ever to support the emotional and intellectual needs of your patrons. Your time and talents make you very important people! To keep your work active and purposeful you must focus on ways to recall and maintain your purpose and energy so that you may continue to be healthy stewards of this work. Come be a part of a conversation that will aid in re-energizing your spirit and

remind you of WHY you do this work!

Learning Objectives:

Learn how our energy contributes to our emotional wellness and the energy of others.

Identify ways to protect, heal and revitalize your Spirit for the work that you do.

Presenter: Erin Turner, LISW-S, is the Intensive Services Program Manager at Crossroads/Beacon Health in Lake County and Adjunct Faculty for Youngstown State School of Social Work Graduate Program. She has worked in community mental health settings for over 20 years as a volunteer, direct service provider, clinical supervisor and program manager. She has extensive experience working with children, adolescents, families and adults with a variety of mental health issues, including trauma, mood disorders and crisis situations. Erin specializes in community-based crisis intervention. Erin has provided multiple trainings within the context of Social Work including, Risk Assessment, Trauma, Compassion Fatigue and Motivational Interviewing.

In addition, there will be stations throughout the day for relaxing and re-charging your energy. These will consist of adult coloring, puzzles, health tech, meditation and more.

October 10, 2023

New Diversity, Equity, Inclusion, & Accessibility Networking Meeting

Online via Zoom

02:00 PM - 03:00 PM EST

Jeff Laser,

jeff.laser@neo-rls.org

We are excited to start this new Diversity, Equity, Inclusion, & Accessibility networking group. Here is an opportunity to share your challenges and successes with your peers. This meeting will be held through Zoom which is user friendly to all devices. You will receive a link in your confirmation email a reminder 2 hours before the meeting. We hope you will join us. Please send agenda items/questions to Jeff Laser.

October 11, 2023

Practical Budget Management: How to Avoid Disaster, Make Smart Moves, Report Responsibly

Online

Via Zoom

10:00 AM - 11:00 AM EST

Melissa Lattanzi,
lattanzm@neo-rls.org

Whether you're a newly minted library staffer responsible for the budget for Summer Reading, a Director concerned with making the most of your budget, or have budgeting responsibilities somewhere in-between, budgeting can be intimidating. Join Wendy Bartlett, Collection Development & Acquisitions Manager for Cuyahoga County Public Library, and learn basic budgeting do's and don'ts, how to be ready for unexpected decreases in funding, how to cope if you mess up, and how to educate yourself about the bigger budgeting picture. You'll leave with practical ideas (and tools!) that will make working with the budget a pleasure rather than a chore.

Learning Objectives:

Basic budgeting do's and don'ts

Prepare for the unexpected

How to handle a mistake

Understanding the bigger budgeting picture

Presenter:

Wendy Bartlett serves as the Collection Development & Acquisitions Manager for Cuyahoga County Public Library, a position she has held since 2009. Before that, Wendy was the branch manager for the Beachwood Branch of CCPL, and before that, the Assistant Director of the Kent Free Library. Wendy was the Regional Manager of the Cleveland-Pittsburgh Borders stories before joining the library world. She also served as a Councilperson for the Village of Lodi, her hometown in her twenties, where she first learned about budgeting for government agencies.

October 12, 2023

**Staying Current & Assisting Library Patrons through Rapid Technological Changes
Online via Zoom**

10:00 AM - 11:00 AM EST

Melissa Lattanzi,
lattanzm@neo-rls.org

For years, library staff have fulfilled the role of technology instructors within our communities. However, in this era of swift transformations, this responsibility comes with its fair share of challenges. Our speaker will explore strategies for building and maintaining the skills necessary to succeed, as well as how to apply them when providing tech-help to library patrons.

Learning Objectives:

Attendees will identify core library staff tech skills and develop strategies to build and maintain them.

Attendees will identify current tech help topics and commonly used patron devices.

Attendees will explore best practices in patron tech instruction.

Presenter:

*Nick Tanzi is a nationally recognized library technology consultant, and author of the books *Making the Most of Digital Collections Through Training and Outreach* (2016) and *Best Technologies for Public Libraries: Policies, Programs, and Services* (2020). From 2019-2021, Tanzi served as the column editor for *Public Library Magazine's "The Wired Library"*. His work has also been featured in publications including *VOYA Magazine, Computers in Libraries, Library Journal, and Marketing Library Services.**

October 18, 2023

Day for Public Service-Avon Lake

Avon Lake Public Library

32649 Electric Blvd

Avon Lake, OH 44012

09:30 AM - 04:00 PM EST

Melissa Lattanzi,

lattanzm@neo-rls.org

Morning: How To Pivot, Thrive, and Bounce-Up™ During Change

Change barreled headfirst into every organization in 2020 and hasn't stopped yet.

You've managed disruptions, understaffed days, and unsettling economic events that impact your patrons. No one can escape transitional times. Don't dread it. Instead, take every "change" that comes your way and "Flip-It" into positive communication and action.

This highly interactive program includes momentum-building activities with beach balls, bubbles, and an inflatable punching bag. It's one unique half-day session filled with engagement, fun, and inspirational stories. Mj shares her three core POWER strategies so that you can Bounce-Up higher and stronger. You'll get practical tactics and trademarked techniques to develop your Bounce-Up Mindset and thrive.

Learning Objectives:

Eliminate the "bounce-back mentality" that prevents you from taking empowered actions during change.

Understand the immediate reactions to challenges and how to flip the script from Change Evaders to Change Makers during transitional times.

Shift current challenges into proactive solutions based on an action plan created and customized by you for you.

Presenter:

Mj Callaway delivers outcome-focused programs that include humor, real-life stories, and strategic self-mastery tools you can implement immediately. As a two-time cancer warrior and domestic abuse survivor, Mj shares that every setback is an opportunity to create your Bounce-Up™.

She's the creator of The Bounce-Up™ Principle, a Certified Virtual Presenter, Certified Change Management Specialist, and a Leadership Liaison for the National Speakers Association. In addition, Mj has earned a Holistic Resilience Certificate from Point Park University and four Gold Awards from the Parenting Media Association.

She blends her management, sales, speaking, and journalism experiences to create interactive and impactful workshops. With more than 2,000 consumer magazine features under her pen name, she's interviewed everyone from youth entrepreneurs to CEOs, non-profit founders, and professional athletes.

Afternoon: Yes... And Customer Service

Based on the Improve Group Second City work, there has been a movement of answering our patrons with Yes... and in place of just saying no. We work in an industry where the book is checked out, the policies are written pretty clearly, and sometimes we cannot meet our patrons' requests. Because of this, we can face upset or angry patrons. This is a training that can help us with what we can do instead of what we are not able to do. At the end of this, you will have a new mindset that you can use to create more positive patron interactions when we don't have the answers they want.

Presenter:

Molly Meyers LaBadie has worked in libraries for over 20 years in multiple roles and systems. She has come to learn in this time to expect the unexpected. Molly has presented on multiple topics, and lately, she has been presenting on Empathy in Customer Service, Empathy in Leadership, Creativity in Libraries, and Bedbugs. With a background in training, she has worked to develop training for libraries that deal with the

issues and realities that staff face in 2022. Molly is currently the Deputy Director at the Delaware County Public Library, where she has been for the last five years.

October 20, 2023

Beyond the Stamp - Your Role, Responsibilities, and Risks as an Ohio Notary Public-Mansfield
Mansfield Richland County Public Library
43 W 3rd St.
Mansfield, OH 44903

10:45 AM - 02:15 PM EST

Melissa Lattanzi,
lattanzm@neo-rls.org

The Ohio Society of Notaries is the professional association for Ohio notaries, dedicated to awareness, education, and advocacy for Ohio's 220,000 notaries, and the important role they play in protecting our citizens. We have been THE primary resource for Ohio notary information since 2009. Visit us at www.ohionotaries.org

We are again presenting our popular advanced notary seminar "Beyond the Stamp - Your Role, Responsibilities, and Risks as an Ohio Notary Public", updated with Ohio's new notary laws.

This is THE best, longest-running, and most comprehensive Ohio notary training available, and is particularly valuable for LIBRARIANS providing notary services to their patrons as a community service. We have trained hundreds of Ohio librarians statewide.

We are again partnering with the Northeast Ohio Regional Library System to present the class in Mansfield, Richland County y on Friday, October 20th

Unlike other notary classes around the state, this is not just a boring regurgitation of Ohio statutes and legalese, by those who have never been in the REAL Ohio notary world.

It's taught by Roger Rill, President of the Ohio Society of Notaries, with over 45 years of Ohio notary experience. Roger was the co-author and driving force behind passage of the Ohio Notary Public Modernization Act that became effective law in September 2019, and which completely revamped and improved Ohio's notary system. Roger was honored by NNA as a 2019 National Notary Of The Year Special Honoree (see attachment). Learn from the best!

This is the opportunity to receive the full Ohio training you never had - with the best, and most comprehensive, Ohio notary seminar available; designed for Ohio notaries, by Ohio notaries.

We present this class all around the state, and you'll be surprised at how much you don't know, about what you don't know! Lack of notary knowledge could lead to errors, and potential liability exposure for both you and your library!

NOTE: We are an Authorized Provider of Ohio Notary Training/Testing for the Secretary of State. If your current commission expires within ONE YEAR of the class date, this session fulfills the Training Requirement for your renewal. The Ohio exam will also be given for NEW notary applicants - details below.

The class will be held at the following location:

Mansfield/Richland County Library, 43 West 3rd St., Mansfield 44903

Check-in for will begin at 10:15am, with class running from 11 am-2:15pm (may be a little longer with questions). Feel free to bring a lunch.

The exam will follow immediately for those NEW applicants

Exam will be given immediately after class for new applicants - takes about 30 minutes

Page 11/39

A class description is in the link below, along with some additional Ohio info

attachments you'll find helpful. If you don't know the FAQ answers, you are risking your commission, and potential liability, and you REALLY need to join us for this seminar! Please bring these documents to class!

Registration fee is \$75, or \$130 if also taking the new-applicant exam.

Checks/money orders are payable to Ohio Society of Notaries, and mailed to: OSN, 3959 Cedric Lane, Dublin, OH 43016. Deadline is October 19.

We much prefer pre-payment to minimize no-shows, and not have a long line at check-in. Payments of cash, check, or money order will be accepted at the door, but you MUST pre-register!! Receipts provided upon request. NO CREDIT CARDS.

You'll receive an email confirmation of your registration prior to class.

ADVANCE REGISTRATION IS REQUIRED!! Please register ASAP as seats are limited. Reply to roger@ohionotaries.org or notary13@hotmail.com with name, years as notary, WHICH CLASS LOCATION YOU WANT TO ATTEND, and any particular issues you'd like discussed. If a current notary, please include your commission expiration date.

Importantly, include if you are a NEW notary applicant, or if your current commission expires before October 20, 2024! You'll be provided a class completion and/or exam certificate to submit to the Secretary of State to complete your training requirement.

Even if you can't join us, keep the attached Loose Certificates - you'll find they do come in handy!

It's a fun class, with lots of interaction and experiences from your classmates, which will include local mobile notaries. Swap business cards with other attendees and create your own network!

Feel free to also join our Ohio Notary Network forum Facebook Group, and hang out/chat with over 2000 other Buckeye notaries!

Call 614-336-7878 or email info@ohionotaries.org for any Ohio notary questions, anytime. We answer the phone and emails day or evening, 7 days a week, and the service is FREE! We're here for YOU - this is the ONLY such resource in the state!

Hope to see you on October 20th Other upcoming classes around the state will always appear on the Training Page of our website.

Roger Rill, President

Ohio Society of Notaries

www.ohionotaries.org

October 24, 2023

Inclusive Decision-Making: Navigating DEI Challenges for Effective Systems Change and Personal Well-being

Online via Zoom

10:00 AM - 11:00 AM EST

Melissa Lattanzi,
lattanzm@neo-rls.org

Empower your decision-making, overcome pitfalls, challenge resistance, and foster resilience on the path towards inclusive change and personal well-being.

Learning Objectives:

DEI Decision Making: basic components of making decisions through the lens of inclusivity.

Common Missteps in DEI Systems Change: What are the major pitfalls to avoid when embarking on a systems change process.

Identifying and Challenging Resistance: What does resistance sound like from others? How do I identify and challenge it in myself and my everyday life?

Self-Identity and Resiliency: How do I care for myself in the process of DEI and advocacy?

Presenters:

Chinenye Nkemere

Chinenye (ChiChi) (she/her) is a strategic thinker. She has over 10 years of experience in community engagement, asset building and advocacy. She holds a B.A. in Political Science, African Studies and African American Studies from The Ohio State University, with a focus on race and electoral politics. ChiChi is a Teach for America alumni and highly skilled curriculum specialist. She is active in various civic projects and strategic initiatives in Northeast Ohio. She remains dedicated to progressive and radically inclusive equity in all spaces and for all peoples.

Bethany Studenic

Bethany (she/her) is a Master's level Social Worker and Attorney. Bethany has over a decade of experience in community change initiatives and has served as a leader in prominent social and research-based advocacy movements. Additionally, Bethany has worked in direct practice with diverse groups, including survivors of domestic violence, community police reform movements, and families experiencing poverty.

October 24, 2023

Youth Services (Children & Teen) Virtual Networking Meeting

Online

Via Zoom

,

02:00 PM - 03:00 PM EST

Melissa Lattanzi,

lattanzm@neo-rls.org

Here is an opportunity to share your successes and challenges with your peers. You will receive a link in your confirmation email and a reminder 2 hours before the meeting. We hope you will join us. Please send agenda items/questions to Melissa Lattanzi.

October 25, 2023

Back to the Book XXII: Bookaverse, Book Discussion, and Books Celebrating the LGBTQ+ Community
Hilton Garden Inn
8971 Wilcox Dr
Twinsburg, OH 44087

09:30 AM - 04:00 PM EST

Melissa Lattanzi,
lattanzm@neo-rls.org

It is hard to believe that this is the 22nd Back to the Book. This year we are focusing on the Bookaverse, Book Discussion, and Books Celebrating the LGBTQ+ Community.

"Everything I Know About Myself, I Learned from Mystery Novels" : queer coming of age through the lens of crime fiction

Kristen Lepionka, author of the award-winning Roxane Weary mystery series and founder of Queer Crime Writers, talks about queer identity, writing life, and how mystery novels have educated her along the way.

Kristen Lepionka (she/her) writes queer stories about smart women in tough spots, including the award-winning Roxane Weary private investigator series and the forthcoming One of Those Girls (Minotaur). She likes: telling stories, inclusivity, cats, tattoos, iced coffee, film noir, museums, DIY, looking at stars, sunflowers, and hot sauce. She lives with her partner and two cats in Columbus, Ohio.

BookTube, Bookstagram, and BookTok, Oh My: Understanding the Online "Bookaverse" As Tool for Professional Development

In this session, participants will learn how to engage with bookish social media spaces as a site of professional development. Whether you enter as a passive observer or an active creator, these online spaces can be a robust tool for collection development, programming ideas, lesson planning, and advocacy. Plus it's fun! Participants will leave this session with ideas for how to find content on social media to ignite ideas and address needs in the school library, as well as inspiration for how to join in by sharing content of their own!

This presentation will start by covering the different social media platforms and their respective bookish subspaces: Bookstagram, BookTube, and BookTok. Participants will learn about the value of building a curated feed in each of these spaces and building networks. We will look at hashtags, recommended accounts to follow, and best practices for finding useful content. Additionally, we will look at genres of participation both as a participant in these spaces and as a content creator.

Participants will be guided through setting a purpose for their participation in social media spaces in the Bookaverse, developing a framework and strategy for that participation, and developing goals for building their personal networks in one or more social media sites. They will also learn language for articulating the value of participation in the Bookaverse on yearly evaluations and professional development plans.

Learning Objectives:

Upon completion, participants will be able to describe their personal learning needs that can be met through participation in the Bookaverse.

Upon completion, participants will be able to identify which social media platforms would suit their learning needs and why.

Upon completion, participants will be able to articulate the value of social media as a professional development tool.

Presenter:

Tara Gold is a high school librarian in Durham, NC. She has a PhD in Education from the University of North Carolina at Chapel Hill, where she researched adolescent literacy practices on BookTube, and a master's in Library and Information Studies from the University of North Carolina at Greensboro. Dr. Gold has dabbled in book blogs, book Tumblr (Booklr), Bookstagram, BookTube, and BookTok. She has also served K-12 schools as a classroom teacher, instructional coach, and student teacher supervisor.

You will have a choice from the following two breakout sessions after lunch.

Making it Happen: Discussions 101

Are you new to book discussion? Have you ever wanted to start a discussion group, but didn't know where to begin? From book choices to group dynamics, this session will share information to help ensure that your discussions are meaningful and fun for both the participants and the discussion leader.

Mary Frances Burns, Librarian Emeritus

Mary Frances came to Ohio in December 1994 to assume the Directorship of Morley Library, the public library in Painesville. Under her leadership, the library district passed a bond issue for \$11.6 million to build a new library, which opened in late fall, 2004. Mary Frances retired in 2015. Much to her surprise, this position lead her to book discussions, a special interest that she still pursues. Mary Frances leads two book discussion groups, one of which is a cooperative venture with Lakeland Community College. She participates in one other for which she only needs to read the book!

Deep Dive!: Enhance and Diversify Your Book Discussion Programs

Two veteran book discussion leaders will share their ideas for spicing up your book discussions. You will come away with fresh picks, unique titles and ideas to bring more diversity to your discussions. We will consider the benefits and practicalities of offering "deep dive" readers' series. Plus, we will review the pros and cons of in-person, virtual and combined formats, and how to include the author. Finally, we will share some tips and tricks that we've learned over the years, with opportunities for your participation.

David McNally is the Adult Services Librarian Supervisor at the Beachwood Branch of Cuyahoga County Public Library, where he has worked for the past 12 years. He leads two monthly book discussions, one in-person and one virtual. He spent the prior 17 years working in children's services at three different CCPL branches, as well as the Lakewood Public Library. David graduated from Kent State with his MLIS in 2000. He also attended Baldwin-Wallace College where he obtained a BA in Business Administration.

Kate Merlene is the Adult Services Librarian Supervisor at Cuyahoga County Public Library's Orange Branch, where she has been a longtime, passionate advocate for connecting people with their next great read. She leads three monthly book discussions and annual deep-dive reader's series with her colleague Dave McNally. She has moderated fiction panels for Library Journal's Virtual Day of Dialog, and is part of CCPL's author event team. She writes Library Journal's daily column Book Pulse, which provides current title, author, and media information for librarians who buy and recommend books.

Building a Resilient Workforce and a Networking Event for Directors, Deputy Directors, & Admin

Twinsburg Public Library

10050 Ravenna Rd.

Twinsburg, OH 44087

09:30 AM - 03:30 PM EST

Melissa Lattanzi,

lattanzm@neo-rls.org

It seems today, with the help of technology, work is always looming like a shadowy specter even when we've left the office. There's always more to do and it keeps coming in, whether it's a 1 am email or a phone call while you're on vacation. This is leading to employees and leaders feeling overwhelmed by the relentless demands of work that bleeds into every part of their lives.

More than one-third of executives in our global survey rated this issue among their top five priorities, but fewer than one in ten thought they were dealing with it effectively.

What can be done to manage the frenetic communications practices that overwhelm employees, simplify the work environment, create more flexible work standards, and teach workers how to prioritize?

In this program, we will explore how to manage the overwhelmed employee, and build our own resiliency while learning how to build a resilient organization.

By adding to your resilience 'tool kit' you will have a lot more to call upon when the going gets rough.

*Discover what factors are causing today's employees to be so overwhelmed at work
Understand ways that admin can help the overwhelmed employees and simplify the workplace to reinvent the employee experience.*

*Hear about organizations that have successfully redefined the employee experience.
Learn the five keys to success in today's "Simply Irresistible" workplace – one that not only attracts great people but also gives them an environment to truly thrive.*

After lunch, we will have a roundtable discussion with your peers.

Presenter:

Amy B. Shannon, President, Pinnacle Leadership Solutions, LLC, and a Partner in Your Partner in HR has specialized in Organizational Development, Human Resources and Training for over 25 years. For the past 13 years, Amy has been an Organizational Development consultant working with clients in manufacturing, service, financial and healthcare industries. Most recently, Amy served as the Executive Director II/Vice President of Corporate College where she built a robust leadership training curriculum to serve her clients. Amy also holds certifications with numerous nationally known training vendors. She is a regular speaker at national conferences such as The Corporate University Week at the Disney Institute. She is a seasoned speaker for the HR Star Conference Cleveland. As a result of her high ratings, she has also been a key speaker at the HR Star Atlanta and received the Gold Medal Award three years in a row for best session speaker. Amy was a recipient of the 2015 HR Awards presented by ERC & CSHRM.

October 26, 2023

Directors/Deputy Directors Virtual Networking Meeting

Online

Via Zoom

,

01:15 PM - 03:15 PM EST

Melissa Lattanzi,

lattanzm@neo-rls.org

Here is an opportunity to share your challenges and successes with other directors.

This meeting will be held through Zoom which is user friendly to all devices. You will receive a link in your confirmation email a reminder 2 hours before the meeting. We hope you will join us. Please send agenda items/questions to Jonathan Harris.

October 31, 2023

Leadership Academy
Cuyahoga Falls Library
2015 3rd St.
Cuyahoga Falls, OH 44221

Times are listed for each workshop and webinar

Melissa Lattanzi,
lattanzm@neo-rls.org

NEO-RLS Introduces the 2023-2024 Leadership Academy

What does it mean to be a leader and how do the skills needed differ from those needed to be a good manager? Many people struggle with how to leave behind former priorities and mindsets when they enter a leadership role. Learning how to balance implementation with vision, connect with others in order to achieve goals, become an effective decision-maker and develop others are all important skills that help build alignment with direct reports and across an organization. The Leadership Academy will focus on enhancing the skills you already have and building new ones in order to assist you in developing a vision of how you can confidently move into the future as a leader.

The Academy is a blended course which runs from October through April and consists of 4 face-to-face workshops, 2 webinars and 1 online workshop.

We recommend that you attend the Academy in its entirety in order to maximize your learning

Archives of live webinars will be available at your convenience for those attending the Academy in its entirety and experiencing a scheduling conflict

Live webinars will be available individually for registration for those NOT attending the Academy in its entirety

Session 1

Tuesday, October 31, 2023 - Cuyahoga Falls Library

9:30 am - 3:30 pm

Everything DiSC® on Catalyst™

Everything DiSC® on Catalyst™ is a personal development learning experience that equips people with the social and emotional know-how for more effective interactions at work—no matter who or where they are.

Learning Objectives:

Better understand themselves

Appreciate and value differences in perspective and approach

Adapt to the unique needs of each person or situation they encounter

Connect with colleagues through the Catalyst platform

Gain access tips to help work better with different DiSC styles in a variety of situations

Presenter:

Ned Parks has had a rich and varied life that has taken him from police officer to helicopter pilot to successful entrepreneur with management and leadership positions in the journey.

He brings this experience to his consulting practice as a global provider of business consulting and staff development services that help organizations improve management and strategic competencies enhance customer service and improve employee engagement efforts.

Session 2:

Thursday, November 16, 2023 at Bainbridge Branch, Geauga County Public Library

9:30 am - 4:00 pm

Emotional Intelligence (Morning Session)

“Research from Harvard Business School demonstrated that EQ counts for twice as much as IQ and Technical Skills in determining who will be successful!”

This session will introduce participants to the concepts of Emotional Intelligence (self-awareness, self-management, social awareness and relationship management) and arm them with the understanding and tools to help them be more effective in the workplace. Participants will explore each of the 4 components with interactive exercises and discussion.

Learning Objectives:

Identify the benefits of Emotional Intelligence (EQ)

Learn the four core skills of EQ

Manage and adapt emotional behaviors for greater effectiveness in the workplace

Culture by Design (Afternoon Session)

What is your organization’s culture? It’s hard to quantify, but it might be the single most important factor in determining your organization’s success. If you don’t get the right people, your business is going to suffer. The best definition of culture I’ve seen so far is the set of shared attitudes, values, goals and practices that characterize an institution or organization. It’s that feeling you get when you walk through the front door or interact with the staff.

So how exactly do you build a sense of culture within your staff that remains strong even when hours become long and frustrations become high?

There is no easy answer. Creating a positive organizational culture requires hard work, introspection and follow-through. This is one area where managers and senior leaders cannot delegate. Culture always starts with the senior executive and key leaders. You have to look in the mirror and be honest with yourself.

Learning Objectives:

Identify an eight step framework and prepare a plan to design your organization’s culture

Recognize the values and behaviors of the culture you are seeking to create

Discuss the rituals that will sustain the desired behaviors and how to make the culture visible throughout the work environment

Presenters:

Ellen Shafer has had a diverse career involving many facets of talent and organizational development. Prior to starting Canterbury Coaching and Consulting, her professional portfolio included working for an employee assistance program, creating and managing customized training programs and conducting employee assessments for a northeast Ohio community college. Most recently, Ellen served as the manager of the Leadership Development Center at Lorain County Community College. Ellen is a skilled facilitator with over 30 years of experience in talent and organizational development and in working with people as a trainer, mentor, seminar leader and coach. As a leadership and performance coach she specializes in the areas of performance challenges, transition, people skills, emotional intelligence and leadership.

Partner in HR has specialized in Organizational Development, Human Resources and Training for over 25 years. For the past 13 years, Amy has been an Organizational Development consultant working with clients in manufacturing, service, financial and healthcare industries. Most recently, Amy served as the Executive Director II/Vice President of Corporate College where she built robust leadership training curriculum to serve her clients. Amy also holds certifications with numerous nationally known training vendors. She is a regular speaker at national conferences such as The Corporate University Week at the Disney Institute. She is a seasoned speaker for the HR Star Conference Cleveland. As a result of her high ratings, she has also been a key speaker at the HR Star Atlanta and received the Gold Medal Award three years in a row for best session speaker. Amy was a recipient of the 2015 HR Awards presented by ERC & CSHRM.

Session 3

Wednesday, December 6, 2023 from 10:00 am to 11:00 am From Your Desktop

Management in Harmony

"Management in Harmony" is an enlightening and engaging webinar that delves into the art of cultivating a management team that operates in perfect harmony. In today's dynamic library landscape, the success of an organization often hinges on how effectively its management functions as a cohesive unit. This webinar aims to provide participants with invaluable insights and actionable strategies to foster a culture of collaboration, effective communication, and synergy within their management teams.

Attendees will learn the key principles and practices that enable managers from diverse backgrounds and departments to align their goals, work seamlessly together, and drive organizational success. Throughout "Management in Harmony," participants will discover 7 key strategies that focus on the importance of aligning departmental objectives, building strong inter-departmental relationships, and establishing clear communication channels. Whether you're an experienced manager looking to enhance your team's cohesion or a new or aspiring leader seeking to unlock the full potential of your management cadre, this webinar promises to equip you with the tools and knowledge needed to create a management team that harmoniously navigates challenges, maximizes opportunities, and ultimately propels your organization toward its strategic objectives.

Join presenter Kim Garrett, Deputy Director for the Warren-Trumbull County Public Library, for an illuminating session where you'll learn how to orchestrate your management team to perform in perfect harmony, driving excellence and innovation across your organization.

Learning Objectives:

*Learn to Align departmental objectives
Build strong inter-departmental relationships
Establish clear communication channels*

Presenter:

Kim Garret, Deputy Director for the Warren-Trumbull County Public Library System With a passion for knowledge and a dedication to serving the community, Kim Garrett, Deputy Director for the Warren-Trumbull County Public Library System, brings nearly 15 years of invaluable experience to the table. Having started her career as a youth services librarian, Kim has steadily climbed the ranks, exemplifying unwavering commitment to promoting literacy, fostering a love for learning, and expanding access to

resources for all patrons. Her extensive expertise in library management, collection development, and innovative programming has been instrumental in transforming the libraries she has served into vibrant hubs for lifelong learning and cultural enrichment. As a leader in Ohio's public libraries, Kim continues to champion the role of libraries as vital community assets, shaping the future of our industry and ensuring that libraries remains a beacon of knowledge and enlightenment for years to come.

Session 4

Wednesday, January 10, 2024 from 10:00 am - 11:30 am From Your Desktop

Strategic Leadership

Learning objectives:

Participants will learn the difference between strategy and leadership skills vs operations and management skills, and will understand the importance of weaving these critical skills together.

Participants will learn several integral tools for infusing their management style with strategic thinking.

Participants will discuss trends emanating from the pandemic and discuss potential impacts on future library operations

Presenter:

Paula Miller has served as Director/Administrator in four states –Baltimore County Public Library and Eastern Shore Regional Library (both MD), Pikes Peak Library District (CO), Westlake Porter Public Library (OH), and Dover Public Library (DE). Most recently, she molded BCPL's role as a community hub and instrument of democracy, and she oversaw the development and opening of award-winning and state-of-the-art Library 21c in Colorado Springs. Enamored by libraries since her first shelving job at age 16 at Kent Free Library, she believes our public libraries are critical community resources that bring people together and that serve as bridges to opportunities in individuals' lives. She is focused on identifying new and emerging needs, roles, and connections that keep our libraries relevant and effective.

Session 5

Wednesday, February 14, 2024 from 10 am - 12:30 pm from YOUR Desktop

Leading Through Transitions

Change is never easy, but understanding the transition process that leads to adopting a change is a critical skill for library leaders. This session will help you understand the stages of a transition process, where people get stuck (and how to help them if they do!), and how to develop strong team dynamics that support the change. Drawing on the transition theory work of Bruce Feiler, William Bridges, and Susan Bridges, participants will deeply consider the elements of each stage of a transition and how to support themselves, their team, and their colleagues each step of the way, as well as how to head off tension and conflict along the way. While change may never be easy, understanding the transition process that leads to change helps library leaders become more intentional and effective.

Learning Objectives:

*Gain skills to better communicate about change
Navigate unintended consequences
Ensure that the change sticks*

Presenter:

Amanda Standerfer's passion is helping libraries and nonprofit organizations advance so they can create meaningful impact in their communities. Since 2002, Amanda's consulting practice Fast Forward Libraries has worked with libraries and nonprofits on strategic planning, fundraising, organizational development, and capacity building. Amanda has 15 years of experience at various positions in public libraries, most recently as the Director of Community Engagement for The Urbana (IL) Free Library. She also has 7 years of experience working in the philanthropy sector. She has a BA and MA in History from Eastern Illinois University and a MLIS from the University of Illinois at Urbana-Champaign.

Session 6

Thursday, March 21, 2024 - Location TBA

9:30 am - 4:00 pm

Good Leaders, Bad Decisions (Morning Session)

Good decisions do not happen by chance. They are the result of a step-by-step decision-making process that includes understanding the effect of emotional and situational influences. This interactive workshop will help participants assess their dominant decision-making style and identify factors that can hinder effective decision making.

Learning Objectives:

- Assess decision-making style*
- Explore emotional triggers that affect decisions*
- Discuss situational decision-making*
- Learn an easy step-by-step process for making decisions*

Success Through Accountability (Afternoon Session)

Creating accountability is the number one personal, managerial and leadership challenge facing individuals and organizations today. The essence of this workshop boils down to the simple lessons of taking personal accountability-how to rise above our circumstances and do what it takes to achieve the results we want.

Learning Objectives:

*Demonstrate the power of accountability in achieving successful results
Take control of your choices and your life
Gain skills in attitude renewal that allow you to bounce back and regain a positive outlook*

Presenters:

Taurean J. Johnson (who also goes by TJ) serves as a Commissioner with the Federal Mediation and Conciliation Service (FMCS). In his capacity as Commissioner, Mr. Johnson works with parties in the private, public and federal sectors, mediating collective bargaining agreements, grievances, and employment disputes. In addition to his mediation work, Mr. Johnson frequently delivers training programs to labor and management groups. Taurean attended the University of Cincinnati (UC) earning dual degrees in Political Science and African American Studies.

Marti Peden is the owner and principal of Peden & Associates, a training and consulting company based in Akron, Ohio. For more than 30 years, she has been a trainer, facilitator, speaker and organizational development professional. She specializes in conflict resolution, managing change, strategic planning, team building and positive approaches to life's challenges.

For over 25 years, Marti has worked with numerous libraries as a speaker, facilitator and strategic planning consultant. She has worked with many of the libraries within the NEO-RLS regional library system as well as facilitating staff days for various public libraries. She presented at the 2013 ALA convention in Chicago, IL and the 2014 PLA convention in Indianapolis, Indiana.

Marti holds a Bachelor's Degree in Psychology from The University of Steubenville and a Master's of Education Degree from Kent State University. She is an annual presenter for executive leadership programs such as the John Glenn College of Public Affairs at The Ohio State University in Columbus, Ohio and the Executive Education Program at the University of Notre Dame in South Bend, Indiana.

Session 7

Thursday, April 18, 2024 - Location TBA

9:30 am - 4:00 pm

Create a Growth Mindset: Guiding your Employees to Resiliency, Grit, Optimism & Forgiveness (Morning Session)

Our mindset is the way we think, filter our thoughts and make meaning of a situation. Is mindset fixed, or can we change it – and help others change theirs?

Stanford psychologist Carol Dweck developed the term “growth mindset” after researching motivation, personality and development. Dweck suggests that a growth mindset evolves from an attitude of hard work, learning, training and perseverance. In comparison, individuals with a fixed mindset believe that success comes from innate ability, focus on the rewards of immediate success and dread failure.

Because mindsets are shaped by our environments, organizations can do quite a bit to foster a growth mindset within. The growth mindset is all about learning, growing and continuing to work hard despite setbacks, while a person with a fixed mindset may be embarrassed by and not willing to admit their personal or professional failures.

Growing out of a fixed mindset does not happen overnight. It takes conscious effort to move to a different way of thinking. As Leaders, we can help ourselves, colleagues and ultimately the organization by promoting a growth mindset throughout.

Learning Objectives:

Identify the difference of a fixed mindset vs. growth mindset, take a self-assessment to determine your mindset

Realize the importance and define five characteristics of a growth mindset workplace and its' impact on goal setting and feedback

Learn the two biggest obstacles to organizational growth mindset and how to overcome them

Recognize the three common misconceptions that contribute to a false growth mindset and spot your fixed-mindset triggers

Understand what Neuroplasticity is and how it relates to re-wiring the brain to grow in areas such as resilient, grit, optimism and forgiveness

Acquire strategies to foster a growth mindset and practice four habits to cultivate a growth mindset in yourself

Presenter:

Amy B. Shannon, President, Pinnacle Leadership Solutions, LLC, and a Partner in Your Partner in HR has specialized in Organizational Development, Human Resources and Training for over 25 years. For the past 13 years, Amy has been an Organizational Development consultant working with clients in manufacturing, service, financial and healthcare industries. Most recently, Amy served as the Executive Director II/Vice President of Corporate College where she built robust leadership training curriculum to serve her clients. Amy also holds certifications with numerous nationally known training vendors. She is a regular speaker at national conferences such as The Corporate University Week at the Disney Institute. She is a seasoned speaker for the HR Star Conference Cleveland. As a result of her high ratings, she has also been a key speaker at the HR Star Atlanta and received the Gold Medal Award three years in a row for best session speaker. Amy was a recipient of the 2015 HR Awards presented by ERC & CSHRM.

Empathetic Leadership (Afternoon Session)

Leadership styles have shifted greatly over the last several decades, to allow for room to include Person-Centered Leadership models to support our workforce. Please join this conversation to learn the tools and characteristics of Empathetic Leadership to support your response to the needs of your employees.

Presenter:

Erin Turner, LISW-S, is the Intensive Services Program Manager at Crossroads/Beacon Health in Lake County and Adjunct Faculty for Youngstown State School of Social Work Graduate Program. She has worked in community mental health settings for over 20 years as a volunteer, direct service provider, clinical supervisor and program manager. She has extensive experience working with children, adolescents, families and adults with a variety of mental health issues, including trauma, mood disorders and crisis situations. Erin specializes in community-based crisis intervention. Erin has provided multiple trainings within the context of Social Work including, Risk Assessment, Trauma, Compassion Fatigue and Motivational Interviewing.

November 1, 2023

Run-Hide-Fight: Active Shooter Attack Prevention and Preparedness

Cleveland Heights-University Heights Public Library

2345 Lee Road

Cleveland Heights, OH 44118

09:30 AM - 12:00 PM EST

Jeff Laser,

jeff.laser@neo-rls.org

An active shooter is an individual actively engaged in killing or attempting to kill people in a populated area, and recent active shooter incidents have underscored the need for a coordinated response by law enforcement and others to save lives. The FBI is committed to working with its partners to protect schools, workplaces, houses of worship, transportation centers, other public gathering sites, and communities.

The FBI provides operational, behaviorally-based threat assessment and threat management services to help detect and prevent acts of targeted violence, helping academic, mental health, business, community, law enforcement, and government entities recognize and disrupt potential active shooters who may be on a trajectory toward violence. The Bureau also continues its research to identify indicators that could signal potential violent intent.

This training will demonstrate the three tactics you can use to keep yourself and others safe during an active shooter attack—run, hide, and fight. Learning these principles now will prepare and empower you to put them into practice—and survive—should the unthinkable occur.

Presenter:

John Breen has been a Special Agent with the Federal Bureau of Investigation (FBI) for the past 17 years and is currently assigned to the Cleveland Joint Terrorism Task Force (JTTF). SA Breen's assignments include International Terrorism and Transnational Organized Crime investigations. As a JTTF coordinator, he provides counterterrorism and active shooter response training to a variety of audiences including Fortune 500 companies, nonprofit organizations, the military, and members of federal, state, and local law enforcement. In addition to domestic audiences, he has also delivered global training programs to executives and leaders of foreign countries and their government agencies.

SA Breen is also an assault team leader on the Special Weapons and Tactics (SWAT) Team and is an instructor for the Firearms, Tactics, Active Shooter, and Defensive Tactics programs. Prior to becoming an FBI Agent, SA Breen served in the United States Army from 2000-2006.

November 2, 2023

Social-Emotional Learning and the Library

Online via Zoom

10:00 AM - 11:00 AM EST

Melissa Lattanzi,
lattanzm@neo-rls.org

This social-emotional learning webinar will address your frustration with trying to contain and redirect the boundless energy of young people in the library. You will build a deeper understanding of why youths act the way that they do, and hands-on tools to encourage their best choices. Additionally, you will discover existing programs that actively and effectively build social-emotional intelligence, and inspiration to develop your own.

Learning Objectives:

Following the webinar, participants will be able to describe the origins of youth's behaviors.

At the end of the webinar, participants will be able to apply socially-emotionally aware communication tools.

Upon completion of the webinar, participants will be able to identify library programs that effectively encourage social-emotional intelligence.

Presenters:

Adina Bloom Lewkowicz is a social-emotional learning specialist; curriculum consultant; expressive arts teacher, and licensed independent social worker. She is the author of "Teaching Emotional Intelligence: Strategies and Activities for Helping Students make Effective Choices" (Skyhorse, 2016). Ms. Lewkowicz provides trainings, programs, and curricula for schools, and institutions such as the Cuyahoga County Public Library. She is on the SEL 4OH Leadership Team, and also speaks nationally on the use of the expressive arts in education, prevention, and counseling.

Anna Heinz has served with Cuyahoga County Public Library as Literacy and Outreach Librarian, Teen Services Librarian and Children's Services Supervisor for nearly 20 years. In addition to her MLIS, Anna is a professionally licensed 1-8th grade educator and has extensive training in working with youth that have experienced trauma as an Ohio licensed foster parent.

November 2, 2023

Circulation Networking Meeting

Online via Zoom

02:00 PM - 03:00 PM EST

Jeff Laser,
jeff.laser@neo-rls.org

Take this opportunity to share your successes and challenges via a roundtable discussion. You will receive a link in your confirmation email a reminder 2 hours before the meeting. We hope you will join us Please send topics you would like discussed to Jeff Laser.

November 7, 2023

Start a Comic or Graphic Novel Book Club at Your Library

Online via Zoom

10:00 AM - 11:00 AM EST

Melissa Lattanzi,
lattanzm@neo-rls.org

This webinar will focus on how to lead a comics and graphic novels book club at your library or in partnership with another organization. We will think about the history and formalistic qualities of comics and reflect on the how the medium invites new ways of participation in reading groups. Finally, we will consider how to curate and focus on book clubs related to diverse subjects such as LGBTQ identity.

Learning Objectives:

*Participants will develop skills to lead a comics and graphic novel book discussion
Participants will be able to incorporate creative activities into their book discussions
Participants will learn about diverse subjects through comics and graphic novels*

Presenter:

Valentino L. Zullo is the Anisfield-Wolf Postdoctoral Fellow in English and Public Humanities at Ursuline College. He is the former Scholar-in-Residence at the Ohio Center for the Book where he continues to co-lead the Get Graphic program and is the American editor of the Journal of Graphic Novels and Comics. He is also a licensed independent social worker training to be a psychoanalyst at the Cleveland Psychoanalytic Center.

November 8, 2023

Outreach Networking Meeting

Online

Via Zoom

02:00 PM - 03:00 PM EST

Melissa Lattanzi,
lattanzm@neo-rls.org

Here is an opportunity to share your challenges and successes with other staff involved in library outreach. You will receive a link in your confirmation email a reminder 2 hours before the meeting. We hope you will join us. Please send agenda items/questions to Melissa Lattanzi.

November 9, 2023

New Supervisors' Academy-Â Interviewing, and Caring for Yourself

Twinsburg Public Library

10050 Ravenna Rd.

Twinsburg, OH 44087

09:30 AM - 03:30 PM EST

This is part of the New Supervisors' Academy and not available for registration.

November 14, 2023

Ditching Dewey

Online via Zoom

11:00 AM - 12:00 PM EST

Melissa Lattanzi,
lattanzm@neo-rls.org

Many public libraries, and some school libraries, are transitioning away from using the Dewey Decimal System for a variety of reasons: it is outdated and leaves no room for change; to make libraries more accessible to a wider variety of people; and to group related subjects together to name a few. Get a basic overview of the BISAC system, hear about the experience of the Madison Public Library making the switch, and learn some tips and tricks for implementing your own alternative system at your library.

Learning Objectives:

Steps involved in making a switch in systems

Pros and Cons of eliminating Dewey

Tips for success

Presenter:

Dawn Weaver is the Collection Development Librarian at the Madison Public Library in Madison, Ohio, where she has worked for 20 years. She began her career working as a reference librarian in the Children's Department presenting programs and storytimes before transitioning to include adult reference and then accepting her current position in 2018. She has a Bachelor of Science Degree in Social Work with a cognate in Criminal Justice from Bowling Green State University and enjoys being able to use her skills to better the lives of patrons.

November 15, 2023

NEO-RLS 2023 Annual Membership Meeting & Appreciation Breakfast

Hilton Garden Inn

8971 Wilcox Dr

Twinsburg, OH 44087

08:30 AM - 11:00 AM EST

Melissa Lattanzi,

lattanzm@neo-rls.org

Mark your calendars to attend the NEO-RLS 2023 Annual Membership Meeting & Appreciation Breakfast in person on Wednesday, November 15, 2023. The Membership Meeting & Appreciation Breakfast is open to library administrators, trustees, and staff.

*Learn how NEO-RLS is progressing financially, what our plans are for the future, more about the services we currently provide, and share any feedback you may have
Celebrate all those who have contributed time and expertise to NEO-RLS over the past year*

Congratulate the 2022 Rising Star, Shooting Star, and Advocacy Award recipients and honorees

Hear from Wendy Knapp, State Librarian of Ohio

Featured Presentation: DEI by Design: Building Inclusive Systems and Processes

Through current demographic changes, American society will see traditionally marginalized groups demand change and influence within municipal systems and departments - advocacy efforts are the beginning. Departmental shifts in policy, legal requirements, economic purchase patterns, targeted marketing, and philanthropy must evolve to represent and include Black Women at the foundational level. The 21st-century political economy will be built through a coalition of diverse voices, ideas, and capital. Government officials who get ahead of the curve now will be better positioned to maximize these shifting demographics to create regions of equitable prosperity.

Learning Objectives:

Economic Case + Trends-Summary of important trends and statistics forecasting the future of Diversity, Equity, and Inclusion within systems.

Intergenerational Learning-The importance of perspective throughout generations, and facilitating healthy intergenerational learning and support

Facilitating Authentic Environments-How you can create and facilitate authenticity and expression at work. We will cover common exclusionary tactics, and how to create spaces that are not tolerant of oppression.

Self-Care-We will discuss the importance of focusing on your own sphere of influence, how to recognize and combat burnout, and how to support one another through challenging circumstances.

Presenters:

Chinenye Nkemere

Chinenye (ChiChi) (she/her) is a strategic thinker. She has over 10 years of experience in community engagement, asset building and advocacy. She holds a B.A. in Political Science, African Studies and African American Studies from The Ohio State University, with a focus on race and electoral politics. ChiChi is a Teach for America alumni and highly skilled curriculum specialist. She is active in various civic projects and strategic initiatives in Northeast Ohio. She remains dedicated to progressive and radically inclusive equity in all spaces and for all peoples.

Bethany Studenic

Bethany (she/her) is a Master's level Social Worker and Attorney. Bethany has over a decade of experience in community change initiatives and has served as a leader in prominent social and research-based advocacy movements. Additionally, Bethany has worked in direct practice with diverse groups, including survivors of domestic violence, community police reform movements, and families experiencing poverty.

November 28, 2023

Canva Tips and Tricks for Advanced Users

Online via Zoom

02:00 PM - 03:00 PM EST

Jeff Laser,

jeff.laser@neo-rls.org

Join us as we explore some of the lesser known features of Canva Pro, and learn new uses for commonly used features. From animation to picture retouching, Canva is a versatile tool with so many hidden uses!

Learning Objectives:

Utilize lesser-known features of common tools (such as the gradient sliders on the color selection tool)

Discover new features (such as Animation)

Improve the overall quality of Canva productions

Presenter:

Amanda Hughes is a youth services library associate with the Bexley Public Library by day, and an amateur graphic designer... also by day! She helps design many of the materials used in the building, including BPL's custom summer reading art.

November 29, 2023

Youth Mental Health First Aid

Online via Zoom

09:00 AM - 03:30 PM EST

Melissa Lattanzi,
lattanzm@neo-rls.org

Youth Mental Health First Aid teaches you how to identify, understand and respond to signs of mental illness and substance use disorders in youth. This 6-hour training gives adults who work with youth the skills they need to reach out and provide initial support to children and adolescents (ages 6-18) who may be developing a mental health or substance use problem and help connect them to the appropriate care.

This course will run 9:00 am - 3:00 pm. There will be two hours' worth of pre-work before the live instructor-led online workshop. This course is limited to 30. Register for this class only if you are able to attend. This class will not be archived.

Presenter:

Jeremy Stroom is an award winning MHFA instructor within the Ohio Army National Guard and the Northeast Ohio VA Medical Center. Jeremy also provides MHFA training to communities at large with the Ohio Suicide Prevention Foundation. Jeremy has been a member of the Ohio Army National Guard for over 22 years, including 1 deployment, achieving the rank of Sergeant First Class and specializing in supporting other Soldiers in need. Jeremy is also a Master Resilience Trainer, certified through the University of Pennsylvania, and has taught Resilience and Effective Communication strategies to over 2,500 Soldiers as well as the general public. SFC Stroom's military experience and education allows him to teach MHFA within the VA, Ohio National Guard, and local communities, providing a Veteran's perspective to the unique challenges of supporting and caring for our military population. Jeremy was recognized by the National Council for Behavioral Health as one of the Top Veterans Mental Health First Aid Instructors for both 2018 and 2019, as well as the Top Mental Health First Aid instructor in the State of Ohio in 2019.

December 5, 2023

So You are a New Children's Librarian Supervisor or you Want to be One?

Online via Zoom

02:00 PM - 03:00 PM EST

Melissa Lattanzi,
lattanzm@neo-rls.org

What do you need to know? Children's Supervisors juggle onboarding and supporting staff, scheduling staff, programming, and outreach...and a lot more. Learn the basics you need to run a successful children's department.

Learning Objectives:

Learn the steps to successfully onboard new children's staff and support them in their roles.

Learn tips on creating a work schedule and a programming schedule that meets the needs of their community.

Learn how to connect with community resources such as local schools, childcare centers, and nonprofit agencies.

Presenters:

Julia Boxler is the Youth Programming Manager at Cuyahoga County Public Library. In her role, she has led programming from birth to age 18 and has been an integral lead in a number of youth initiatives at CCPL. Julia's work includes the expansion and re-imagining of homework services, the creation of a new avenue of programming to assist youth who struggle to meet the third-grade reading guarantee, the coordination of Parent Engagement programming, including a kindergarten readiness initiative, and the ongoing creation of partnerships with local organizations to support youth with special needs and their families. Julia's ability to get the most out of her budget has provided the resources necessary to implement her various programs.

Maria Trivisonno is the Family Engagement Specialist for Cuyahoga County Public Library in suburban Cleveland, Ohio. She started paging at CCPL when she was 16 years old and served as a children's assistant, teen librarian, and children's department head throughout the years. Maria received a Laura Bush 21st Century "Youth Services, Librarians, and Museums—A New Vision of Learning" scholarship funded by the federal Institute for Museum and Library Services (IMLS) in Washington, D.C. to get her MLIS at Kent State University, graduating in 2011. She is a member of the advisory board of the Virginia Hamilton Conference on Multicultural Literature for Youth, is co-chair of ALSC's Intellectual Freedom Committee, and the current chair of the Scott O'Dell Award for Historical Fiction.

December 6, 2023

Special Libraries Network Meeting

Online via Zoom

02:00 PM - 03:00 PM EST

Jeff Laser,
jeff.laser@neo-rls.org

Join us for networking meeting of special libraries. Come share your successes and challenges with your fellow special libraries colleagues. This will be virtual via Zoom you will receive the link to the meeting 2 hours prior to the meeting. Please send topics of interest to Jeff Laser.

December 6, 2023

Management in Harmony

Online

Via Zoom

10:00 AM - 11:00 AM EST

Melissa Lattanzi,

lattanzm@neo-rls.org

This webinar is also part of the 2023-2024 Leadership Academy.

"Management in Harmony" is an enlightening and engaging webinar that delves into the art of cultivating a management team that operates in perfect harmony. In today's dynamic library landscape, the success of an organization often hinges on how effectively its management functions as a cohesive unit. This webinar aims to provide participants with invaluable insights and actionable strategies to foster a culture of collaboration, effective communication, and synergy within their management teams.

Attendees will learn the key principles and practices that enable managers from diverse backgrounds and departments to align their goals, work seamlessly together, and drive organizational success. Throughout "Management in Harmony," participants will discover 7 key strategies that focus on the importance of aligning departmental objectives, building strong inter-departmental relationships, and establishing clear communication channels. Whether you're an experienced manager looking to enhance your team's cohesion or a new or aspiring leader seeking to unlock the full potential of your management cadre, this webinar promises to equip you with the tools and knowledge needed to create a management team that harmoniously navigates challenges, maximizes opportunities, and ultimately propels your organization toward its strategic objectives.

Join presenter Kim Garrett, Deputy Director for the Warren-Trumbull County Public Library, for an illuminating session where you'll learn how to orchestrate your management team to perform in perfect harmony, driving excellence and innovation across your organization.

Learning Objectives:

*Learn to Align departmental objectives
Build strong inter-departmental relationships
Establish clear communication channels*

Presenter:

Kim Garret, Deputy Director for the Warren-Trumbull County Public Library System
With a passion for knowledge and a dedication to serving the community, Kim Garrett, Deputy Director for the Warren-Trumbull County Public Library System, brings nearly 15 years of invaluable experience to the table. Having started her career as a youth services librarian, Kim has steadily climbed the ranks, exemplifying unwavering commitment to promoting literacy, fostering a love for learning, and expanding access to resources for all patrons. Her extensive expertise in library management, collection development, and innovative programming has been instrumental in transforming the libraries she has served into vibrant hubs for lifelong learning and cultural enrichment. As a leader in Ohio's public libraries, Kim continues to champion the role of libraries as vital community assets, shaping the future of our industry and ensuring that libraries remains a beacon of knowledge and enlightenment for years to come.

December 7, 2023

Dealing with Digital Distractions: Ideas and Recommendations for Libraries

Online via Zoom

10:00 AM - 11:00 AM EST

Melissa Lattanzi,
lattanzm@neo-rls.org

Library managers and staff have many demands and distractions. This presentation will help cut through the noise and suggest both technical and non-technical solutions for better balance at work. You'll learn about different software and apps that can help. Attendees will also learn more about how to deal with email stress, creating boundaries and routines, and more.

Learning Objectives:

More about prioritizing tasks

Tech-solutions for tech distractions

Effective project and time management digital tools

Communicating with colleagues and others to better create healthy boundaries

Presenter:

*Carrie Rogers-Whitehead worked in libraries for nearly a decade and now consults and trains librarians. She regularly researches and writes for librarians, educators and parents. Carrie has published 5 books, with two coming out in 2022 including a new book co-authored with two school librarians with ABC-CLIO: *Advocating Digital Citizenship: Resources for Library and Classroom*. In 2021 she received an Outstanding Reference Title award from the Reference & User Services Association of ALA. Carrie is the founder of Digital Respons-Ability, a mission-based company that has educated tens of thousands of students, parents and educators in digital citizenship. Her company's curriculum and work can be found in multiple states and countries. Carrie is a sought after trainer, former TEDx speaker, adjunct instructor and loves to teach others.*

December 7, 2023

Adult Services Virtual Networking Meeting

Online via Zoom

02:00 PM - 03:00 PM EST

Melissa Lattanzi,
lattanzm@neo-rls.org

Here is an opportunity to talk with your peers to share ideas, successes and challenges. This meeting will be held through Zoom which is user friendly for all devices. You will receive a link in your confirmation email and a reminder 2 hours before the meeting. We hope you will join us. Please send agenda items/questions to Melissa Lattanzi.

Special Libraries: How Can They Help Your Patrons and Library

Online via Zoom

10:00 AM - 11:15 AM EST

Melissa Lattanzi,
lattanzm@neo-rls.org

We have many special libraries in the Northeast Ohio region. Here we highlight three special libraries and what they can offer your patrons and library.

Holden Forests & Gardens (Holden Arboretum and Cleveland Botanical Garden)

Did you know that NE Ohio contains one of the best botanical and horticultural libraries in the country? The special libraries at Holden Forests & Gardens (Holden Arboretum and Cleveland Botanical Garden) not only contain books to help you learn about plants and trees but also a museum-class collection of botanical illustration, landscape architecture, and scientific manuscripts from Darwin to Redoute to van Leeuwenhoek. Learn about the resources, including outreach programs for public libraries, present in your own backyard!

Presenter:

Marisha Sullivan (she/they) is the Librarian at Holden Forests & Gardens, overseeing the Archives, Special Collections, and Circulating Collections at both Cleveland Botanical Garden and Holden Arboretum. Previously a public librarian, Marisha brings a passion for lifelong learning, accessibility, and equity to her work with plants, trees, and people. When not in the library or wandering the woods, Marisha enjoys fiber arts, video games, and exploring the Greater Cleveland area.

Ingalls Library, Cleveland Museum of Art

The Ingalls Library at the Cleveland Museum of Art is one of the largest art research libraries in the United States. We offer comprehensive access to art information covering all periods and geographic areas in many languages. The Museum Archives houses institutional records that document the history and role of the museum in the social and cultural history of the community and the world of art; and the personal papers of regional artists, arts businesses, and art collectors. We are open to the public, offering resources and assistance to meet any research need.

Presenter:

Leslie Cade is the director of the Ingalls Library & Museum Archives at the Cleveland Museum of Art, responsible for all library and archival functions. A graduate of John Carroll University and Case Western Reserve University, Leslie's career includes leadership positions in a variety of special libraries. Her wealth of experience includes policy and long-range planning; successful grant writing; library and archival collection development and management; preservation of materials in all formats; and records management.

Stark County Law Library

Fun fact: Every county in Ohio has a law library. Some are not staffed full-time and are only a bookshelf, while others can look like a typical branch of a public library. Stark County Law Library provides legal information services to judges, attorneys, county and township officials AND the public. With four full-time staff and access to many valuable legal resources, the Stark County Law Library is happy to assist with legal information needs.

Presenter:

Jenny Myers (she/her) has brought almost twenty years of public library

experience—including Teen Services, Branch Management, & Collection Development—to her new role as Director of the Stark County Law Library. Her journey reflects a seamless integration of her passion for accessible knowledge and community engagement. Beyond her professional pursuits, she finds delight in true crime movies, books, documentaries and podcasts... and reality television.

December 13, 2023

**Patron Bashing in Public Libraries: Its Effect on the Professional and the Profession
Online via Zoom**

10:00 AM - 11:00 AM EST

Melissa Lattanzi,
lattanzm@neo-rls.org

We have all been known to tell stories about our experiences working in the public library. Many of those include stories about patrons, sometimes positive ones, but far too often it's the negative ones that get us the attention we are looking for when telling a story. While many believe venting helps reduce stress after a difficult interaction with a patron, the research shows the opposite is true.

In this session we will explore types of patron bashing and how it is damaging to the person doing it, their organization, and the profession.

Learning Objectives:

*Several types of patron bashing and its effect on those around you.
Strategies to avoid contributing to patron bashing and how to respond when you witness it.
The qualities expected of service-oriented information professionals.*

Presenter:

Dana Bomba is a Branch Manager with the Chesterfield County Public Library, near Richmond, Virginia, and the 2022 Virginia Library Association's Librarian of the Year. Her primary focuses are strategic initiatives, community outreach opportunities, and staff development. As an experienced manager, Dana is committed to team building and coaching her employees to excellence. As a frontline manager, she is driven to create connections with her community and takes pride in providing personalized service to every customer. Previously she served on the Executive Board of the Central Virginia Young Professionals and the Conference Committee for the Virginia Library Association.

January 10, 2024

Strategic Leadership

Online via Zoom

10:00 AM - 11:30 AM EST

Melissa Lattanzi,
lattanzm@neo-rls.org

This webinar is also part of the 2023-2024 Leadership Academy.

This Webinar will provide a brief overview of strategic leadership, provide you with tools to infuse strategic thinking into your library operations, and will discuss strategic leadership in an ever changing world.

Learning objectives:

Participants will learn the difference between strategy and leadership skills vs operations and management skills, and will understand the importance of weaving these critical skills together.

Participants will learn several integral tools for infusing their management style with strategic thinking.

Participants will discuss trends and potential impacts on future library operations

Presenter:

Paula Miller has served as Director/Administrator in four states –Baltimore County Public Library and Eastern Shore Regional Library (both MD), Pikes Peak Library District (CO), Westlake Porter Public Library (OH), and Dover Public Library (DE). Most recently, she molded BCPL's role as a community hub and instrument of democracy, and she oversaw the development and opening of award-winning and state-of-the-art Library 21c in Colorado Springs. Enamored by libraries since her first shelving job at age 16 at Kent Free Library, she believes our public libraries are critical community resources that bring people together and that serve as bridges to opportunities in individuals' lives. She is focused on identifying new and emerging needs, roles, and connections that keep our libraries relevant and effective.

February 14, 2024

Leading Through Transitions

Online

Via Zoom

10:00 AM - 12:30 PM EST

Melissa Lattanzi,
lattanzm@neo-rls.org

Change is never easy, but understanding the transition process that leads to adopting a change is a critical skill for library leaders. This session will help you understand the stages of a transition process, where people get stuck (and how to help them if they do!), and how to develop strong team dynamics that support the change. Drawing on the transition theory work of Bruce Feiler, William Bridges, and Susan Bridges, participants will deeply consider the elements of each stage of a transition and how to support themselves, their team, and their colleagues each step of the way, as well as how to head off tension and conflict along the way. While change may never be easy, understanding the transition process that leads to change helps library leaders become more intentional and effective.

Learning Objectives:

*Gain skills to better communicate about change
Navigate unintended consequences
Ensure that the change sticks*

Presenter:

Amanda Standerfer's passion is helping libraries and nonprofit organizations advance so they can create meaningful impact in their communities. Since 2002, Amanda's consulting practice Fast Forward Libraries has worked with libraries and nonprofits on strategic planning, fundraising, organizational development, and capacity building. Amanda has 15 years of experience at various positions in public libraries, most recently as the Director of Community Engagement for The Urbana (IL) Free Library. She also has 7 years of experience working in the philanthropy sector. She has a BA and MA in History from Eastern Illinois University and a MLIS from the University of Illinois at Urbana-Champaign.