

Calendar of Events

director@neo-rls.org

September 16, 2019

Boys, Books and Libraries: Making the Connection [Featured Archive]

Online

Via Adobe Connect

,
At your convenience

Melissa Lattanzi, 3306550531

lattanzm@neo-rls.org

Boys and books, boys and reading, boys and libraries, these are sometimes complicated relationships. How do we welcome boys into our libraries, engage them in reading, and connect them with the books that can make them avid, lifelong readers? Hear why this is sometimes so hard and what we can do about it from the librarian who has been at the front of the Boys' Reading Movement for twenty years.

Michael Sullivan is the author of Raising Boy Readers, Connecting Boys with Books, Connecting Boys with Books 2: Closing the Reading Gap, Fundamentals of Children's Services, the Escapade Johnson series of children's books, and The Sapphire Knight. Along with being an author, Michael also hosts a popular and informative website "Boys & Books". He is a former president of the New Hampshire Library Association and was the 1998 New Hampshire Librarian of the Year. He has been awarded the U.S. Conference of Mayors City Livability Award and the Mom's Choice Award for juvenile fiction. He is currently the Director of the Weare Public Library in New Hampshire.

School Library Journal writes that, "Sullivan... offers practical and reassuring advice on a range of topics, including how fathers influence what their sons read, what kind of physical environment fosters reading, and why reading large numbers of titles—even below grade level—is essential to making boys lifelong readers."

When you receive your confirmation of registration for this archive the link to the archive will be included in the confirmation email.

September 17, 2019

NEO-RLS Annual Membership Meeting & Appreciation Breakfast

Hilton Garden Inn

8971 Wilcox Dr

Twinsburg, OH 44087

08:30 AM - 11:00 AM EST

Melissa Lattanzi, 3306550531

lattanzm@neo-rls.org

Mark your calendars to attend the NEO-RLS 2019 Annual Membership Meeting & Appreciation Breakfast on Tuesday, September 17, 2019. The Membership Meeting & Appreciation Breakfast are open to library administrators, trustees and staff. This year our featured speaker will be Stephanie York, Vice President and In-House Counsel, Hennes Communications.

Learn how NEO-RLS is progressing financially, what our plans are for the future, more about the services we currently provide and tell us what you think

Celebrate all those that have contributed time and expertise to NEO-RLS over the past year

Congratulate the 2019 Rising Star Award recipient

Meet leaders from Ohio library organizations and hear an update from the State Library of Ohio, OPLIN, OhioNET, and OhioLINK

Breakfast will be served at 8:30 am

Featured Presentation:

Even before the Trump era, news was breaking first on social media, with traditional media sweeping Twitter, Facebook, Instagram and YouTube for leads. Whether your organization is immersed in crisis or dealing with a hot-button issue, your news can easily “go viral.”

Since it takes a lifetime to build a reputation and only a few seconds to destroy one, “managing the message” is a necessary skill-set. This fast-paced talk by veteran crisis management and communications specialist Stephanie York, from Hennes Communications in Cleveland, Ohio, will focus on a highly strategic approach to communicating during a wide variety of situations.

Learning Objectives:

Methods for establishing and maintaining “control of the message”

Serve the needs of your stakeholders

Move your message forward or mount a defense against a sudden onslaught from traditional or social media

Presenter:

Stephanie H. York serves as vice president and in-house counsel at Hennes Communications, one of the few firms in the U.S. focused exclusively on crisis communications and crisis management.

She brings 25 years of legal, governmental, hospital, political, digital media and public relations experience to the agency. York heads up the firm’s satellite office, in the heart of downtown Akron, Ohio.

York specializes in crisis communications, crisis management, litigation communications, issues management, media relations and digital media. She can quickly evaluate developing issues and produce effective strategic messages to aid

clients coping with reputation management concerns, escalating events and breaking crises.

September 18, 2019

Soft Skills for Strong Management: Cultivating Good Critical Thinking

Online

Via Adobe Connect

10:00 AM - 11:00 AM EST

Holly Klingler, 330-655-0531

holly.klingler@neo-rls.org

Soft Skills for Strong Management: Cultivating Good Critical Thinking

With the challenges and demands supervisors continually face each day, it is essential to possess great critical thinking skills. It is also important to instill such soft skills in your employees so that they can handle the daily demands of their jobs. But what exactly are these crucial abilities? And better yet, why are they important and how can they help us in this ever-changing library environment?

Critical thinking is an overarching skill that helps you succeed in many facets of your professional and personal life. Characteristics like open-mindedness, good decision-making, the ability to be self-aware, and the capacity to adapt in the workplace are all tools that are driven by good critical thinking.

Learning objectives:

Define the concept of critical thinking

Explore several of the associated tools mentioned above

Investigate soft skills and learn ways to immediately improve to become a more conscious and efficient critical thinker

Presenter:

Holly Klingler, Research and Innovation Coordinator, NEO-RLS

September 19, 2019

What's New in Storytime: A Youth Services Network Event

Stow-Munroe Falls Public Library

3512 Darrow Rd.

Stow, OH 44224

09:30 AM - 04:00 PM EST

Melissa Lattanzi, 3306550531

lattanzm@neo-rls.org

Come to this workshop to hear new ideas for storytime that your colleagues will share.

Partners in Play!

At the Akron Library it's a sign of success when a parent exclaims, "I could do that at home!" Learn about the importance of incorporating playtime into programming that encourages parents to become partners in play without breaking the budget.

Play with Yoga

Learn how we incorporate mindful movement, multisensory experiences, and play into an engaging program for both children and adults.

Presenters:

Kim Alberts is an Early Childhood/Intermediate Librarian at the main branch of the Akron-Summit County Public Library. Getting a B.A. in Theatre has served her well in that she treats every program and storytime like a performance. Kim has put her love of staying on the pulse of librarianship through serving on committees such as the 2017 Newbery Committee and the Reinberger Children's Library Center Advisory Board and is currently the co-chair of ALSC's Early Childhood Programs and Services Committee. She loves baked goods, yoga, and anything geeky.

Anne-Marie Savoie, Early Childhood/Intermediate Librarian, Akron Summit County Public Library

Growing up in New Jersey, Anne-Marie discovered a love of dance, especially ballet. She fostered this passion with many trips to her local library! After graduating from the University of Cincinnati with a BFA, she danced professionally for fourteen years. Since completing an MLIS from Kent State University in 2001, she's been leaping and spinning with a different crowd as a children's librarian.

More Than ONCE Upon a Time

Children love hearing the same book over again, so why not include repetition throughout the weeks of our storytime sessions? Mary Anne and Dana will share ideas for using a single book as a focus for a storytime series. Learn how they extend a story by incorporating reading, flannel boards, props, puppets, songs, hands-on activities and more!

Presenters:

Mary Anne Russo, Children's Supervisor at Hubbard Public Library, has 35 years of experience in children's services. While she never likes to repeat herself in terms of offering the same program twice, she is excited about incorporating repetition into storytime series.

Dana Tirabassi, Head Children's Services Assistant at Hubbard Public Library, comes to the library world from a non-traditional background and enjoys finding non-traditional ways to extend the magic of a book beyond its pages.

Storytime IS Family Time

In today's world where parents are perpetually expected to multi-task, finding time to come to a storytime is easier said than done. Throw in three kids of differing ages and it becomes almost impossible to attend, especially when there are age restrictions. As

Youth Librarians, it is finally time to understand that an all ages Family Storytime is a must have on your event schedule. Toby Casey is a Youth Services Librarian with the Stark District Public Library. Having transitioned all of his storytimes to "Family", he will be sharing his successes and failures experienced through the transition and maybe even share a song about shaking your pirate booty.

Presenter:

*Tobey Casey, youth services librarian, Stark County District Library
Toby has a diverse background including being a volunteer adult literacy tutor at his local library when he was a senior in high school, a corrections officer on Death Row, teaching English in the poorest neighborhoods of Seoul, S. Korea, he worked as an investigator for the county courts in Houston, an automation consultant in Kuwait and finally, prior to working as a Children's Librarian, was an Instrumentation and Electrical Superintendent for an oil and gas exploration company. In 2015 he left the oil and gas business and started a post grad in youth services. In 2017 he started working at 2 different libraries part time. In April of 2018 he landed his current position as a youth services librarian.*

We will have time in the afternoon to share your own storytime ideas. Please bring your best/innovative (outside the book) storytime piece. Each person will have 5 to 10 minutes to share a storytime excerpt.

September 20, 2019

Brainstorming and Innovation [Featured Archive]

Online

Via Adobe Connect

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At your convenience
Melissa Lattanzi, 3306550531
lattanzm@neo-rls.org

Learning Objectives:

Discover what can hinder the brainstorming process and strategies on how to successfully overcome them, providing "out of the box" thinking for innovation.

Work on ways to break down problems systematically and create a foundation for effective and productive brainstorming.

Understand and apply a wide variety of brainstorming techniques to be used individually, in meetings, with groups and more, for immediate results.

Use brainstorming to get past the conventional ideas and move into new, uncharted and innovative thinking

Presenter: Holly Klingler, Research and Innovation Coordinator, NEO-RLS

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September 23, 2019

Classroom Management Techniques [Featured Archive]

Online

Via Adobe Connect

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At your convenience
Melissa Lattanzi, 3306550531
lattanzm@neo-rls.org

"Have you ever done a library program but things didn't go as smoothly as you would have liked? Do you ever struggle to maintain control with a group of kids? Have you ever had an issue with behavior in your programs? Then join us for this webinar featuring Angela Wojtecki and Jill Burket as they share some guidelines, tips and tricks they've used in schools and various effective classroom management techniques.

Featured Presenters:

Jill Burket had been teaching in the regular classroom for twelve years before receiving her Master's in Library and Information Science in 2006. She has been teaching in the school library setting in Revere Local Schools for the past eleven years at both the primary and intermediate levels. She loves working with students and helping find the perfect book for them.

Angela Wojtecki has been the district library media specialist for Nordonia Hills City Schools for the past five years. Before becoming a library media specialist, she taught early childhood students (K-3) in the Northeast Ohio area. She is also a Past President of the Ohio Educational Library Media Association (OELMA) and a Google for Education Certified Trainer.

September 24, 2019

Fast and Affordable Methods for Training Staff on Genealogy

Online via Adobe Connect

10:00 AM - 11:00 AM EST

Melissa Lattanzi, 3306550531

lattanzm@neo-rls.org

Library staff are getting inundated with requests for help with genealogy. How can staffers get up to speed quickly on this topic? The training program outlined in this presentation will provide the knowledge that they need. Librarian, author and lecturer, Nicole Wedemeyer Miller, will discuss a series of self-study modules that can be pursued independently, quickly, and for little cost.

Learning Objectives:

You will learn the difference between genealogy and family history, and get an understanding of the types of information that researchers seek

You will learn about helpful resources already in the reference collections of most libraries

You will learn how to get a handle on the types of records outside the library that researchers need and where they are located

Presenter:

*Nicole Wedemeyer Miller is a writer, a researcher, and an Adjunct Lecturer at the School of Information Sciences at the University of Illinois at Urbana-Champaign, where she established a course called "Genealogy and Library Service." She has co-authored the book *Fostering Family History Services: A Guide for Librarians, Archivists and Volunteers* with Rhonda L. Clark, and has published several articles in genealogical and local history journals. She worked in public and academic libraries for twelve years. Raised in the Chicago area and in New Orleans, she now lives in Champaign, Illinois with her family.*

September 25, 2019

Work/Life Balance: Less is More

Online via Adobe Connect

10:00 AM - 11:00 AM EST

Melissa Lattanzi, 3306550531

lattanzm@neo-rls.org

We hear about work-life balance all the time, but what does that really mean? How do you achieve it?

Learning Objectives:

What is normal work/life balance?

Work/Life Quiz

Less is More

Why some people never take vacation

How do you know when you have gone too far?

The Big Five Parts of Your Life that have to be balanced

Presenter:

Dean Russell is a Professional Strategic Coach. He helps organizations and businesses increase their effectiveness through leadership coaching, training, and public speaking engagements. He has a gift and passion for helping people and organizations quickly grasp their company's vision, gain operational traction, and work as a healthy, functional, and cohesive team. He is a national speaker and recognized expert specializing in business management, leadership improvement, and better employee performance.

September 26, 2019

Weeding 101

Online

10:00 AM - 11:00 AM EST

Melissa Lattanzi, 3306550531

lattanzm@neo-rls.org

Weeding, the withdrawal of materials from a library's collection, is a necessary process of collection development. Some library professionals, however, may find the task of weeding daunting. Why should we weed? How often should we weed? What criteria should we use in making deselection decisions? This webinar will help to answer these questions and more by discussing the best practices of weeding a public library collection.

Presenter:

Sarah Geisler has worked in public libraries for over ten years, with experience in reference, children's services, and collection development. She currently works as Collection Services Librarian at the Campbell County Public Library in Northern Kentucky. She has a B.A. in Asian Studies from Mount Holyoke College and an M.L.S. from Queens College, City University of New York, and she was a 2007 ALA Spectrum Scholar.

\$15 for all NEO-RLS Members

Register at SWON Libraries

September 26, 2019

Reducing Friction - Library User Experience on a Budget, Online and In Your Building Online

Via Adobe Connect

10:00 AM - 11:00 AM EST

Melissa Lattanzi, 3306550531

lattanzm@neo-rls.org

User experience is the study of how users interact with products, spaces, and websites, and it's increasingly being applied to libraries. In this webinar, we'll look at user experience principles and how to evaluate existing buildings and sites, including journey maps and direct observation. We'll briefly discuss developing patron personas and how they help conceptualize how users interact with sites and spaces. Then, we'll move on to resources and strategies for improving the library user experience with low or no budget, and conclude with a chat-based brainstorming session on what you already see you can change about your building or website. A list of resources - print materials, websites, and organizations - will be available, along with the presentation slides.

Learning Objectives:

During and after this webinar, participants:

Are introduced to user experience terminology, strategies, and tools, for both online and physical spaces.

Will learn how to construct and implement a basic, low/no budget user experience study and improvements.

May construct a brief list of "quick wins" they can implement immediately, based on brainstorming in the webinar chat.

Can follow up with a list of additional user experience resources.

Presenter:

Jennifer Koerber has two decades of experience in libraries, in both public-facing and behind-the-scenes roles. After 17 years at the Boston Public Library, she established her own business providing technology training and consulting services to libraries, and recently completed a contract as Training Manager at Harvard University Library, overseeing staff training for a new ILS platform.

She has written extensively for Library Journal on public library services and technology, and in May 2018, her book, Library Services to Immigrants and New Americans: Celebration and Integration, was released by Libraries Unlimited. In what remains of her time, she is an avid mobile photographer, crafter, and traveler.

You can find Jennifer online at www.jenniferkoerber.com and www.worksfromthetreehouse.com.

September 27, 2019

Academic Library Directors' Networking Meeting

University Libraries-The University of Akron

Bierce Library

Akron, OH 44325-1701

01:00 PM - 04:00 PM EST

Melissa Lattanzi, 3306550531

lattanzm@neo-rls.org

Join your fellow academic library directors for a lively discussion. Please send your discussion topic ideas to Aimee deChambeau.

September 27, 2019

They're Not Kids Anymore: Adult Learning Basics for Library Program Planners <font color=

Online

Via Adobe Connect

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At your convenience

Melissa Lattanzi, 3306550531

lattanzm@neo-rls.org

In this webinar you will learn:

Adult learning concepts

Learning styles

Instructional design basics

Goals and outcomes

Presenter: Monica Dombrowski, Director of Sycamore Public Library

When you receive your confirmation of registration for this archive the link to the archive will be included in the confirmation email.

October 8, 2019

ALICE Training: Active Shooter Response

Twinsburg Public Library

10050 Ravenna Rd.

Twinsburg, OH 44087

12:30 PM - 04:00 PM EST

Melissa Lattanzi, 3306550531

lattanzm@neo-rls.org

ALICE (Alert, Lockdown, Inform, Counter, Evacuate) Training instructor-led classes provide preparation and a plan for individuals and organizations on how to more proactively handle the threat of an aggressive intruder or active shooter event. Whether it is an attack by an individual person or by an international group of professionals intent on conveying a political message through violence, ALICE Training option-based tactics have become the accepted response, versus the traditional "lockdown only" approach.

ALICE is the leading training solution that increases an organization's and individual's odds of survival during a violent intruder event. ALICE, which stands for Alert, Lockdown, Inform, Counter, and Evacuate, is a post-Columbine, Virginia Tech, Sandy Hook strategy that goes beyond the conventional lockdown.

Presenters:

Bob Thompson and Chris Moffitt are both career Law Enforcement officers and dedicated trainers.

Chris started in police work as an Auxiliary Police Officer in 1990 with the Hubbard Ohio Police Department and has moved through the ranks and is currently a Patrol Sergeant. Besides his supervisor duties, Chris is also the departments OPOTA certified Firearms Instructor (Semi-Auto, Revolver, Shotgun, Carbine Rifle) a certified Field Training Officer (FTO) , NRA "Refuse to be a Victim" Instructor, and a Glock Armorer.

Bob's career began in 1994 and then in 1996 he swore in with the Hubbard Ohio Police Department. In 2011 he was promoted to Patrol Sergeant. Prior to his promotion Bob was assigned to a FBI Drug Task Force where he was afforded the opportunity to train at Camp Perry, and the FBI Academy in Quantico, Virginia. Currently Bob is a contracted instructor at Youngstown State University and Kent State University (Trumbull) Police academies as well as the department Defensive Tactics Instructor and Field Training Officer (FTO). A dedicated trainer, Bob put himself through Firearms Instructor school and is an OPOTA certified instructor (Semi-Auto & Revolver). Both Chris and Bob are Taser, Asp, Pepper spray and A.L.I.C.E. instructors..

October 9, 2019

Why SMART Goals

Cuyahoga Falls Library

2015 3rd St

Cuyahoga Falls, OH 44221

09:30 AM - 12:30 PM EST

Melissa Lattanzi, 3306550531

lattanzm@neo-rls.org

Goals provide us with a sense of direction and motivate us to complete the task at hand. SMART Goals, by their definition, are specific, measurable, achievable, realistic, and timely and are a useful tool for a staff members' performance development. They can also be helpful in focusing a work team to move projects forward.

Learning Objectives:

Dive into what SMART Goals are

How to create SMART goals

Explore alternatives for instances when SMART Goals may not be an effective measurement tool

Presenter:

Sara Hodgson is the Director of Human Resources at the Mandel Jewish Community Center where she is responsible for developing and implementing policies and procedures encompassing all aspects of Human Resources including employee and labor relations, compensation and benefits, training and development, performance management, and recruitment. Prior to joining the Mandel JCC in 2014, Sara was the HR Manager at the Cleveland Museum of Art for 16 years. Sara has a Bachelor of Business Administration degree from Ohio University and holds the Senior Professional in Human Resources (SPHR) and SHRM Senior Certified Professional (SHRM-SCP) certifications.

October 10, 2019

It's a Manager/Supervisor's Job to Motivate Staff

Online

Via Adobe Connect

10:00 AM - 11:00 AM EST

Melissa Lattanzi, 330-655-0531

lattanzm@neo-rls.org

Great things happen when people are motivated. However, we often think that everyone comes to the job already motivated or they should be as motivated as others around them. Either rarely happens and therefore, it is the Manager/Supervisor's job to motivate staff. This session will look at ways of discovering what motivates your staff, discuss setting stretch goals to promote growth and autonomy, and examine common behavioral barriers to motivating staff.

Presenter:

Betsy Lantz, Executive Director, NEO-RLS

October 17, 2019

Back to the Book XX: Focused on Diversity in Readers' Advisory

Hilton Garden Inn

8971 Wilcox Dr

Twinsburg, OH 44087

09:30 AM - 03:30 PM EST

Melissa Lattanzi, 3306550531

lattanzm@neo-rls.org

This is the 20th year for Back to the Book. This year we will focus on Diversity in Readers' Advisory. Build your collections and open the minds of your patrons to new authors and ensure that your collections are welcoming to all members of the community. We are pleased to welcome Robin Bradford, a 2018 Library Journal Mover and Shaker.

Windows, Doors and Mirrors: Reflecting Reality through Genre Fiction

Diverse books aren't a trend, but are a reflection of the world around us. Using examples from Mystery, Romance, and Science Fiction and Fantasy, learn why diverse books are for everyone to enjoy.

Learning Objectives:

Identify diverse reads that fit multiple categories across genres.

Identify diverse readalikes for popular authors/series

Understand why diverse books are important for every community regardless of its demographics.

Presenter:

Robin Bradford works for the Timberland Regional Library district which covers 5 counties in Western Washington state. She was recognized as RWA's 2016 Librarian of the Year and as a 2018 Library Journal Mover & Shaker. She is addicted to books, currently writing an updated edition of ALA Readers' Guide to Romance Novels, and dedicated to helping build reader-focused, popular collections in public libraries. She has worked with authors to help get their titles into these collections, worked with librarians to push for equal treatment of genre fiction, and worked with readers so that they can find their favorite authors on their library's shelves.

The afternoon will focus on collections that reflect your community.

By the People, For the People: Creating Inclusive Collections that Reflect Your Community

Westminster Public Library has taken a hyper-local focus and created community profiles to understand their unique communities and how they drive library services. Explore how to create your own profiles and how to use them to advocate for collections, readers advisory, programming, and outreach. Take away the tools and resources to create your own profiles.

Presenter:

Jessi Barrientos is a book-loving, Broadway-singing, yoga-posing, collection development librarian who advocates for readers' advisory, genre fiction, and relationship building. You can find her at Westminster Public Library, where she spends her days building an inclusive library collection.

We will close the day with author, Abby L. Vandiver.

Presenter:

Abby L. Vandiver

WALL STREET JOURNAL BESTSELLING AUTHOR, Abby L. Vandiver has always enjoyed to write, combining that with her gift for telling stories and love of mystery she became an author. A hybrid, she has written as an indie as well as a traditionally published author. Abby has penned one sci-fi mystery series, and three cozy mystery series. Additionally, Penguin Berkley will publish her new cozy mystery books, Crewes Creamery Mysteries, beginning spring 2020. All of Abby's self-published books have been Amazon #1 bestsellers.

Abby has a bachelors in Economics, a master's in Public Administration and a Juris Doctor. A former lawyer and visiting college professor of Economics, she resides in Cleveland, Ohio and enjoys spending time with her grandchildren and facilitating self-publishing classes at her local library.

October 18, 2019

Branch Manager's Network Meeting

Dalton Branch

Wayne County Public Library

Dalton, OH 44618

01:00 PM - 04:00 PM EST

Melissa Lattanzi, 3306550531

lattanzm@neo-rls.org

Here is an opportunity to share your challenges and successes with other branch managers within the region.

Light refreshments will be provided.

October 22, 2019

The Ohio Ethics Law: It's Everybody's Business!

Online

Via Adobe Connect

10:00 AM - 11:00 AM EST

Melissa Lattanzi, 3306550531

lattanzm@neo-rls.org

This lively session will help public officials and employees in understanding how to identify and avoid acting on potential conflicts of interest. It will also provide information regarding ethics prohibitions related to public contracts and potential post-employment requirements. Attendees will also learn about general assistance available from the Ohio Ethics Commission to assist both the public and public sectors in understanding and complying with the Ethics Laws.

Learning Objectives:

Hear about ethics prohibitions related to public contracts and potential post-employment requirements

Learn about general assistance available from the Ohio Ethics Commission to assist both the public and public sectors

Presenter:

Susan Willeke is an accomplished government-relations professional with more than 27 years' experience in public affairs, communication and public speaking. Susan joined the Ohio Ethics Commission in 2005 as the Education and Communications Manager where she oversees and conducts educational and communication outreach. In that position, Susan presents approximately 200 speeches annually, develops information strategies regarding agency programs and represents the Ethics Commission to Ohio citizens, the media and the Ohio legislature.

October 23, 2019

**Rescheduled Hosting a Wikipedia Edit-a-thon in Your Library
Online via Adobe Connect**

10:00 AM - 11:00 AM EST

Melissa Lattanzi, 330-655-0531

lattanzm@neo-rls.org

In this webinar, you will learn the basics for holding a Wikipedia Edit-a-thon in your library. Edit-a-thons are a great programming activity for adults, or an opportunity to partner with a local organization. The presenter will share what worked and what didn't from two separate editing events.

Learning objectives:

Create/define a Wikipedia Edit-a-thon

Prepare and plan for the event

Conduct and evaluate the event

Presenter:

Beth Owens is the Research & Scholarly Communications Librarian in the Ingalls Library at the Cleveland Museum of Art. In her role she liaises with several different departments within the museum, and serves as a personal librarian for graduate students enrolled in the Joint Program in Art History and Museum Studies with Case Western Reserve University. Beth has a BA in Art History from Northwestern University, and an MLIS from Kent State University.

October 24, 2019

Coping with Change
Twinsburg Public Library
10050 Ravenna Rd.
Twinsburg, OH 44087

09:30 AM - 12:30 PM EST
Melissa Lattanzi, 3306550531
lattanzm@neo-rls.org

Change has become a part of everyday working life, yet how those changes are managed on a personal basis and how our own personal attitudes to change are intrinsically linked is not always easy to understand. This seminar teaches how to handle transitional periods of change with less disruption and sustained productivity. This program addresses the human side of change which is more complex and harder to achieve.

Learning Objectives:

*Understand how to survive and thrive during times of limbo and ambiguity
Manage during times of resistance to change
Gain helpful tips, strategies and ideas in creating and sustaining a “change-able” culture*

Presenter:

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.

October 30, 2019

Adult Book Buzz with Penguin Random House

Online via Adobe Connect

10:00 AM - 11:00 AM EST

Melissa Lattanzi, 330-655-0531

lattanzm@neo-rls.org

Join Amanda Fensch, Sales Manager with Penguin Random House, as she discusses the upcoming titles you need to know about. These previews will help you know what books will be the hottest titles of the upcoming season and be prepared to answer patrons questions about what they should read next. All attendees are automatically entered into an ARC giveaway.

Presenter:

Amanda Fensch spent over a decade working in public libraries in Ohio, from circulation to youth librarian to adult services manager. She's been with Penguin Random House since 2016. Along with talking about books, she also assists digital wholesalers with title selections and marketing efforts.

IT Network

Hubbard Public Library

436 W Liberty St.

Hubbard, OH 44425

10:00 AM - 03:00 PM EST

Melissa Lattanzi, 3306550531

lattanzm@neo-rls.org

1st talk: Pineapple and Kali: A Match Made in Hacker Heaven:

In the first talk, we will discuss issues concerning Library IT security preparedness through penetration testing using applications in Kali Linux, imminent threats to the library community, through tools such as pineapple, keyloggers, etc. The presenter will then conduct a demonstration of the pineapple along with a few applications in Kali GNU/Linux, and discuss how to combat this threat. The discussion ends with cybersecurity collection development strategies to ensure the cultivation of library staff, administration, and the public's awareness.

2nd talk: Unreasonable Search and Seizure of Data: The Internet, EULA, mobile applications, and the erosion of privacy:

In the second talk, we will discuss the 4th amendment, the general erosion of privacy, the library's responsibility to the community's privacy, total ignorance of End-user license Agreements, and privacy in mobile applications. The presenter will show participants a few resources that the library can promote and changes that the library should consider to combat issues regarding privacy. The discussion ends with collection development strategies surrounding privacy and library programming to the staff and the public surrounding issues in privacy, and participant interest in the EULA Database Project.

3rd talk: The Power of Social Engineering: Hacking Librarians, Library Staff, Patrons, and Administration:

In the third talk, we will discuss the power of hacking people. We will discuss social media, publicly available digital information, and behavioral science. The presenter will discuss some experiences with socially engineering library staff to gain passwords, logins, and use that information to break into library systems. The presenter will show and conduct demonstrations using social engineering tools such as Metasploit and Maltego. The discussion ends with collection development strategies and workshops that librarians and IT staff can conduct to keep awareness of the dangers of social engineering to the public.

Presenter:

Trevor Watkins is the Teaching and Outreach Librarian for George Mason University Libraries. He is also the founder of Grey Alien Technologies, a science and engineering facility dedicated to the theoretical, empirical, and applied research and development of software and systems with a particular focus on cybersecurity. He is also an adjunct professor in the department of computer science and information systems at Youngstown State University, where he teaches computer forensics, information assurance, and security design. Previously, he served five years as the STEM Librarian at Kent State University Libraries. He has over eight years of experience in Library IT, having previously served as a Systems Engineer and a Systems Librarian in public libraries in Ohio. He has also consulted with academic and public libraries on issues concerning privacy, information security, penetration testing, forensics, vulnerability assessment, data management, data science, data security, software development, and knowledge acquisition and dissemination.

November 6, 2019

Kids and YA Book Buzz with Penguin Random House

Online via Adobe Connect

10:00 AM - 11:00 AM EST

Melissa Lattanzi, 330-655-0531

lattanzm@neo-rls.org

Join Amanda Fensch, Sales Manager with Penguin Random House, as she discusses the upcoming kids and YA titles you need to know about. These previews will help you know what books will be the hottest titles of the upcoming season and be prepared to answer patrons questions about what they should read next. All attendees are automatically entered into an ARC giveaway.

Presenter:

Amanda Fensch spent over a decade working in public libraries in Ohio, from circulation to youth librarian to adult services manager. She's been with Penguin Random House since 2016. Along with talking about books, she also assists digital wholesalers with title selections and marketing efforts.

November 7, 2019

Final Day of the New Supervisors' Academy

Stow-Munroe Falls Public Library

3512 Darrow Rd

Stow, OH 44224

09:30 AM - 03:30 PM EST

Melissa Lattanzi, 3306550531

lattanzm@neo-rls.org

Thursday, November 7, 2019

Location: Stow-Munroe Falls Public Library

Time: 9:30 -3:30

Budgeting, Interviewing, and Caring for Yourself

The last session will focus on supervisory skills that are often overlooked until they are necessary.

Budgeting

Learn where library funding comes from and how it can be spent. Demystify the forms, procedures, and checks and balances involved in public finance.

Presenter:

Amie L. Lynn, CPA, Fiscal Officer, Massillon Public Library

Interviewing Techniques for New Supervisors

Hiring great employees is critical to an organization's success and makes life easier for everyone. The key to hiring the right person starts with the application and interview process. You will learn how to create an interview plan, how to construct appropriate interview questions that provide the information you need, and how to avoid common interview mistakes. In addition, we will cover what is and isn't legal to ask a candidate and how to evaluate the information you have received in order to make the best decision.

Taking Care of Yourself

As supervisors and leaders we know we should care for ourselves but we often don't. We are focused on taking care of our organizations, our employees and meeting our goals. However, neglecting yourself can become a very real detriment to your team while healthy self-care can actually increase your effectiveness and that of your employees. Self-care is a hallmark of effective leaders. Learn how to recognize when you need to focus on yourself and what questions to ask to begin taking care of yourself.

Presenter: Betsy Lantz, Executive Director, NEO-RLS

Lunch and light refreshments will be provided.

November 8, 2019

Small Libraries Network

Ashland Public Library

224 Claremont Ave

Ashland, OH 44805

01:00 PM - 04:00 PM EST

Melissa Lattanzi, 3306550531

lattanzm@neo-rls.org

Here is an opportunity to talk with staff and management of small libraries. Come and share your challenges and success stories.

November 12, 2019

Day for Circ Staff: It's All About Myers Briggs and Working as a Team

Westlake Porter Public Library

27333 Center Ridge Road

Westlake, OH 44145

09:30 AM - 03:30 PM EST

Melissa Lattanzi, 3306550531

lattanzm@neo-rls.org

The morning will start with Understanding Your Myers-Briggs Personality Type.

The Myers Briggs Type Indicator assessment is one of the most popular and well-known personality assessments today, taken by 80% of Fortune 500 companies and 89% of Fortune 100 companies according to the CPP. It allows you to understand your personality type and effectively use your unique strengths. It also helps you to appreciate and successfully navigate differences in communication, decision-making and problem-solving.

Learning Objectives:

Learn about what the Myers Briggs Type Indicator measures (and does not measure) and how it is related to your personality preferences

Understand how you can utilize the unique skills in your work dynamics effectively, from problem-solving to communication to leadership development

Be provided with practical strategies for working more productively with others of different and diverse personality preferences

Then in the afternoon, we will focus specifically on communication in context to our co-workers and our community patrons. We will start by examining the new information we have learned about our personality types and explore how those different types translate to different and unique ways we communicate with each other.

Learning Objectives:

Learn how to use our strengths to communicate our needs and perspectives successfully

Explore how we can reach and appreciate other diverse communication styles

After that, we will hone our skills even more by looking at one of the most significant and important elements of communication, namely nonverbal communication. We will learn about how essential it is to be aware of our nonverbal cues, and how can we learn to read the cues of others, both our colleagues and our patrons, in order to understand them more effectively.

Learning Objectives:

Explore where body language comes from, why it is important and how it affects us and others

Discover ways to utilize nonverbal cues to communicate your message clearly in context to a variety of scenarios circ staff may encounter

Presenter:

Holly Klingler, Research and Innovation Coordinator, NEO-RLS

November 13, 2019

Creating a Culture of Yes

Online

Via Adobe Connect

10:00 AM - 11:00 AM EST

Melissa Lattanzi, 3306550531

lattanzm@neo-rls.org

The immortal Kurt Vonnegut said, "The America I love still exists at the front desks of our public libraries." In this webinar, you can discover at least three ways to shift your library from good enough to unexpectedly amazing, and take your community's image of the public library to new heights. Locate your library's first impressions, displays, customer service, policies and more on the "Yes-O-Meter" and understand how to move from "No" or "Yes, but..." to a powerful culture of "Yes, and!" The insights you gain for shifting your library culture will invigorate the relationships between your staff and with your community.

Learning Objectives:

*Discover at least three ways to go from good enough to unexpectedly amazing.
Look at the value of "Yes, and..." as it applies to policies and services at your library.
Share and learn techniques for shifting your library culture to invigorate the relationship between your staff and your community.*

Presenters:

Sharon Morris is Director of Library Development at the Colorado State Library and offers a myriad of professional development on leadership topics as well as positive organizational development, such as happiness & libraries, using "yes, and" for library services, and conflict resolution. She offers staff days and provides interactive workshops and presentations throughout the U.S. This session offers practical activities and learning that excite Sharon because she has seen first-hand how these techniques have improved people's feeling of welcome and wonder in libraries.

Kieran Hixon is the Technology and Digital Initiatives Consultant for the Colorado State Library and Past-President of the Association for Rural and Small Libraries. He is passionate about rural libraries and communities and has found happiness living on 40 acres in the foothills of the Wet Mountains with lots of chickens, dogs, a horse, and a brave cat. He is known for his high energy and humor, and isn't sure if it is a good thing or a bad thing.

November 14, 2019

Presenting 101
Twinsburg Public Library
10050 Ravenna Rd.
Twinsburg, OH 44087

09:30 AM - 12:30 PM EST

Melissa Lattanzi, 3306550531

lattanzm@neo-rls.org

Have you been asked to present a breakout session at a conference, a short presentation about the library, a webinar or even a workshop? Then this workshop is for you.

Learning Objectives:

Learn about the elements of a speech

Keep your presentation engaging

Work with your nerves

Do's and don'ts of Power Point

Presenters:

John Cox considers himself a perennial student in the art of communication. After graduating from Midland University with a Bachelor of Arts degree in Communication, he went on to a successful 40 year career with the Swagelok Company in sales and product development; business development; human resources; industrial coaching; along with mentoring and training. He now works as a personal consultant with "Selling Basics llc" in the areas of Communication in the Workplace; Facilitation Skills; Selling Yourself; and Negotiation. John has been involved with Toastmasters for the past 17 years.

Melissa Lattanzi, Education and Events Coordinator, NEO-RLS. Melissa has been facilitating and conducting training sessions for the past 20 years and has definitely seen the good, the bad and the ugly of presenting. She has been involved with Toastmasters for the past 5 years.

November 15, 2019

2019 Hottest Tech Toys for the Holidays

Online via Adobe Connect

10:00 AM - 11:00 AM EST

Holly Klingler, 3306550531

holly.klingler@neo-rls.org

It's that time of year again! It's the time that everyone begins their search to find the best toys for their loved one, friends, or even themselves. Learn about the new emerging tech products that your patrons may likely want, have questions about, or even bring into your library for assistance. Perhaps there may even be some fun, new emerging tech tools that you might consider for your library!

Presenter: Holly Klingler, Research and Innovation Coordinator, NEO-RLS.

November 19, 2019

Facilitation Skills Workshop

Twinsburg Public Library

10050 Ravenna Rd.

Twinsburg, OH 44087

09:30 AM - 12:30 PM EST

Melissa Lattanzi, 3306550531

lattanzm@neo-rls.org

This workshop is designed to teach the skills necessary to facilitate group interactions to achieve a successful conversation or discussion of a topic. Facilitation skills training will include the four essential functions of high quality facilitation: providing structure, encouraging participation, reflecting the group and moving the group forward.

Learning Objectives:

Develop the skills for effective group facilitation

Encourage participation and get the discussion going

Choose and design the right group process(es) for your session

Presenter:

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.

November 20, 2019

The Unified Desk-Customer Service at Its Best

Online

Via Adobe Connect

10:00 AM - 11:00 AM EST

Melissa Lattanzi, 3306550531

lattanzm@neo-rls.org

Can circulation staff and librarians coexist? Can you manage the fact that the public thinks ALL library staff are librarians? Is it possible to exchange ego for an expanded library experience?

In this webinar I will challenge library staff to remove the barriers and hierarchy that separate staff at the expense of the customer. We will explore opportunities where library clerks and librarians work side by side to provide a more holistic customer service experience.

Learning Objectives:

The benefit of providing more mentoring opportunities between library clerks and librarians to build a better library

*Explore the meaning of customer service and what it truly means to serve the public
Challenge participants to see that their bias/fear of co-mingling staff has, and will continue to, hold them back from providing quality customer experiences and growing our profession*

Presenter:

*Mary Lou Carolan, Library Champion, Social Justice Advocate, Community Innovator, Placemaker. Administrator for the Newburgh Free Library, Newburgh, NY.
www.newburghlibrary.org.*

Mary Lou is a library-futurist, speaker, writer, library director and idea generator for re-positioning libraries as community leaders and innovators. Her mission is to forever upgrade the perception of libraries by using a creative blend of innovative marketing techniques, community -centered projects, storytelling, placemaking principles and extraordinary customer service. Drawing from 15 years of library experience, preceded by 20 years leading non-profit community-based organizations, Carolan has created and implemented many successful marketing campaigns and outreach initiatives for rural and inner-city libraries of all sizes.

November 21, 2019

Teaching Better Behavior: Social-Emotional Learning in Library Programming Online

Via Adobe Connect

10:00 AM - 11:00 AM EST

Melissa Lattanzi, 3306550531

lattanzm@neo-rls.org

Social-emotional learning (SEL), despite having been around for a few decades now, is still mysterious to many people. In this webinar, we will demystify the jargon so you can learn the basics of social-emotional learning and how to incorporate them into your programming to improve educational and behavioral outcomes for your school-age students.

Learning Objectives:

- * Understand the principles of social-emotional learning and how they apply to school-age children*
- * Understand the ways that social-emotional learning can help with behavior management in your library*
- * Learn how to incorporate social-emotional learning into your library programming*

Presenter:

Marisha Sullivan is a Youth Services Librarian at Stark Library in Canton, OH. She has extensive experience in classroom and behavior management in informal learning environments, especially with tweens and teens. Working in low-income libraries, Marisha has learned the importance of helping students to develop "soft skills" in order to achieve their goals. She has taught topics from aeronautics to creative writing to ballroom dance to school-age children and teens and loves nothing more than helping students find their new favorite thing.

December 4, 2019

Spanish in a Pinch for Library Staff

Online via Adobe Connect

10:00 AM - 11:00 AM EST

Melissa Lattanzi, 3306550531

lattanzm@neo-rls.org

This webinar will provide an introduction into the Spanish language as well as the people that speak it. You will be provided with short cuts and an understanding of the basics of the language. Know the essential phrases that can breach some of the communication gap when working with Spanish speaking patrons that do not speak English.

Learning Objectives:

Introduction to the Spanish Language

Learn short cuts

Learn essential phrases

Presenter:

Jaime Declet was born and raised in Caguas Puerto Rico and then moved to Ohio to finish his college degree at OSU. He made a stop to visit relatives in Cleveland, and the rest as they say is history. Jaime is married to Jeannine and has two children, Andrew and Victoria. He started working in libraries as a volunteer in the sixth grade through High School. He then worked for the Cleveland State University, Fine Arts Library, for six years and has been working in public libraries for the past 19 years. Mr. Declet started his public library career with the Lorain Public Library. He currently works for the Cleveland Public Library managing the South Branch. Mr. Declet is a member of the Advisory Board of the Virginia Hamilton Conference on Multicultural Children's Literature and a member of the Board of Directors of the Tremont West Development Corporation. His job is to make sure that the community he serves knows that the Library is here to help. Therefore, he makes sure that the Library is front and center in all community events

December 5, 2019

Unconscious Bias & Micro Messages

Twinsburg Public Library

10050 Ravenna Rd.

Twinsburg, OH 44087

12:30 PM - 04:30 PM EST

Melissa Lattanzi, 3306550531

lattanzm@neo-rls.org

This foundational workshop serves as a starting point for diversity and inclusion programming. It explores the phenomena of unconscious bias and how professionals can minimize its effects on employee and customer/client relations. Participants will learn how their own unique identities shape their experiences and impact their day-to-day interactions with others. They will learn strategies for minimizing the effects of unconscious bias, which can manifest in the form of verbal, non-verbal, and environmental micro-messages.

Participants will examine the role they play in communicating micro-messages both interpersonally and organizationally, and build skills that will aid them in addressing micro-inequities when they occur. Participants will gain greater confidence in their ability to communicate value and have a positive impact through micro-affirmations, as well as other skills that will aid them in creating an inclusive space where everyone is respected, valued, and appreciated.

Learning Objectives:

Develop awareness around the impact of our individual identities on our personal and professional experiences

Explore the concepts of unconscious bias as it relates to single stories and bias at individual, interpersonal, and group levels

Review best practices and strategies for disrupting bias at individual, interpersonal, and group levels

Presenters:

Caitlin Hawkins, Diversity Center of Northeast Ohio

As a community social worker, Caitlin is passionate about creative, authentic engagement in workplaces and communities. Her educational and professional experiences in community development and higher education lead her to the understanding that relationships matter, and that relationships with people who are different from ourselves provide opportunities for immense growth and collaboration, as long as we know how to harness those connections. At The Diversity Center of Northeast Ohio, she works alongside businesses and organizations through every step of the consulting process and engages staff in customized workshops around the topics of Diversity, Equity, and Inclusion. Caitlin works with the express intention of facilitating the growth of inclusive and equitable workplaces.

Kaila "KJ" Johnson, Diversity Center of Northeast Ohio

At The Diversity Center of Northeast Ohio, KJ researches and designs diversity and inclusion programming for the Higher Education & Young Adults (HEYA) division of The Diversity Center. HEYA offers a variety of services and opportunities that emphasize young adult leadership development based in promoting multiculturalism, anti-racism, and accessibility in learning communities. Additionally, KJ organizes and facilitates diversity education programming for middle and high school conferences, summits, and retreats to equip students to be agents of change. KJ is dedicated to eliminating bias, racism, and bigotry through education, networking and establishing community

partnerships between higher education institutions and the communities they reside in.

December 10, 2019

To Tag, or Not to Tag? Implementing RFID at Your Library

Online via Adobe Connect

10:00 AM - 11:00 AM EST

Melissa Lattanzi, 3306550531

lattanzm@neo-rls.org

RFID promises to revolutionize circulation at your library, from checkout and returns to inventory and security. But once the equipment is installed, what does it really take to place an individually encoded RFID tag on every one of the thousands of items in your collection?

We'd like to walk you through the process.

Learning Objectives:

Consider RFID tag types, shapes, and sizes for optimized device reading, along with where to place them on books and media

Understand the tagging process at the item level and at the project level

Know why and how to disable older, non-ISO tags when implementing an updated RFID system

Explore project management considerations to ensure that a collection is tagged completely, correctly, and quickly

Presenter:

John Reese is vice president of on-site services at Backstage Library Works. He earned his MLS from Brigham Young University and has been immersed in libraries and library technology for more than 30 years. John has presided over on-site collections management projects for RFID tagging, inventory, weeding, and reclassification. His teams have counted, relabeled, cleaned, shifted, moved, and interfiled tens of millions of books.

December 11, 2019

Teen Programming: A Mover & Shaker's Recipe for Impact and Success

Online

Via Adobe Connect

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02:00 PM - 03:00 PM EST

Melissa Lattanzi, 3306550531

lattanzm@neo-rls.org

Courtney Saldana is the Assistant Director of the Ontario City Library. She spent the first eight years of her career working for and with teens. In 2016, Courtney was recognized as a "Change Agent" as a 2016 Library Journal Mover & Shaker [lj.libraryjournal.com]. This webinar will provide a a sampling of her outstanding work with teens, and inspire our libraries and staff to serve teens in our communities. Learn about her teen programming basics along with practical and actionable steps for doing a teen needs assessment, creating a teen space and hosting a teen book fest. Courtney will also introduce us to Skills for Teen Parenting (STeP), a program connecting teens with what they need to succeed as adults and parents: how to interview successfully, dress professionally, deal with conflict and time management, care for their child, postpone or prevent a second pregnancy, and more. Expanding from local success to state-wide implementation, the STeP program embodies a wonderful example of the replicable innovation brought to the field by Movers & Shakers.

Learning Objectives:

Recognize what a teenager is today

Understand the biology behind the teen brain

Actionable steps to creating your own impactful teen programs

Presenter:

Courtney Saldana is the Assistant Library Director for the Ontario City Library in Ontario, California. Courtney is the event lead and creator of Ontario's annual Teen Book Fest (TBF). This event brings 15-20 young adult authors to Ontario for a full day of panels, presentations and author signings. Courtney is also a 2012 Eureka! Leadership Fellow. Her grant project focused on bringing Life Skills to Teen Moms was offered by the California State Library as a statewide project called Skills for Teens Parents (STeP). She is heavily involved in CLA and is a 2016 Library Journal Mover and Shaker.