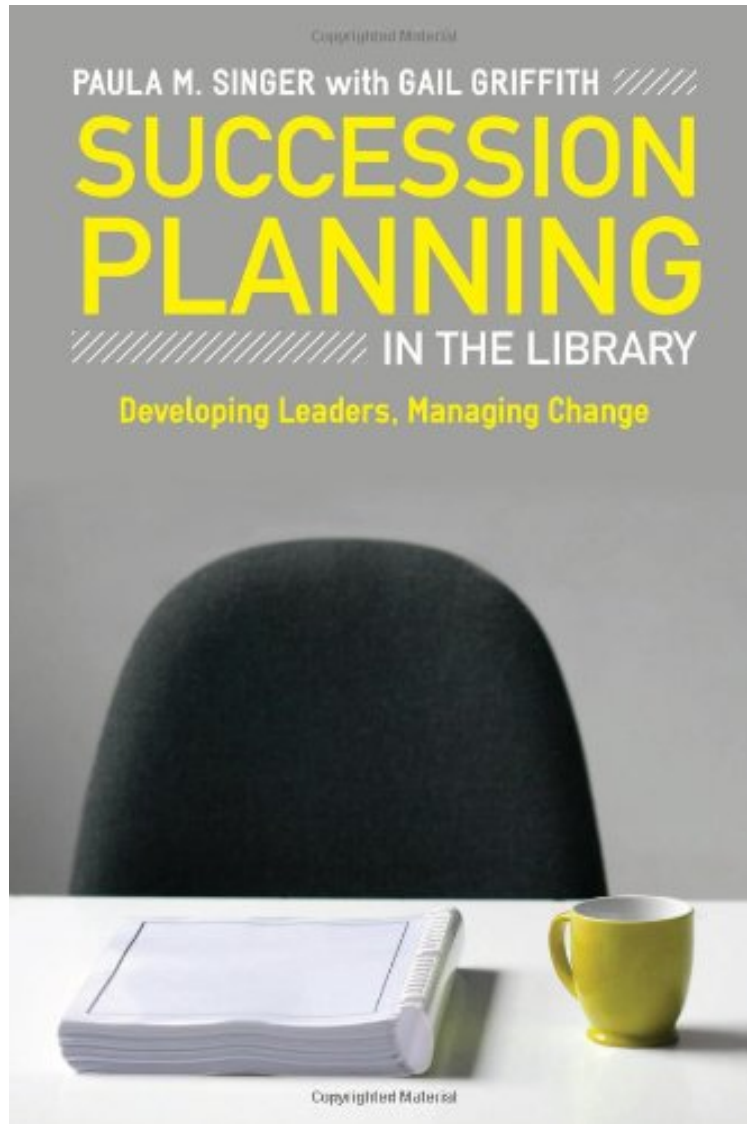


# Succession Planning in the Library: Developing Leaders, Managing Change

*Paula M. Singer, Gail Griffith*  
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**Paula M. Singer, Gail Griffith : Succession Planning in the Library: Developing Leaders, Managing Change** before purchasing it in order to gage whether or not it would be worth my time, and all praised Succession Planning in the Library: Developing Leaders, Managing Change:

Drawing on her expertise as a leading consultant on human resource issues in the library, Paula Singer addresses the often fraught issue of planning for change: not just at the top but at all levels of an organization. With Singer's help, administrators can: evaluate the readiness of their current administrative structure; identify the critical management and technical positions; project and plan for future vacancies; and, also identify the key competencies for critical positions. Readers will discover techniques for spotting potential leaders and encouraging professional growth of current staff.

From Booklist Although books have been written for individuals who plan retirement, few focus on succession planning for the library, for midlevel as well as top personnel. The basic rationale for this guide is that succession planning helps ensure a positive future for the library. Among the topics that are addressed are identifying potential leaders, encouraging professional growth, planning for future vacancies, and evaluating the present administrative structure. Although some transitions can be anticipated, there are unplanned transitions as well, and the book offers ways to make those transitions smooth. Real-life examples from various public libraries are included, as are numerous samples and charts. A helpful guide for libraries and trustees who wish to plan for change and leave the library in good hands. --Patricia Hogan  
About the Author Paula M. Singer is the president and principal consultant of The Singer Group, Inc., a management-consulting firm she founded in 1983. Paula provides consulting services in the areas of talent and leadership development; succession planning; compensation and performance management; strategic planning; organization design and development; training and other human resource development services to clients in the public, private, and nonprofit sectors. Public and academic libraries, as well as library associations, state libraries, and Boards of Trustees throughout the country have engaged The Singer Group to conduct a variety of human resources studies and projects. She is the coauthor, with Laura Francisco, of *Designing a Compensation System for Your Library*, Second Edition, coauthor of *Winning with Library Leadership: Enhancing Services through Connection, Contribution, and Collaboration* (with Christi Olson) and *Human Resources for Results: The Right Person for the Right Job* (with Jeanne Goodrich), all published by the American Library Association. Paula has written numerous articles and is a frequent speaker at ALA, PLA, and state library association conferences and events. Gail Griffith has enjoyed a 35 year career in libraries, with over 25 years as a public library administrator responsible for public services, organization development, and human resources. In 2008 she retired as deputy director of the Carroll County (Md.) Public Library. Since 1992, Griffith has consulted with library, local government, and nonprofit clients. Her areas of expertise include strategic planning and organization design, and she is also a skilled trainer, particularly in the areas of leadership development and team building. She holds a BA in sociology from Otterbein College, an MS in applied behavioral science from Johns Hopkins University, and an MLS from the University of Maryland.