

LIBRARIAN AS TEAM LEADER

Presenter:

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Overview

- ❖ What is a team?
- ❖ Who is a leader?
- ❖ Team development
- ❖ Leadership role in team
- ❖ Signs of ineffectiveness
- ❖ What next?

What is a Team?

“Organizational groups composed of members who are **interdependent**, who **share common goals**, and who must **coordinate** the activities to accomplish these goals are called team”.



Who is a Leader and What is Leadership?

- Leader is

“a guiding or directing head, as of an army, movement, or political group” (Dictionary.com).

- Leadership is

“Leadership is a process whereby an individual influences a group of individuals to achieve a common goal.” (Northouse, 2007)

Team Leadership



A team leader's belief is that the whole is greater than the sum of its parts.

Why Team Work?

- Together
 - Everyone
 - Achieves
 - More
-
- Together Everyone Achieves More

What makes an effective team?

- Good communication and social skills
- Positive interdependence: We instead of me
- Individual accountability/ Personal responsibility
- Shared goals
- Processes for conflict resolutions

Leader Vs Manager

- Vision
- Situation handling
- Light the way to the future
- Change

Stages of Team Development

Forming:
Orientation, break the ice
Leader: Facilitate social interchanges



Storming:
Conflict, disagreement
Leader: Encourage participation,
surface differences



Norming:
Establishment of order and cohesion
Leader: help clarify team roles, norms,
values



Performing:
Cooperation, problem solving
Leader: Facilitate task accomplishment

Team Leadership Roles

Task-Specialist Role

- Team leadership role associated with initiating new ideas, evaluating the team's effectiveness, seeking to clarify tasks and responsibilities, summarizing facts and ideas for others, and stimulating others to action

Socio-Emotional Role

- Team leadership role associated with facilitating others' participation, smoothing conflicts, showing concern for team members' needs and feelings, serving as a role model, and reminding others of standards for team interaction

What Team Leader should do?

- *Create a vision*
- *Keep the purpose, goals, and approach relevant and meaningful*
- *Develop a sense of urgency*
- *Set clear rules of behavior*
- *Build commitment and confidence*
- *Manage relationships with outsiders*
- *Create opportunities for others*
- *Grow together*
- *Keep them informed*
- *Reinforcement works wonders*

What a Team Leader Must Do?

- Give feedback & resolve conflict
- Help to keep team focused on the mission despite personality conflict, work style difference and blockages by interpersonal conflict
- Build trust and inspire teamwork
- Coach team members and group members toward higher levels of performance
- Facilitate and support the team decisions

Cont....

- Expand the teams capabilities
- Create a team identity
- Enable & empower group members to accomplish their work
- Encourage team members to eliminate low-value work

Signs indicating time of Rebuilding Team

- Loss of productivity or output
- Complaints
- Conflicts between personnel
- Lack of clear goals
- Confusion about assignments
- Lack of innovation or risk taking
- Ineffective meetings
- Lack of initiative
- Poor communication
- Lack of trust
- Employees feel that their work is not recognized
- Decisions are made that people do not understand or agree with

What Next?

- Diagnostic Meetings
- Categorize the issues
- Develop action Plans

Thanks!!!

- Comments
- Suggestions
- Questions