ALCTS/LITA/LLAMA New Division
Themes from the Joint Board Meeting June 2018

Q1: What are the hurdles between where we currently are and a new division?
   ● Identity
     ○ Individual identity
     ○ Separate groups’ identities
       ■ Might be lost in a joint group
       ■ Is the focus of each of the groups the right mix—LITA/ALCTS are technical and LLAMA is leadership/management
       ■ What will new leadership look like?
     ○ Competition of resources
     ○ Complexity of each of the groups
   ● Opportunities
     ○ What are the needs to the groups today and into the future?
     ○ Create meshing and intersections
     ○ Leadership and governance opportunities
   ● Engagement
     ○ How are you involved?
     ○ More communication to members
       ■ Hear from members within and outside these groups
     ○ Benefits for new members
     ○ Be at the table to work through uncertainty
   ● Perception
     ○ Real culture vs. perceived cultures that we have about each other
     ○ Aspirational endeavor?
     ○ How does this fit with larger ALA?
     ○ Model for ALA reorganization
   ● Why are we doing this?
     ○ Is there enough information to be joining together now?
     ○ Need a structure, a timeline, and plan before going forward
     ○ Why now, why these groups?
     ○ What does success and failure look like?
     ○ Financial
       ■ Is the reason we’re joining together only financial?

Q2: Think about the new division? What is the ideal state? What are we excelling at? What qualities does the new division have? What has made us successful in this process?
   ● Members
     ○ Engaged
     ○ Attract new ones
     ○ Opportunities for service
- Organizational culture
  - Agile, flexible, risk taking, and innovative
  - Take time
  - Move forward with consensus not unanimity
  - Trust leaders
  - Inclusive and collaborative
  - Bottom up/grassroots effort
  - Honest and kind to each other and ourselves
  - Forward thinking

- Structure
  - Create a compelling mission and vision for what we are trying to achieve
    - Explicit set of new goals
  - Meetings
    - Virtual
    - Open, technology driven/virtual, accessible meetings
  - Incorporate best practices
  - Open and extensive communication
    - Multiple avenues of communication
  - Record history of each group
  - Cut across silos
  - Work at the state level as well as national
  - Use staff’s experience and time for added value

Next steps
- Possible joint American Libraries article by the presidents of each group
- New name
- “Beverages of excellence”
- Aggressive timeline
  - Through October 18 flesh out the project plan
  - Formal review for October meeting with BARC
  - Virtual town hall meetings via multiple channels
  - By Midwinter have board agreements to take for a vote of the membership in March/April 2019
  - Space to make members “feel ok”
  - Membership votes in spring 19 (Y/N)
  - Bring to Council AC19 to create a new division
  - September 2019 start of new div
- Steering group will continue to evolve with new members
- Do we need to talk to ALA’s Committee on Organization and get on their agenda?
- Continue to be inclusive