

## **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