

Report on Participation in the Detta Jones Library Management Institute II (DJLMI II)

The Detta Jones Library Management Institute II (DJLMI II) is a leadership development program designed to prepare mid-career library professionals for expanded managerial and leadership responsibilities. Grounded in Peter Senge's *Learning Organization* framework, the institute emphasizes systems thinking, reflective practice, and relational leadership. My participation in DJLMI II was undertaken to strengthen my leadership capacity, support my current professional responsibilities, and prepare me for future leadership roles within academic health sciences librarianship.

Participation in DJLMI II had a direct and measurable impact on my professional practice. The program reframed my understanding of leadership as a relational and systems-based process rather than a position-based function. As a result, I approach planning, communication, and decision-making with greater intentionality and awareness of organizational context. This shift has strengthened my ability to contribute thoughtfully and strategically within my current role.

The institute enhanced my capacity to evaluate organizational challenges holistically by considering institutional culture, stakeholder perspectives, and long-term implications. These skills have improved my effectiveness in managing workflows, supporting colleagues through change, and contributing constructively to cross-departmental initiatives. I am better equipped to align library services and initiatives with broader institutional priorities and the evolving needs of health sciences education and research.

DJLMI II also contributed significantly to my professional growth by clarifying my leadership goals and strengthening my confidence as an emerging leader. Through structured reflection, peer engagement, and discussion with experienced library leaders, I gained insight into competencies essential for advanced leadership roles, including strategic planning, personnel management, and organizational advocacy. The program prompted critical self-assessment and informed a more focused and intentional approach to my ongoing professional development. One key takeaway for me was the value of silence and reflection as leadership tools, reinforcing the importance of thoughtful presence and listening.

The institute was particularly valuable in preparing me for future leadership positions in health sciences librarianship. DJLMI II emphasized skills needed to lead through change, manage complexity, navigate ambiguity, and foster inclusive and resilient organizational cultures. These competencies are essential in health sciences environments characterized by rapid change, interdisciplinary collaboration, and evolving educational and research demands.

DJLMI II further strengthened my capacity for reflective leadership. Through guided exercises and discussion, I developed greater self-awareness and adaptability, enhancing my ability to practice and engage in skillful conversations, challenge assumptions, and support others during periods of transition. The practical frameworks and tools introduced during the institute are ones I actively apply in my work and will continue to carry forward into future leadership roles.

Participation in DJLMI II represents a meaningful investment in leadership development with benefits extending beyond my individual role. The knowledge and skills gained enhance my ability to contribute strategically to organizational planning, service development, and collaborative initiatives, supporting institutional effectiveness and professional excellence.

Overall, the Detta Jones Library Management Institute II was an impactful professional development experience that strengthened my leadership capacity, enhanced my effectiveness in my current position, and prepared me for future leadership roles in academic and health sciences libraries. Support from AAHSL made possible my participation in a program that directly advances leadership readiness, professional growth, and sustained contribution to the health sciences library profession.