



AFTER AURORA, PUTTING THEORY INTO PRACTICE

Dyane Hosler talk about what comes after the training.

The Aurora experience was overwhelming and inspiring. I returned to New Zealand following the four days full of knowledge and excitement. The classroom theory and exercises at Thredbo helped shape my later directions and gave me the material to read and reread - a source of fuel to continue to light my inspirational flame.

However, theory varies from practical situations. Several occasions that followed gave me real life experience as a leader/manager. I quickly realised the importance of communication and of getting to understand the people in my team to enable and embed success. Alongside this was the importance to seek and listen, to find out why processes and thinking was the way it was, and therefore understand the woven fabric that existed. This included asking questions, watching from the library balcony and asking myself the questions about what makes my staff tick, about the routines and where the power lay in the team.

" Yes, I still have butterflies..."

Sometimes this was a complex matrix of patterns that took time to unravel and understand, but I always had in mind an end result of creating a better functioning team that aligned with the organisational goals and expectations.

The energy that further inspired me came through in-house leadership and coaching programmes, regularly touching base with an inspiring mentor, bouncing off ideas with peers and making time for continuous professional reading in leadership. Without all of these aspects knitting together, those new to leadership can find themselves on a blind journey of false turns, wrong decisions and lost opportunities.

I have found that some of the most difficult issues to deal with arise when you need to engage in a critical conversation with a team member.

Yes, I still have butterflies, however I have found that thoughtful preparation, a generous spirit and an expectation that there may be possibilities and outcomes emerging that you had not expected all assist in arriving at a positive outcome.

So what is leadership? I strongly feel it is about communicating, networking, and having influence. It can be lonely, but it yields results at unlikely times. Finally I believe it is about giving teams and individuals direction and challenges and opportunities to enable them to succeed.

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Do you know?

- What makes the individuals in the team tick, what inspires them, what challenges them, what associations do they belong to, what professional development are they involved in or seeking?
- What established routines do they follow, are they logical and when were they last reviewed?
- Who holds the power in the team, - is this negative or positive to the team, do team members click, is it high performing team and if not does it have the potential to become so?



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