

# Library Leadership Group

November 2025

## LLG Values

Our shared values as the Library Leadership Group (LLG) include Respect & Collegiality, Kindness, Collaboration, Effectiveness, Agility & Strategic Thinking, and Accountability & Responsibility. At the core of our practice, is an understanding and appreciation that we all bring different backgrounds, experiences, and perspectives to the group and it is that diversity which makes us more agile and effective as a whole. We come together as a group to share decision making power, working toward actions that balance the needs of today with those of tomorrow. In the process, we value each other's insights and appreciate each other's strengths, and exercise grace and generosity toward each other as we share responsibility to lead the University Library.

### Respect & Collegiality

Definition: To value differences and integrate a variety of viewpoints, to be attentive to the rights, comfort, and dignity of others. To maintain sensitivity to power differentials and take care not to take advantage of those power imbalances, and to build on and utilize differences to develop stronger group understanding.

### Kindness

Definition: Using a combination of grace and judgment, approach people and situations with forbearance, empathy, honesty, and generosity.

### Collaboration

Definition: A practice in which all members are committed to critically engage in the work, ensure all stakeholders are involved as appropriate, and cooperate to move forward the goals of the Library.

### Effectiveness

Definition: Embrace processes and activities which will make the best possible use of tangible and intangible Library resources. ([https://www.minessence.net/pdfs/values\\_definitions.pdf](https://www.minessence.net/pdfs/values_definitions.pdf))

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## Agility & Strategic Thinking

Definition: To monitor changes in the Library's internal and external stakeholders, environment, and/or resources, and proactively respond with creative approaches that meet needs and provide constructive adaptations towards achieving our mission.

## Accountability & Responsibility

Definition: An articulated process by which clear communication about expected work leads to follow-up and clarity regarding outcomes/roles/resources.