

11:56:40 From Maribel Orlando To All Panelists : Hi from Bayonne New Jersey  
 11:56:48 From Deanna Coleman To All Panelists : South Dakota  
 11:56:51 From Maribel Orlando To All Panelists : Hi  
 11:56:52 From Doyna Illmer To All Panelists : Hi! I'm from Falls Church, VA  
 11:56:57 From Lisa Jackson To All Panelists : Greenfield Massachusetts  
 11:56:58 From Aarty Singla To All Panelists : Chicago  
 11:57:23 From Jennifer Sprafka To All Panelists : Cleveland ohio  
 11:57:25 From Richard Allen To All Panelists : Denver  
 11:57:27 From Nancy Schlichenmayer : Hello, from South Dakota  
 11:57:29 From Linda Gilbert To All Panelists : Linda from Toronto Canada  
 11:57:34 From Dannielle Blondin To All Panelists : Peterborough ontario  
 11:57:40 From Richard Allen To All Panelists : Actually Littleton, just south of Denver  
 11:58:35 From Natalie McIntire To All Panelists : Hello from Indiana!  
 11:58:48 From Erin Ellis To All Panelists : Erin from Denver, CO  
 11:58:51 From Maribel Orlando To All Panelists : Are you on the screen because I not see anything. I can hear you.  
 11:59:14 From Jennifer Horner To All Panelists : I can see it  
 11:59:17 From Doyna Illmer To All Panelists : No, I only see a black screen  
 11:59:19 From Star R To All Panelists : I can see the powerpoint  
 11:59:19 From Richard Allen : I can se the title page  
 11:59:26 From Natalie McIntire To All Panelists : I am seeing the title screen of the power point  
 11:59:29 From Jennifer Horner To All Panelists : I see both ppt and your webcam  
 11:59:37 From Lisa Jackson To All Panelists : I can see it  
 11:59:40 From Dannielle Blondin : I see It but I am getting an echo  
 11:59:45 From Maribel Orlando To All Panelists : should I log back in.  
 12:00:28 From Maribel Orlando To All Panelists : Yes now  
 12:01:23 From Doyna Illmer To All Panelists : I logged in again, and now can see you and the ppt  
 12:06:50 From Meredith Burks To Monica Brinkerhoff(private) : Monica we lost your video  
 12:07:04 From Meredith Burks To Monica Brinkerhoff(private) : ok you're back!  
 12:07:34 From Lisa Rice : vision  
 12:07:35 From Richard Allen : Integrity  
 12:07:37 From Linda Boss To All Panelists : Influence  
 12:07:37 From Nancy Toso To All Panelists : Inspire  
 12:07:43 From Dedra Chavis To All Panelists : Activation  
 12:07:45 From Cassandra O'Neill : select all panelists and attendees so all can see  
 12:07:45 From Mildred Savidge To All Panelists : Facility  
 12:07:48 From Deanna Coleman To All Panelists : modeling behaviors  
 12:07:48 From Dannielle Blondin : guiding  
 12:07:48 From Theresa Vitello : Mentor  
 12:07:49 From Susan Smith To All Panelists : confidence  
 12:07:50 From Natalie McIntire To All Panelists : empower

12:07:50 From Emily Stone To All Panelists : leading by example  
 12:07:53 From Kirsten Wallace : Mentor  
 12:07:53 From Donna Ruhland To All Panelists : Facilitation  
 12:07:58 From Jennifer Horner To All Panelists : Coordinating a variety of opinions  
 towards a common goal  
 12:07:59 From Linda Gilbert To All Panelists : bringing the best out in people  
 12:08:02 From Shannon Eggers : growth  
 12:08:03 From Zenaída Meza To All Panelists : modeling  
 12:08:04 From Linda Bolling : Guidance  
 12:08:12 From Doyna Illmer To All Panelists : journey  
 12:08:14 From Natalie McIntire To All Panelists : coaching  
 12:08:18 From Emily Stone To All Panelists : encouragement  
 12:08:28 From Bonnie McCouch To All Panelists : Vision for improving the future and the  
 journey of how to get there.  
 12:08:29 From Doyna Illmer To All Panelists : supporting others  
 12:08:32 From Tina Springmeyer To All Panelists : Mentor  
 12:08:34 From Zenaída Meza To All Panelists : reflecting  
 12:08:34 From Erin Ellis To All Panelists : Leadership means making active change  
 through collaboration and building on the ideas of others.  
 12:08:44 From Dannielle Blondin : support  
 12:08:44 From Star R To All Panelists : Support  
 12:08:45 From Nancy Schlichenmayer : collaboration  
 12:08:51 From Karina Ojeda To All Panelists : support  
 12:08:56 From Jennifer Horner To All Panelists : building buy in  
 12:09:09 From Amy Bowman To All Panelists : motivation  
 12:11:38 From Natalie McIntire To All Panelists : opportunity  
 12:11:40 From Theresa Vitello : Growth  
 12:11:43 From Angel Murphy To All Panelists : growth  
 12:11:49 From Linda Boss To All Panelists : Transformation  
 12:11:53 From Richard Allen : Exciting  
 12:11:54 From Dannielle Blondin : doing things differently  
 12:11:55 From Kimberly Henderson To All Panelists : opportunity  
 12:11:55 From Karina Ojeda To All Panelists : improvement  
 12:11:55 From Nancy Schlichenmayer : encouragement  
 12:11:58 From Emily Stone : constantly evolving  
 12:11:58 From Linda Gilbert : Opportunities  
 12:12:00 From Star R To All Panelists : to do something different  
 12:12:00 From Jennifer Horner : changing habits  
 12:12:01 From Doyna Illmer : open mind  
 12:12:03 From Susan Smith To All Panelists : resistance  
 12:12:04 From Kirsten Wallace : A change for something to improve  
 12:12:05 From Linda Gilbert : ongoing  
 12:12:11 From Dedra Chavis To All Panelists : Pausing to reflect  
 12:12:11 From Mildred Savidge : Behavioral Alterations

12:12:12 From Trinette Potts To All Panelists : a ne direction  
 12:12:13 From Doyna Illmer : opportunity  
 12:12:15 From Donna Ruhland To All Panelists : Improvement  
 12:12:15 From Zenaida Meza To All Panelists : different approach  
 12:12:19 From Nancy Toso : different perspective  
 12:12:21 From Cydney Clink To All Panelists : Improvement  
 12:12:24 From Jennifer Horner : counseling :)  
 12:12:24 From Emily Stone : open mind set  
 12:12:25 From Bonnie McCouch To All Panelists : Taking research and cultures into consideration in forming new futures.  
 12:12:26 From Zenaida Meza To All Panelists : it can make people nervous/stress  
 12:12:27 From Dannielle Blondin : hard  
 12:12:30 From Lisa Rice : doing things differently  
 12:12:32 From Gail Esterman To All Panelists : disruption  
 12:12:36 From Linda Gilbert : breaking down barriers  
 12:12:51 From Donna Ruhland To All Panelists : disequilibrium  
 12:12:54 From Linda Gilbert : exciting or frightening  
 12:12:58 From Nancy Toso : letting go of what doesn't work  
 12:13:00 From Christine (Chris) Whitmire To All Panelists : We live in continual change  
 12:13:12 From Amy Bowman To All Panelists : scary  
 12:13:48 From Erin Ellis To All Panelists : Change can be adapting to different situations, but also realizing that there are opportunities for advancement. Change is important because it can be difficult, but also looking toward.  
 12:14:42 From Richard Allen : It seems like change that doesn't have a transparent reason behind it is what frightens many  
 12:15:01 From Deborah Curtis To All Panelists : looking to the future  
 12:15:14 From Leslie Santizo To All Panelists : You 01:13 PM  
 yes it feels rapid but for long term cjhamge it should be sytematic  
 You 01:13 PM  
 not rushed  
 You 01:13 PM  
 intentional nadthoughtful  
 You 01:13 PM  
 and  
 12:15:26 From Zenaida Meza To All Panelists : OMG soooooooo true!!  
 12:15:27 From Leslie Santizo To All Panelists : i was typing in wrong panel... sorry  
 12:15:54 From Meredith Burks To All Panelists : no worries, Leslie! Thanks for participating!  
 12:16:10 From Leslie Santizo To All Panelists : The importance of giving them the because  
 12:18:05 From Leslie Santizo To All Panelists : its direct  
 12:18:27 From Doyna Illmer : it can be transformational, but can also hinder advancement

12:18:35 From Nancy Schlichenmayer : Celebrate successes and look for opportunities for growth.

12:18:40 From Nancy Toso : leaders need to be positive to get buy-in

12:18:43 From Zenaida Meza To All Panelists : effective leadership can contribute to a positive experience of growth (change)

12:18:43 From Linda Martini To All Panelists : if you want change, expect to change yourself

12:18:46 From Kirsten Wallace : A good leader often reduces the scary feelings associated with change

12:18:47 From Bonnie McCouch To All Panelists : Collaboration with transparency and taking a bottoms up approach to get buy in

12:18:47 From Angel Murphy : some times change is necessary for leadership

12:18:47 From Linda Boss To All Panelists : leaders make it safe for others to change

12:18:49 From Richard Allen : A leader who has experience with change is much more comfortable to follow. Strong relationships built on trust with a team can make up for that lack of experience

12:19:02 From Leslie Santizo To All Panelists : leadership needs to start with the change

12:19:59 From Bonnie McCouch To All Panelists : Critical to know the current system with strengths and weaknesses in order to have baseline to determine what changes are needed

12:20:50 From Linda Boss To All Panelists : Authenticity

12:20:53 From Star R To All Panelists : trust, open communication

12:20:59 From Dannielle Blondin : honesty

12:21:00 From Doyna Illmer : honesty and trust

12:21:01 From Kirsten Wallace : open communication

12:21:01 From Theresa Vitello : Honesty, openness

12:21:02 From Richard Allen : Integrity, "walk the talk,"

12:21:02 From Nancy Toso : Authenticity

12:21:05 From Leslie Santizo To All Panelists : respecting the human perspective, creating a safe place

12:21:06 From Zenaida Meza To All Panelists : transparency & connection

12:21:08 From Emily Stone : optimism

12:21:10 From Donna Ruhland To All Panelists : integrity

12:21:15 From Linda Martini To All Panelists : positiveness

12:21:16 From Susan Smith To All Panelists : understanding where others are coming from

12:21:16 From Leslie Santizo To All Panelists : partnership

12:21:17 From Gail Esterman : Equity

12:21:17 From Sarah McGuire To All Panelists : trust ,communication integrity

12:21:20 From Trinette Potts To All Panelists : vision

12:21:20 From Kharma Hicks To All Panelists : open communication, inclusion

12:21:25 From Lisa Rice : transparency

12:21:28 From Cydney Clink To All Panelists : Trust, transparency, integrity

12:21:28 From Kimberly Henderson To All Panelists : mentoring

12:21:33 From Bonnie McCouch To All Panelists : Acknowledging own biases, honesty, calmness and genuine desire for collaboration and inclusion

12:21:37 From Richard Allen : Valuing team and individual strengths and playing to them

12:21:38 From Mildred Savidge : Integrity, ethics, trust, inclusion, diversity

12:21:41 From Donna Ruhland To All Panelists : strength-based

12:21:44 From Jennifer Horner : avoiding emotional decision making

12:21:49 From Amy Bowman To All Panelists : honesty

12:21:49 From Leslie Santizo To All Panelists : again the because... why its important not just what newly required

12:21:52 From Tina Springmeyer To All Panelists : Ethics, Inclusion, and Integrity

12:21:58 From Zenaida Meza To All Panelists : willingness to being vulnerable

12:21:59 From Gail Esterman : Benefit of the doubt

12:22:00 From Nancy Toso : Positivity

12:22:16 From Zenaida Meza To All Panelists : assuming best intentions

12:22:19 From Doyna Illmer : open mind

12:22:22 From Richard Allen : Willing to take risks and make mistakes

12:22:25 From Leslie Santizo To All Panelists : understanding adult learning

12:22:31 From Erin Ellis To All Panelists : My leadership values are openness to listen to new ideas, honesty, mentorship, listening to people who have all levels of experience in leadership.

12:23:40 From Leslie Santizo To All Panelists : its ok to make mistakes

12:23:49 From Leslie Santizo To All Panelists : applied knowledge

12:24:05 From Leslie Santizo To All Panelists : its no longer enough to just have knowledge

12:24:13 From Bonnie McCouch To All Panelists : being able to take multiple perspectives simultaneously

12:25:02 From Leslie Santizo To All Panelists : yessssss

12:25:46 From Leslie Santizo To All Panelists : giving everyone a voice

12:25:52 From Leslie Santizo To All Panelists : :)

12:29:00 From Leslie Santizo To All Panelists : impactful

12:30:52 From Cassandra O'Neill : what are your leadership aspirations? don't be afraid to type them into the chat

12:31:22 From Deanna Coleman : being positive influence in leadership

12:31:37 From Trinette Potts To All Panelists : knowledgeable and wisdom in action and power/influence

12:32:36 From Richard Allen : Give some form of positive feedback in as many interactions as possible within the library, even outside my team

12:33:28 From Richard Allen : Leadership aspiration: to leave a lasting positive impact in my workplace

12:34:34 From Linda Boss To All Panelists : Invite others to take time to be present during meetings

12:34:47 From Susan Smith To All Panelists : aspiration: people feel inspired and supported/nurtured

12:35:24 From Kimberly Henderson To All Panelists : To better others, support them, and help them to further their goals and dreams...while furthering the organization's vision and goals.

12:35:35 From Linda Gilbert : coach and mentor supervisors to complete the budget process rather than doing it for them

12:35:54 From Sarah McGuire To All Panelists : do checkins with staff before sitting down at my desk

12:36:01 From Bonnie McCouch To All Panelists : Hiring administrators who will support the teams direction rather than expecting all team members to buy into every new administrators vision. Team members instigate the change on a daily basis- give them the honor they deserve.

12:36:32 From Zenaida Meza To All Panelists : integrate connection activities in all meetings to encourage relationship building/connection

12:36:41 From Cassandra O'Neill : What are some things you can do in the next week or two that you can share in our next webinar?

12:36:50 From Erin Ellis To All Panelists : Get in small groups by sections of the department so that leadership policies can be developed individually and collaboratively.

12:37:23 From Cassandra O'Neill To Erin Ellis and All Panelists : Erin can you share how this goes next webinar?

12:37:37 From Susan Smith To All Panelists : get teaches input before staff meeting for ideas of inspiration and vision

12:38:01 From Cassandra O'Neill To Susan Smith and All Panelists : can you share how this goes next webinar Sharon?

12:38:07 From Cassandra O'Neill To Susan Smith and All Panelists : I mean Susan

12:38:14 From Susan Smith To All Panelists : Yes, sure.

12:38:15 From Cassandra O'Neill To Susan Smith and All Panelists : sorry my best friend is named Sharon Smith

12:38:45 From Linda Martini To All Panelists : thanx

12:39:16 From Richard Allen : Some validation that I am already doing some things well, but these skills always need refreshing

12:39:22 From Erin Ellis To All Panelists : Yes I will share.

12:39:26 From Linda Gilbert : good refresher, thank you

12:39:31 From Richard Allen : Sure

12:39:47 From Gail Esterman : That I need to find that optimistic perspective even amidst frustration.

12:40:00 From Linda Bolling : Great Ideas to ponder!!!

12:40:19 From Maribel Orlando To All Panelists : Great Ideas Thank yoi

12:40:20 From Susan Smith To All Panelists : Your confidence and clarity about the process and new ideas such as we live in a culture of scarcity and fear and how to incorporate this in our goals.

12:40:22 From Nancy Toso : Good review and opportunity to start thinking about things. Nice audience participation

12:40:28 From Kimberly Henderson To All Panelists : Taking the time to visual these is useful. I need to reflect on how I incorporate these into my everyday work and life.

12:40:35 From Kimberly Henderson To All Panelists : visualize  
12:40:39 From Star R To All Panelists : Be more mindful- remember everyone's needs are different and I need to be open and flexible  
12:40:44 From Sarah McGuire To All Panelists : We get so bogged down in the day to day operations that this is a good reminder  
12:41:03 From Meredith Burks To All Panelists : Absolutely, Sarah!  
12:41:24 From Doyna Illmer : language and reflection questions to spark conversations  
12:42:03 From Kharm Hicks To All Panelists : Mt take away... putting positive feedback and appreciation on sticky notes and giving them to the teachers and reflect on the questions  
12:42:20 From Cassandra O'Neill : Thank you everyone such great participation  
12:42:26 From Deanna Coleman : thank you!!!!  
12:42:35 From Kharm Hicks To All Panelists : Thank you all!  
12:42:57 From Star R To All Panelists : thanks!  
12:43:12 From Linda Martini To All Panelists : will you be sharing the webinar?  
12:43:45 From Cassandra O'Neill : invite colleagues to view the recording and join in live in November  
12:43:46 From Doyna Illmer : Thank you. Great conversation.  
12:43:54 From Richard Allen : Thank you  
12:43:54 From Dedra Chavis To All Panelists : Thank you all  
12:44:02 From Gail Esterman : Thanks!  
12:44:04 From Zenaída Meza To All Panelists : Thankyou!!  
12:44:08 From Trinette Potts To All Panelists : thank you  
12:44:11 From Susan Smith To All Panelists : Appreciate this!  
12:44:11 From Leslie Santizo To All Panelists : Thanks  
12:44:14 From Linda Bolling : Thank you!!