



## START PLOTTING NOW

This issue of InCite is on leadership. When Lee (the editor) contacted me to give me gentle reminder about this month's deadline I started musing about leadership. It's an interesting concept. It's something you see, read and hear about every day but it's one

of those things that's easier to describe than it is to define. You know it when you see it, and you certainly realise it when it's not there. Some people are regarded as born leaders, some people become leaders by circumstance, others are developed, some are elected, and others have the word in their title. All professions, vocations, pursuits, organisations and industries have their leaders.

Now, there's no shortage of leaders or leadership in the libraries in Australia. You only have to look at the range of issues being tackled, innovations being developed, and services being offered to appreciate the depth of leadership and leaders we have. I'm pretty sure that not all the people doing these great things have leadership in their title or included in their position description. In fact, one of the great things about leadership is that you don't need a license or qualification to do it, and you can be doing it without even knowing it.

As for me I've been to professional development programs on leadership, attended a residential institute, written and spoken about it, and, heavens forbid, I've even mentored on it! I've been appointed to a leadership position in my day job, and by virtue of not having to contest an election I have a leadership role with ALIA.

In fact, I am the first of three consecutive ALIA presidents who haven't had to contest elections, and there hasn't been any election for Board members for the past two years. Now why is that? Would we have got better presidents and board members if we had elections? For those of the brickbat persuasion, probably yes, and for those of the bouquet persuasion, possibly no. Regardless, we'll never know.

I think it's something we, as members of ALIA, should all be concerned about. I see the next few years as being particularly important for ALIA as it faces a number of interesting challenges related to demographics, sector dynamics, and the changing nature of the LIS industries, to name a few. We need leaders who are informed, pragmatic, and visionary. We also need leaders who come with a mix of experience, age, and talent, and from different sectors.

So why aren't people interested in standing for election for the Board or President? From a recent straw poll in which a number of us were involved, the reasons generally included personal circumstances, organisational support, work and family commitments, and the level of responsibility.

You have until about November 2011 before you nominate. This gives you plenty of time to plot, scheme, and convince your organisation (and partner) of the benefits to you, and to them, of having you participate on the ALIA Board. In the meantime, keep on leading your library from wherever you are in your organisation.

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## YOUR INDUSTRY SNAPSHOT

### ARO moves to Trove

Australian Research Online (ARO) has a proud history, having grown to provide a single search across research from a total of 71 institutional repositories in its life. Of those, just over half come from the government and other sectors. Now Trove, which already included millions of additional research outputs, will take over. A re-direct is in place where possible for machine-to-machine interfaces for ARO. ARO will also shortly be removed as an external database from Libraries Australia Search and via the National Library's Z39.50 service.

The National Library has developed a set of answers for frequently asked questions at

[trove.nla.gov.au/general/australian-research-in-trove](http://trove.nla.gov.au/general/australian-research-in-trove)

and you will find more on how Trove supports Australian research at [trove.nla.gov.au/general/supporting-australian-research-through-trove](http://trove.nla.gov.au/general/supporting-australian-research-through-trove).

All the records in ARO should already be in Trove. If you search Trove and discover that your records are not appearing contact the National Library team immediately

using their enquiry form at

[www.nla.gov.au/librariesaustralia/contact/index.html](http://www.nla.gov.au/librariesaustralia/contact/index.html)

### RMIT makes American headlines

American Libraries Direct, the newsletter of the American Library Association, continues to tell readers about the great things happening in Australian libraries. RMIT University Library is in the spotlight with their recent video featuring new students telling us what they love about the library - [www.youtube.com/watch?v=cmn05R6bsb8](http://www.youtube.com/watch?v=cmn05R6bsb8) for what students like best about the library and [americanlibrariesmagazine.org/aldirect](http://americanlibrariesmagazine.org/aldirect) American Libraries Direct. Nice work RMIT University Library team.

### New name for NSW public libraries association

Public Libraries NSW Country, which has successfully represented rural and regional libraries across the state since 1989, is changing its name to Public Libraries New South Wales. The Association is state-wide and membership is open to all councils and regional libraries across the state, including metropolitan libraries.