# Retirement on the Horizon?

A Public Library Director's Primer

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### Indiana State Library webpage links

- Archived Webinars page
   https://continuinged.isl.in.gov/find-training/archived-trainings/
- Wednesday Word
   https://www.in.gov/library/news/newsroom/
- Continuing Education
   https://continuinged.isl.in.gov/find-training/

# Just a reminder!

To: All panelists ~

Your text can only be seen by panelists

To: All panelists and attendees >

Your text can be seen by panelists and other attendees

# Agenda

**Antroductions**Meet the panelists

Questions & Topics
Panelists discuss the

questions received

Wrap up 03

Last minute questions and contact information







## Meet the panelists

Lynn Hobbs

Current Director Pendleton Community Library



Marilyn Wood

Retired Director Monroe County Public Library

Former Director Newton County Public Library

Mary K. Emmrich



#### Question 1

Retirement for me is at least 2 years away, but it is on my mind a lot, and I know it's time to **start preparing**.

The scariest thing about retirement are the financial considerations: Can I afford to retire?

It would be nice to know who you can actually sit down and talk to about PERF, Social Security, Medicare, and the many options involved with that...with someone other than an insurance agent who wants to sell a product. This may not be what you intended to cover in this webinar, but those are my biggest concerns.

Secondarily, I wonder sometimes how much I should concentrate on getting across my vision for the future of our library? Realistically, I suppose, once that vision is stated, and I am a patron and no longer on staff, it will be best to sit back and enjoy watching what the board, staff, and new director do to build on what has already been done, to make use of the resources that become available, and to meet the ever changing needs of our patrons in the future.





#### Succession Plans

Question 2 on next slide

#### Question 2

My Board has charged me with "succession planning" for all of my upper management positions (including my own). I have several books about succession planning (one specific to libraries), but I will admit I'm a bit overwhelmed by the potential enormity of it. Is there any simple "succession planning for dummies" type resource you would recommend that would help me put together a simple yet realistic plan?



#### Question 3

How do you determine who is best suited to take over a position that has grown with you? [Mentoring] I have worked my way into the Public Services Manager and Adult Programming positions over the years by taking classes and being willing to go "the extra mile" for the library. I find that there are few younger people who are willing to put a lot of extra time and effort into a position. They seem to be happy where they are, with little interest in growing and moving into positions with more responsibility. How do we encourage them to want to move into positions of authority and more work?





#### New Director Search Consultants

- Bradbury Miller Associates <a href="https://bradburymiller.com">https://bradburymiller.com</a>
- Cathy Hakala Ausperk Libraries Thrive Consulting -<a href="https://librariesthrive.com/library-director-search">https://librariesthrive.com/library-director-search</a>
- Don Crankshaw Crankshaw Consulting (former head of HR at Evansville Vanderburgh Public Library) CrankshawConsulting@gmail.com or 812-598-6858
- John Keister & Associates <a href="https://www.johnkeister.com">https://www.johnkeister.com</a>







# Contact information

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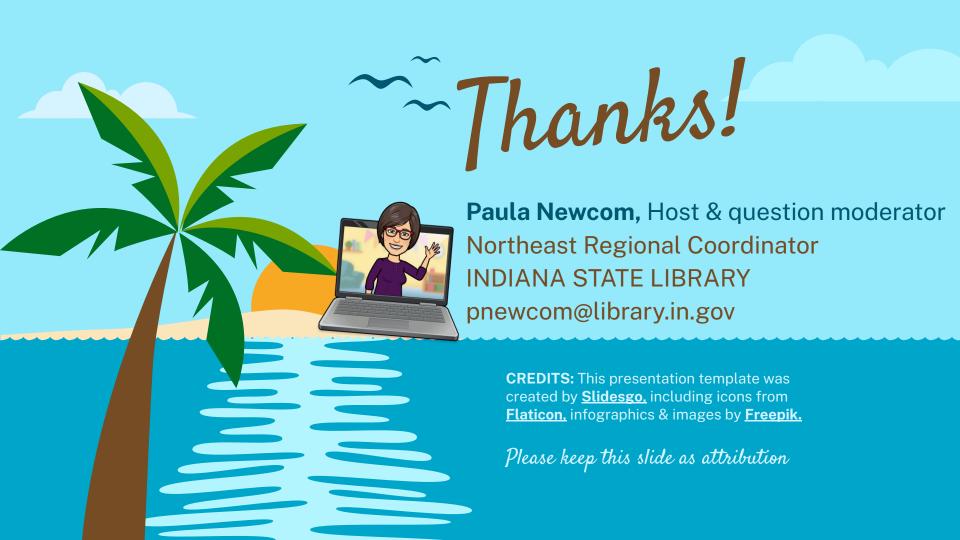
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