

Retirement on the Horizon?

A Public Library Director's Primer

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Indiana State Library webpage links



- **Archived Webinars page**
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- **Wednesday Word**
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Just a reminder!

To: All panelists ▼

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To: All panelists and attendees ▼

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Agenda

Introductions

Meet the panelists

01

Questions & Topics

Panelists discuss the questions received

02

Wrap up

Last minute questions and contact information

03



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

01

Making the decision to retire

Question 1 on next slide



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.



02

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?



03

Mentoring in-coming Director

Question 3 on next slide

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?

A stylized tropical background with a light blue sky, white clouds, and three birds. Two palm trees with green fronds and brown trunks are positioned on the left and right sides. In the center, a large orange sun contains the white number '04'.

04

New Director Search



New Director Search Consultants

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



Final advice?

Questions?



Contact information

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Mary K. Emmrich





Thanks!

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