



NORWELD News

Getting the Best From Your Employees

March 14

Employee morale and staffing concerns are common concerns in the workplace yet library administrators and supervisors can often find themselves at a loss on how to get the best from their employees. Perhaps you have a great employee who you feel could improve in some areas, or someone who is not working up to potential and intercession is needed. What course of action should be taken?

David Hyslop, a retired BGSU professor, will provide insight in his upcoming workshop, *Getting the Best From Your Employees*, which he will present at NORWELD on March 14th. Hyslop will teach on methods to identify current levels of employee performance and show you how to create a performance profile for each employee. In this workshop you will learn how to determine the key motivators in achieving high employee performance, and ways to identify actions for meeting the intrinsic needs of employees. He will also help you define your role as a leader and help you understand the impact you have on employee performance. If you are looking for growth in these areas, attend this workshop to begin to create a leadership culture which promotes high performance among your employees.

Click here for workshop registration: norweld.org

2019 Summer Reading Workshop

March 9

Registration is filling up fast—so don't put off registration another moment for the 2019 Summer Reading Workshop on March 9th. The event will be held at St. Mark's Lutheran Church in Bowling Green and promises to be a day of sheer fun. *A Universe of Stories* is the 2019 summer theme chosen to commemorate the 50th anniversary of the Apollo Moon Landing. The workshop is sure to provide plenty of ideas for planning and promoting your summer reading program and will include theme-related games, books, stories, and crafts. This workshop is intended for librarians planning summer reading programs for preschool children up to and including elementary-aged children. This program is sponsored by NORWELD and the State Library of Ohio with partial funding from an LSTA grant.

Click here for registration: norweld.org



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Roundtables

The February CE calendar is filled with Roundtables of interest to NORWELD members. Roundtables are informal discussions where others with similar responsibilities come together to share ideas, glean insight on trending topics, and network. It is a perfect place to meet with those in your region to share and gather information on topics of interest, learn new ideas, and discover how others handle pressing issues.

February Roundtables include the **Youth Services Roundtable** on February 7th, the **Adult Services Roundtable** on February 8th, and a **Director's Roundtable** on February 13th. Visit the NORWELD website for more information on these and other continuing education opportunities and to register online. These events are free to NORWELD dues-paying members!

“ROUNDTABLES ARE GREAT VENUES TO MEET NEW PEOPLE AND JOIN THE CONVERSATION ON TRENDING TOPICS”

Register for Roundtables

Roundtables begin at 10:00 am

Thursday, February 7

Youth Services Roundtable
NORWELD Office

Friday, February 8

Adult Services Roundtable
Clyde Public Library

Wednesday, February 13

Director's Roundtable
Upper Sandusky Community
Library

Click Here to Register:
Norweld.org

Mandatory Reporting Laws

February 7

Brandy Laux from the Wood County Department of Job and Family Services will present information on the Ohio Mandatory Reporting Laws as the keynote speaker at the upcoming **Youth Services Roundtable** being hosted by Kathy Munger at the NORWELD office on Thursday, February 7th.

If you work with children and are curious about what to do if you suspect child abuse or neglect, then this Roundtable is one you will not want to miss.

The Ohio Revised Code section 2151.421 mandates that certain people are required to make a report to child protective services or law enforcement if they suspect child abuse is taking place. The law requires that you make a report if you believe that other reasonable persons would also suspect abuse or neglect of a child. The burden of proof is not on the person reporting and investigations should only be conducted by authorities.

The Youth Services Roundtable is intended for those serving youth in their local libraries. Following the presentation by Ms. Laux, there will be open discussion on topics of interest brought by the attendees.

Roundtables are great venues to meet new people and join the conversation on trending topics. Register today! Free to eligible members!



"The first few minutes of an active shooter incident are the most vital for preserving life and minimizing casualties."

Active Shooter Response Training

April 2

Are you and your staff ready should an active shooter scenario occur in your library? According to law enforcement officers and trainers, Bob Thompson and Chris Moffitt, "the first few minutes of an active shooter incident are the most vital for preserving life and minimizing casualties." These experts will present, **Active Shooter Response Training (ALICE)**, on April 2nd at the Huron County Community Library in Willard, Ohio, as part of NORWELD's continuing education opportunities.

The A.L.I.C.E. program is designed to give a person, or group of people, who may find themselves in a violent, life threatening situation, some mental and physical tools that could play a vital role in their survival. The program is designed so that anyone can employ the strategies. Young, old, male, female, it does not matter. One does not have to be police, or military trained in order to survive a violent encounter. They do need to have a frame of reference from which to draw, when making life saving decisions under extreme pressure, much like preparing for other emergencies such as fire or tornados.

Bob Thompson and Chris Moffitt are both career Law Enforcement officers and dedicated trainers. These experts have years of experience and impressive credentials and are well-equipped to present A.L.I.C.E. training from their unique perspectives offering crucial details that may prove essential in any violent situation. If your are looking for a good safety training for your employees, get them registered now for this valuable workshop.

Register at: norweld.org

Workshop Information: April 2, 12:30 pm-4:30 pm, Willard, Ohio

[Training Specifics, Inc.](#)

Bob Thompson and Chris Moffitt of Training Specifics, Inc. will be teaching A.L.I.C.E. methods for NORWELD on April 2nd. Chris started in police work as an Auxiliary Police Officer in 1990 with the Hubbard Ohio Policy Department and has moved through the ranks to Patrol Sergeant. He is the departments OPOTA certified Fire-arms Instructor, a certified Field Training Officer (FTO), NRA "Refuse to be a Victim" Instructor, and a Glock Armorer.

Bob's career began in 1994 and in 1996 he swore in with the Hubbard Ohio Police Department. He is also a Patrol Sergeant. He previously was assigned to a FBI Drug Task Force where he was afforded training at Camp Perry and the FBI academy in Quantico Virginia. Bob is an instructor at Youngstown State University and Kent State University (Trumbull) Police academies, as well as, the department's Defensive Tactics Instructor and Field Training Officer (FTO). He is also an OPOTA certified instructor. Both men are Taser, Asp, Pepper spray, and A.L.I.C.E. trainers.

To read more about other specific training offered by these experts, visit [Training Specifics, Inc.](#)



About the Speakers

[Betsy Diamant-Cohen](#) is creator of Mother Goose on the Loose, an early literacy program which incorporates play with nursery rhymes and more. She combines first-hand experience with practical advice and research findings to improve programming for children. Dr. Betsy believes that the best way for learning is through play. She has more than twenty-five years working in public libraries and children's museums. In 2004, she was named a "Mover and Shaker" by Library Journal. She earned her doctorate in communications design from the University of Baltimore, her master's degree in library science from Rutgers, and her BA from Brandeis University. She travels extensively presenting and sharing her knowledge.

[Beverly Meyers, The Music Lady](#), has been presenting music for programs for many years. Her passion is to encourage others to share their talents with young children. She presents countless workshops and seminars to encourage others to sing with children during programs. She feels this simple act will change their perspective and give more meaningful purpose for teaching and caregiving. Her special sauce is to engage audiences with invitations to be part of the songs through movements.

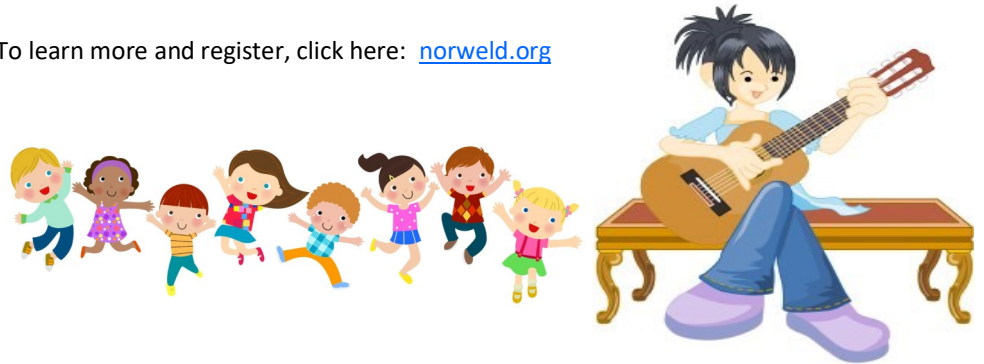
For more information on these fabulous women, click on their names and the links will take you to their websites!

YSS Revisited: April 16—17 @ Sawmill Creek

Play Your Way to Literacy Through STEM and Musical Madness

Sawmill Creek Resort will be the venue for a two-day youth services symposium being hosted by NORWELD and NEO-RLS on April 16 and 17. *Play Your Way to Literacy Through STEM & Musical Madness* is shock full of fun and ideas for youth services staff. Keynote speakers are Betsy Diamant-Cohen creator of Mother Goose on the Loose and Beverly Meyers, known as "The Music Lady." The conference will include many opportunities to learn, play, and network with crafting, music, and more!

To learn more and register, click here: norweld.org



Mental Health First Aid—Focusing on Youth

April 11 & 25 (This is a two-part training series)

Youth Mental Health First Aid is designed to teach caring citizens, including librarians, how to help those adolescents (age 12-18) who may be experiencing a mental health issues, addiction challenges, or is in crisis. Youth Mental Health First Aid is primarily designed for adults who regularly interact with young people. The 8-hour course introduces common mental health challenges for youth, reviews typical adolescent development, and teaches a 5-step action plan for how to help young people in both crisis and non-crisis situations. Topics covered include anxiety, depression, substance use, disorders in which psychosis may occur, disruptive behavior disorders (including AD/HD), and eating disorders. Register at: norweld.org

Developing Executive Presence

May 15—16 @ Maumee Bay Lodge & Conference Center

Amy S. Tolbert, PH.D., CSP and principal of Effecting Creative Change in Organizations (ECCO International), will be the keynote speaker for a two-day leadership conference scheduled on May 15—16 at Maumee Bay Lodge and Conference Center. Tolbert specializes in helping build leaders and in increasing individual's productivity and organizational profitability. Tolbert uses a variety of methods in her teaching incorporating e-learning, technology, and facilitated learning. She is an accomplished author and presenter. Dr. Tolbert is also a consultant and trains in the areas of multicultural competency development, increasing influence in organizations, managing within a

Developing Executive Presence, continued from page 4

diverse workforce, motivation, and leadership skills. Her diverse client list includes USBank, Gucci, AT & T, 3M, Best Buy, Comcast, Mayo Clinic, Dakota County, CHS, Polaris, Medtronic, United Way, Ford Motor Company, and many more.

Event Description:

Day One—Communicating Across Styles & Building Teams

Have you ever wondered why is it easy to communicate with some individuals while communicating with others creates conflict and confusion? By understanding your own behavioral strengths, and learning how to identify and value behavioral strengths in others, you can open your world to new possibilities. Together, we can improve the way we work with others, discover viable solutions to resolve conflict, and relieve stress that comes with miscommunication and frustration. Learn principles and apply tools to build high-performing teams. During this session, Dr. Tolbert, will use experiential activities in a motivating session that can be life –changing.

In this session, learn to:

- Identify your personal behavioral style
- Discover and understand behavioral strengths
- Learn how and when to adapt behavior to improve communication
- Enhance individual and team performance
- Reduce conflict and stress in times of change
- Apply team building principles to everyday interactions.

Day Two—Developing Executive Presence

Do you need to demonstrate executive presence in your role? Perhaps when facilitating, presenting to the Board, or when representing the Library System in the community? This requires a blend of competencies, temperament, and skills that project a truly authentic professional. This session explores foundational elements of executive presence that any business leader must master: engaging in presenting a clear message with a call to action, facilitating effective dialogue and establishing a personal brand. You will learn to apply tools and techniques to enhance your credibility and create powerful presentations.

For complete details and registration information visit: norweld.org

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