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20/20 Hindsight: Mistakes made and lessons learned from a new director

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Authors	Wilhelm, Cori
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20/20 Hindsight:

Mistakes made and lessons learned from a new director

CORI WILHELM,
INTERIM DIRECTOR OF LIBRARY SERVICES
SOUTHWORTH LIBRARY LEARNING COMMONS
SUNY CANTON COLLEGE OF TECHNOLOGY

Preparing for the Transition

The plan:

- **Start making the changes I had been planning**
- **Remain friends with staff – be the “cool” boss**
- **Communicate departmental needs to my supervisor**

- **I knew exactly how I wanted everything done**

It was going to be perfect...

I was going to be the perfect director...



Relationships with Supervisors



**LESSON LEARNED:
MANAGE UP,
MANAGE DOWN**

What I was thinking:

- **I know what's best for my department and staff**
- **Departmental vs. administrative goals**

Setting Team Expectations

What I was thinking:

- They understand what needs to be fixed, right?
- Things will get better – this is just a bump in the road
- We can all be friends 😊

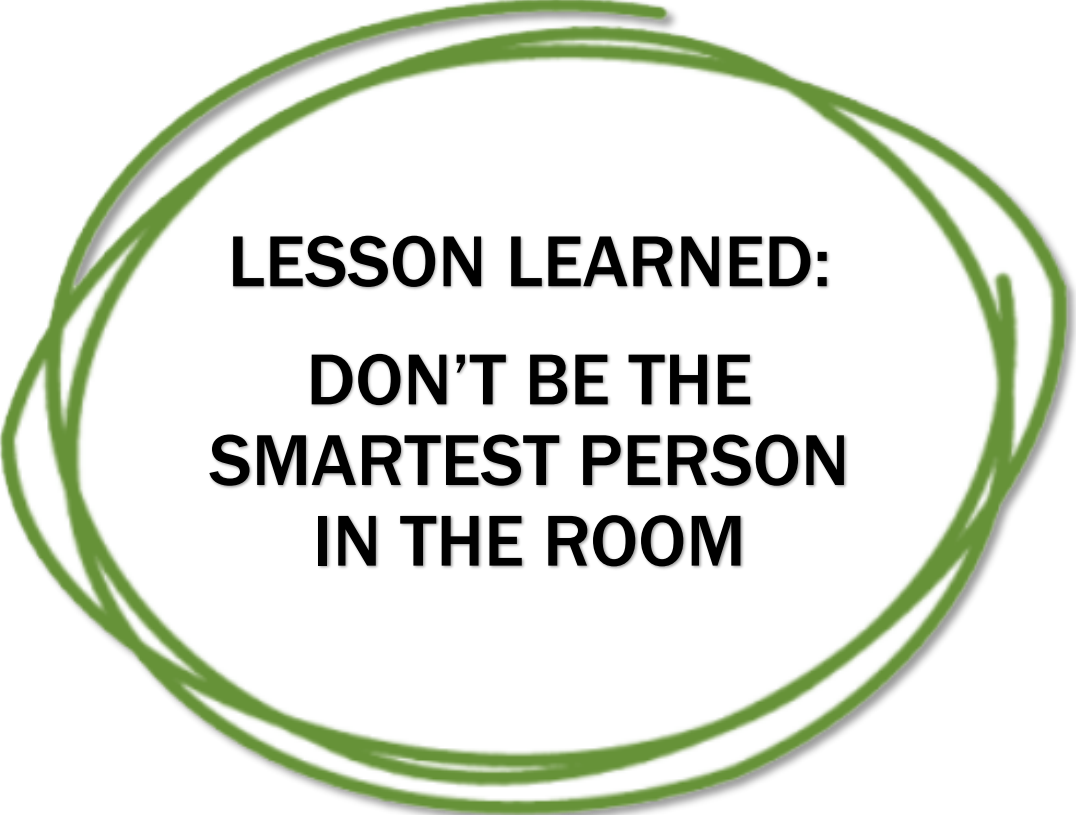
LESSON LEARNED:

Annual performance reviews are a **MINIMUM**, not a **MAXIMUM**

LESSON LEARNED:

DOCUMENT EVERYTHING!

Communicating with Staff



**LESSON LEARNED:
DON'T BE THE
SMARTEST PERSON
IN THE ROOM**

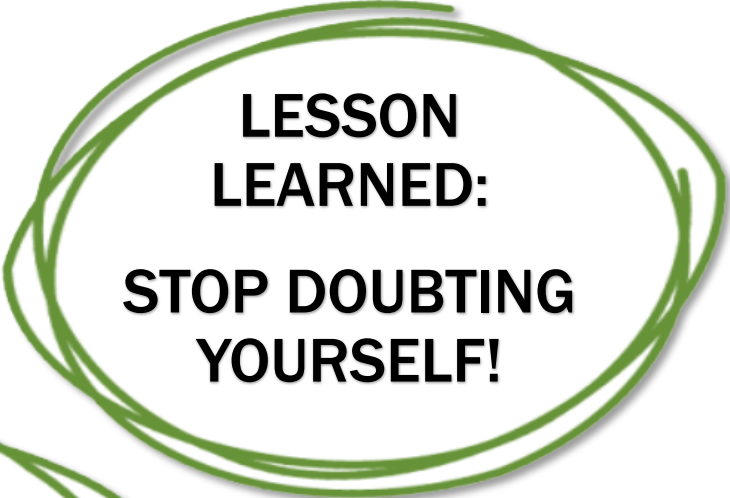
What I was thinking:

- **I already know:
What we need to do,
Why we need to do it,
How I want it done,
Who I want to do it, and
When**

Handling the Transition & Beyond

What I was thinking:

- I'm not qualified/good enough for this job – someone else could do it better
- I'm a total mess/failure and my entire staff and supervisor know it



**LESSON
LEARNED:
STOP DOUBTING
YOURSELF!**



**LESSON LEARNED:
WRITE IT ALL
DOWN!**

Questions?

Cori Wilhelm

wilhelmc@canton.edu

www.canton.edu/library