

# Catalyst Leadership Program

## Application 2023

Accessible Read-only Document

### General Information

Thank you for your interest in Catalyst, California's statewide library leadership program. Catalyst is designed to equip and support California library workers with development opportunities that allow them to lead from everywhere.

If your application is chosen, you will join a learning cohort that is scheduled to meet for a total of 18 months. During the first 12 months, the cohort will meet both online and in-person to learn, reflect, and work on projects that apply new skills and ideas. After the first year (and grant funds permitting), the cohort will continue to meet on a monthly basis for an additional six months to deepen learning, network, and reflect together.

Participants must be available to attend two in-person sessions: Monday-Thursday, November 6-9, 2023 at the Asilomar conference center near Monterey and Tuesday-Wednesday, March 5-6, 2024 in Ontario, CA. Travel costs for these in-person events will be covered by the project.

**Applications are due by September 27, 2023 at 11:59 pm.**

Need help with the application? **Office Hours** are available Sep. 8-27 for you to ask questions and receive one-on-one support from a friendly *Catalyst* team member.

[Register for office hours](#)

You can also contact Maddy Walton-Hadlock at [mwaltonhadlock@cla-net.org](mailto:mwaltonhadlock@cla-net.org) or Joseph Sanchez at [jsanchez@cla-net.org](mailto:jsanchez@cla-net.org).

This no-cost program is brought to you by California Libraries Learn (CALL), which is a joint project of the California Library Association and California State Library.

# Application Questions

## Your Information

1. Your full name
2. Workplace
3. Job Title (and/or a description of your library role)
4. Number of years you have worked in libraries:
5. Email address
6. Describe your library community (multiple choice):
  - (Answers: Tribal, Rural, Small, Suburban, Urban, Other)
7. Describe your library (multiple choice):
  - (Answers: academic, public, school, special, other)
8. Have you had a conversation with your supervisor, manager, or director about the time commitment this program will require over the next 18 months?

## Share Your Thoughts

Read each question carefully and write a response that highlights your unique perspective and experience. Aim for answers that are about 100-200 words long-- not too short, but not too long. You might want to draft your answers in a separate document and insert the final version here.

1. Share some information about your background and what led to your interest in the Catalyst leadership development program.
2. Tell us about a time when you showed leadership in a job or other situation where you weren't officially a leader. What skills and knowledge played a role in your success during this experience?
3. Answer one of the two questions below:
  - 1. Imagine a scenario in which library workers invite the community to be actively involved in designing a new program or service. What might that community engagement look like, and how might you personally contribute?
  - Describe a barrier to equitable practices that you have noticed in your library. Explain how enhanced leadership skills might help you contribute to solutions.

4. What else would you like to share with us about yourself? (Work experience, membership in library or community organizations, awards, hobbies, life experiences, etc.)
5. What would you like to learn in the Catalyst program?
6. Have you ever participated in a leadership development program previously? If yes, please describe it (who was the provider, how long was it, what topics were covered.)

## Agreements

Please read the Catalyst program requirements below and indicate that you agree.ements

1. I agree to participate in regular virtual cohort activities (twice a month, on average).
  - (Answers: Yes, No)
2. I agree to attend two in-person sessions: Monday-Thursday, November 6-9, 2023 at the Asilomar conference center and Tuesday-Wednesday, March 5-6, 2024 in Ontario, CA. (Funds for travel and lodging will be provided.)
  - (Answers: Yes, No)
3. I agree to be engaged and actively involved in cohort activities and the process of my own leadership development, including a mentorship relationship.
  - (Answers: Yes, No)
4. I agree to embrace challenging conversations as a pathway to growth and development. I will try my best to remain open when faced with new ideas from the cohort, especially those ideas that forward equity.
  - (Answers: Yes, No)
5. I agree to share the knowledge and skills that I learn through the Catalyst program with my library colleagues.
  - (Answers: Yes, No)
6. I agree to explore at least one new role I can take on to learn about leadership. (This role could be as a member of a professional interest group or organization, participating in a community organization, or taking on a new group responsibility at the library.)
  - (Answers: Yes, No)

## Additional Information

Optional: if you would like to share your resume or any supporting materials with the Catalyst team, please email your documents to Maddy Walton-Hadlock at [mwaltonhadlock@cla-net.org](mailto:mwaltonhadlock@cla-net.org).