FROM THE EXECUTIVE DIRECTOR

JENNIFER K. ABDELNOUR, CAE

The recent closure of the Florida Library Association's physical office has me thinking about the challenges of managing change. Quite a bit. It's been inescapable, actually. I have always considered myself to be quite an adaptable person, but this move tested even my abilities. Here are my tips for managing change in the workplace.

Preparing for Change

Regularly scanning your horizon for threats and opportunities is a good general practice in any profession. Staying alert and not only expecting, but planning for change, will make the inevitable change(s) less stressful and more productive. And being planful, as much as is practical and realistically doable, will make your work life more manageable. That said, this is much easier said than done! Change is hard, and it's just impossible to forecast every possible pitfall that may befall you.

Asking for Help

Asking for help is not a weakness. People generally want to help more than you might expect. Define tasks that can be delegated and then…delegate them! Trying to manage change in a silo is detrimental to your staff and colleagues, your organization, and your own mental health.

Communicating

You almost can't communicate enough during significant change. It's important to keep your stakeholders in the know about your plans, processes, and expected results. Frequently communicating the status of your change-making projects can help alleviate anxiety and ambiguity about what has happened or will happen.

Setting Boundaries and Managing Expectations

Knowing your and your staff's and peers' realistic capabilities and limitations will help prepare you to set necessary boundaries to protect your time, effort, and honestly, your sanity! Along these lines, managing the expectations of your colleagues and the general public are critical to minimizing disappointments and misunderstandings.

Here's wishing you success in managing the changes in your work life!

Season's Greetings to all,

Jennifer K. Abdelnour

JENNY ABDELNOUR, CAE
FLA EXECUTIVE DIRECTOR

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Mary Daniels is the Materials and Marketing Manager at the Maitland Public Library, where she has worked since 2013. She graduated from USF with her MLIS, and has her Bachelors in English from UCF. She is passionate about writing, literacy, intellectual freedom, and the library field, and has worked on *Florida Libraries* since 2019.

FLA EXECUTIVE DIRECTOR

Jenny Abdelnour

Jennifer K. Abdelnour, CAE, is FLA's Executive Director. Jenny's background includes more than 25 years working in leadership development, public policy, public relations, communications, conference management, and association management. Jenny earned an M.A. in political science with a concentration in applied politics from American University's School of Public Affairs and a B.S. in Criminology from Florida State University. In addition, she earned and maintains the Certified Association Executive (CAE) credential from the American Society of Association Executives (ASAE). Jenny is a member of the Florida Society of Association Executives and ASAE.

COPY EDITOR

Sarah Paige

Sarah Paige works with eResources and online learning as an assistant librarian for Eastern Florida State College, where she has worked since 2018. She also is the discipline manager for the EFSC Librarians, advocating for them within the college. Sarah graduated with her MSLS from the University of North Texas in Denton, TX, and her Bachelor's in English from Lewis & Clark College in Portland, OR. She loves words and libraries and is happy to combine the two by collaborating with each issue's authors and her fellow editors. She owns a rescue dog named Gracie and loves cold weather when it arrives in Florida (she is still a Vermonter at heart).

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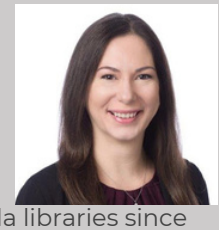

Kari Calicchio

Kari Calicchio is the Assistant Library Director at Dunedin Public Library and oversees reference, adult programs, and technical services. She has worked in Florida libraries since 2013 and is excited to further the sharing of ideas among library and information professionals throughout the state.

COPY EDITOR

Rebecca Greer

Rebecca Greer is the Middle and High School Library Media Specialist for Manatee School for the Arts. In her previous life, she was a Young Adult Librarian for almost ten years, specializing in running large-scale programs, including Teen Lit Fest, an author festival in Tampa, FL which she headed for three years. Rebecca writes book reviews for School Library Journal focusing on books for Young Adults, and several of her programs have been published in "Think Big!: A Resource Manual for Teen Library Programs That Attract Large Audiences."

COPY EDITOR

Sara Hack

Sara Hack is a Reference and Instruction Librarian at St. Petersburg College. She has a background in both public and academic libraries. She is currently a Doctoral Student at St. Thomas University studying Educational Leadership. She received her MLIS from USF and her B.A. in Anthropology and Sociology from FIU. She has been a copy editor for *Florida Libraries* since August 2022 and has enjoyed every minute of it. In her spare time, you will probably find her at a tea shop trying their new drinks.

COPY EDITOR

Sylvie Daubar-San Juan

Sylvie Daubar-San Juan holds an MLIS degree and an MA in Art History. She works as a Learning Resources Librarian at Miami Dade College - Wolfson Campus in downtown Miami. An article she wrote was published in the Fall/Winter 2022-2023 issue of *Florida Libraries*, and she serves on the Editorial Board. Sylvie is the current ALA NMRT Online Programs Chair and is also a member of the FLA Intellectual Freedom Committee. She was recently a presenter at the 2024 FLA Conference in Orlando.