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*Transforming professional performance through the power of human interaction*

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Re-Imagining Leadership as Everybody's Business: Anne Marie Madziak  
An interview by Jane Graham, University of Western Ontario

ASPE conference planners work hard every year to identify plenary speakers who can interest the broad spectrum of people who attend the annual event. Whether this is your first time at ASPE or your fourteenth, Anne Marie Madziak's insights on leadership are bound to resonate.

Anne Marie is a library development consultant, and facilitator/coach. I had the pleasure of meeting her earlier this spring. Over coffee, we discussed the synergy between her work on leadership and principles of simulation.

Unsurprisingly, considering her training in library & information science, her work in leadership is extremely well-researched, based on fields such as neuroscience and organizational development. Her conversation is peppered with quotes from various experts; I left our conversation with a list of authors to look up.

While her clients are typically public library staff, her work on leadership is applicable across demographics and organizations. Her coaching style focuses on fostering cooperation from all levels of an organization, and empowering individuals to not only see themselves as leaders, but to collaborate in "mutually empowering relationships." As she puts it, "Leadership is a practice that we're always working at. Nobody just wakes up one morning equipped with everything they need to lead."

Anne Marie has participated in many varied leadership training programs and workshops, both as facilitator and as learner. This ties in well with her approach to leadership, that it is circular rather than hierarchical. She says that her strengths lie in 'helping others recognize their leadership capability and helping others build a leadership practice.'" Over the course of our conversation, I found myself completely

rejecting all the prior assumptions I had had about leadership and what it actually means.

More than anything, I was struck by the depth of Anne Marie's insight into behavior and teamwork. Ultimately, many of us attend conferences in our field in order to liaise with our peers and share knowledge, but another key benefit is the revitalization that comes from new ideas and perspectives. Maybe simulation is a new field for you and you're looking for ways to feel more confident in your role. Or perhaps your career is feeling stagnant in some ways, or you might be tired of struggling with other people in your organization. Regardless of your position and background, I encourage you to make room in your schedule for the plenary address, and find or rekindle the spark of excitement over your career. "Re-Imagining Leadership as Everybody's Business" takes place at 7:45am, Monday June 15, 2015.

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