



#s310



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#Arsenal

Benzema dampens Arsenal rumours - Setanta Sports | Ireland's Sports... 113K Tweets about this trend

#BADLANDS

50.9K Tweets about this trend

#BlackMonday

#BlackMonday is Here. Hold On to Your Butts. | RedState 108K Tweets about this trend

Cech

Clemence confident Arsenal keeper Cech will overcome early wobbles 102K Tweets about this trend

#CamGirlsAreBeautiful

16.5K Tweets about this trend

Madden

Uber is Delivering Free Copies of Madden NFL 16 Today - IGN 31.1K Tweets about this trend

#SOTS15

473 Tweets about this trend

Liverpool

New Lodge Lane restaurant Marley's opened by John Barnes and Rumal... 254K Tweets about this trend

Reggie Wayne

Report: Reggie Wayne, Patriots Reach Agreement On One-Year Contract 49.5K Tweets about this trend

Baker Mayfield

Mayfield named OU starting quarterback 5,821 Tweets about this trend



Sasha Griffin @griffingate · Aug 21 @robinmkatz Wish I had thot of it earlier, but also racial stereotypes/expectations impact how archival managers are perceived. #saa15 #s310

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Alix Norton @alixbw · Aug 21 @alixbw ...Model what success looks like. Self-assessment is powerful. #s310 #saa15

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Alix Norton @alixbw · Aug 21 Question about empowering staff members - when to step in, and when to invite failure? #management #s310 #saa15

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Robin M. Katz @robinmkatz · Aug 21 Nice. Define what success looks like at the start of a project! #saa15 #s310

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jacob heil @dr_heil · Aug 21 In #s310 discussing PM tools and the value of having all communication in one place; I'll shout out @basecamp for this #saa15

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Robin M. Katz @robinmkatz · Aug 21 @archivedB Find it interesting that this advice panel on management is all women. Know it's a hard Q, but wanted to address it #saa15 #s310

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Kate Feighery @katefeighery · Aug 21 It's when we forget something that we start to worry about everything. Yes yes yes. #s310 #saa15

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Robin M. Katz @robinmkatz · Aug 21 Great Q about tools for mgmt #saa15 #s310 SAA workshop on project mgmt, online tools (paid/free), but learn techniques first, not software

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Robin M. Katz @robinmkatz · Aug 21 "Managing up" has been, for me, less abt advocating for my growth but keeping a manager on task, focused, getting the As I need #saa15 #s310

Reply Retweet Like 1 More options



Robin M. Katz @robinmkatz · Aug 21 Culture of goal-setting: all set 2 - 3 professional goals, +1 personal development goal. Multiple check-ins thru year #saa15 #s310 Great!

Reply Retweet 2 Like 1 More options



Robin M. Katz @robinmkatz · Aug 21

One panelist was pregnant when entered role as a manager #saa15 #s310

← ↻ ★ 2 ⋮



Robin M. Katz @robinmkatz · Aug 21

Panelists suggest that personality, experience level, and age may impacted how perceived, how acted #saa15 #s310

← ↻ ★ 1 ⋮



jaimie fritz @inkpapertime · Aug 21

Q abt gender roles in mgmt - @griffingate also mentions time in position and yr age - how can we be taken seriously regardless? #saa15 #s310

← ↻ 1 ★ ⋮



Robin M. Katz @robinmkatz · Aug 21

Q of gender representation in management, especially in the STEM fields #saa15 #s310

← ↻ ★ 2 ⋮



Robin M. Katz @robinmkatz · Aug 21

I asked if the panelists have any observations or advice about gender may (or may not) play a role as a manager #saa15 #s310

← ↻ ★ 2 ⋮



Beth Myers @archivedB · Aug 21

Gender and management of archives. It's on! #s310 #saa15

← ↻ ★ 2 ⋮



John Bence @jdbence · Aug 21

Question in #s310: all the panelists identify as women - what role does gender play in management? #saa15

← ↻ ★ 1 ⋮



Kate Feighery @katefeighery · Aug 21

If you don't have time to do something right away, figure out a way it could fit into your long term goals and plans #s310 #saa15

← ↻ ★ ⋮



Emilia Mahaffey @emeliorated · Aug 21

Sometimes we have to say no - it's the way that you say no #saa15 #s310

← ↻ 1 ★ 1 ⋮



jaimie fritz @inkpapertime · Aug 21

Track projects w/ employee requirements & time frame. If you're asked to add smthng, you can show plan & be realistic. #saa15 #s310

← ↻ 1 ★ 1 ⋮



Kate Feighery @katefeighery · Aug 21

Shouldn't tell people you can't do everything--shuts off their responses. Instead focus conversation on what you can do. #s310 #saa15

← ↻ 1 ★ ⋮



Geof Huth @geofhuth · Aug 21

.@griffingate: "Interim is tricky because you're kinda between yes and no." #saa15 #s310

← ↻ ★ 2 ⋮



Robin M. Katz @robinmkatz · Aug 21



"Interim" is tricky #saa15 #s310



Robin M. Katz @robinmkatz · Aug 21

A manager's job is to turn "fires" into directives for staff, to relieve them of other duties if new priorities come up #saa15 #s310



John Bence @jdbence · Aug 21

@audraeagleyn: when making an ask from admin, give options not just best-case scenario bc u give them more leeway to say yes #s310 #saa15



Robin M. Katz @robinmkatz · Aug 21

Totally agreed! Even if accepting a less than ideal situation, remind your administration/supervisor of you would want #saa15 #s310



jaimie fritz @inkpapertime · Aug 21

Give admins options based on what they've said you CAN do, and what you originally WANTED to do. Don't let them forget! #s310 #saa15



Aaisha @bookworme7787 · Aug 21

ala.org/transformingli... #saa15 #s310



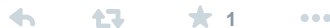
John Bence @jdbence · Aug 21

@tgchute: sacrificing something specific you want and making a broader ask with appeal to other depts will be better long term #s310 #saa15



John Bence @jdbence · Aug 21

Question in #s310: how much does institutional placement impact what you're trying to achieve/managing up #saa15



Sasha Griffin @griffingate · Aug 21

Rosemary: use vendor presntatns to learn mgmt workflows but gotta put up w/sales pitch, like listening to time share to get free stuff! #s310



Robin M. Katz @robinmkatz · Aug 21

Can also bring Library Management Skills Institute to your repository (some free online training, too) #saa15 #s310



jacob heil @dr_heil · Aug 21

.@arXves find mgmt training: free online, using local HR resources, paying consultants, or reuse snippets from vendors' talks #saa15 #s310



jaimie fritz @inkpapertime · Aug 21

Interesting idea - vendor presentations can help you learn how they accomplished projects, you can use framework for yr ideas #s310 #saa15



John Bence @jdbence · Aug 21

@arXves: if you don't have lots of money, vendor presentations can be good

#s310 hashtag on Twitter



@arXves. If you don't have lots of money - vendor presentations can be good to glean proj mgmt and tech implementation skills #s310 #saa15

← ↻ 1 ★ ⋮



jaimie fritz @inkpapertime · Aug 21
General mgmt training (not archives specific) might help you work better with your org at large & communicate across depts #s310 #saa15

← ↻ 2 ★ 1 ⋮



Robin M. Katz @robinmkatz · Aug 21
Curious: folks w management training experience - was archives/library-specific training better/worse than generic? #saa15 #s310

← ↻ ★ ⋮



John Bence @jdbence · Aug 21
@arXves: find mgmt training, either through workshops at SAA, regionals, related professional orgs, HR depts or **@ALlatLuther** #s310 #saa15

← ↻ 1 ★ 1 ⋮



Audra @audraeagleyun · Aug 21
#s310 #saa15 Got management training needs? Contact the education committee of **@archivists_org** - a mgmt cert prog is being considered

← ↻ ★ 4 ⋮



Beth Myers @archivedB · Aug 21
Rosemary Flynn gives another shout out to **@ALlatLuther** for management training. Feeling the love. #s310 #saa15

← ↻ 1 ★ 4 ⋮



jaimie fritz @inkpapertime · Aug 21
Now **@arXves** on mgmt training - first up - tell SAA what you want from educational opportunities/webinars/etc. #s310 #saa15

← ↻ 2 ★ ⋮



jacob heil @dr_heil · Aug 21
Going to the gym for five minutes sounds just about right. #s310 #saa15

← ↻ ★ ⋮



John Bence @jdbence · Aug 21
@tgchute: sometimes you have to walk away - clear your head, think about an issue before responding #s310 #saa15

← ↻ ★ ⋮



John Bence @jdbence · Aug 21
@tgchute: sometimes you have to say "that's just the way it is" to staff bc of priorities #s310 #saa15

← ↻ 1 ★ 1 ⋮



Melissa Gonzales @gonzoarchivist · Aug 21
@inkpapertime And take lots of notes. Document these meetings. Memories are unreliable things. #saa15 #s310

← ↻ ★ ⋮

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John Bence @jdbence · Aug 21
@tgchute: used to arguing for uni archives but new responsibilities forced her to think more broadly, across collecting areas #S310 #saa15

← ↻ ★ ⋮



Melissa Gonzales @gonzoarchivist · Aug 21



Being an effective middle-manager. #Communication is everything. #Expectations are necessary. Many omit these 2 key elements. #saa15 #s310

← ↻ 1 ★ 2 ⋮



Genna D @historivist · Aug 21
Most important meetings are with your supervisor & people you supervise, not external constituencies - @tgchute #saa15 #s310

← ↻ 1 ★ ⋮



John Bence @jdbence · Aug 21
@tgchute: started meeting regularly with staff and stuck to it #s310 #saa15

← ↻ ★ ⋮



Beth Myers @archivedB · Aug 21
Of the 5 presenters: 2 alums, 1 central to its success at Luther. If you haven't considered ALI, you should. #s310 #saa15 @ALlatLuther

← ↻ 1 ★ 4 ⋮



jaimie fritz @inkpapertime · Aug 21
Lots of emphasis on monthly (or regular) meetings with all staff & yr supervisor - make individual connections. #saa15 #s310

← ↻ ★ 1 ⋮



Luther Snow @luthersnow · Aug 21
@geofhuth Thanks Audra. You only learn what you already know. #saa15. #Ali #S310

← ↻ 1 ★ 4 ⋮

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John Bence @jdbence · Aug 21
@tgchute talking being a middle manager and how communication is essential #s310 #saa15

← ↻ ★ ⋮



John Bence @jdbence · Aug 21
@archivelle: empowering "young idealists" to be the change they wanted to see in how they did their work as a shop #s310 #saa15

← ↻ 3 ★ 1 ⋮



jaimie fritz @inkpapertime · Aug 21
. @archivelle looked for "can-do idealists" who were authentic, tech savvy, & user driven so things could actually get done! #saa15 #s310

← ↻ ★ ⋮



Geof Huth @geofhuth · Aug 21
Audra Eagle Yun speaks eloquently about her application of asset-based thinking & generativity learned at #ALI via @luthersnow #saa15 #s310

← ↻ ★ 3 ⋮



jaimie fritz @inkpapertime · Aug 21
. @archivelle discusses creating goal-driven projects thru strategic planning that can be mapped to eventual product. #s310 #saa15

← ↻ ★ ⋮



John Bence @jdbence · Aug 21
@archivelle: change management in a new role, even years after the change bc staff still felt it #s310 #saa15

← ↻ ★ ⋮

**Beth Myers** @archivedB · Aug 21**@audraeagleyun** giving a HUGE shout out to **@ALlatLuther** and **@luthersnow** in talking about using asset thinking. **#s310 #saa15**

4

**John Bence** @jdbence · Aug 21**@audraeagleyun**: wanted to know what her staff wanted to do and focused on encouraging those areas so that everyone had buy-in **#s310 #saa15**

1

**John Bence** @jdbence · Aug 21**@audraeagleyun**: focus on what you have, on what you can put together with others, and you create a positive, generative cycle **#s310 #saa15**

1 1

**jaimie fritz** @inkpapertime · Aug 21This can also make team members feel more valuable, but could it add too much add'l workload for individuals? **#s310 #saa15** **jaimie fritz** @inkpapertime · Aug 21Like the idea of using self-identified area of expertise to make more out of what you have instead of lamenting what you don't **#saa15 #s310** **Genna D** @historivist · Aug 21If you focus on assets, you can focus on yes instead of no - **@audraeagleyun** **#saa15 #s310** **John Bence** @jdbence · Aug 21**@audraeagleyun**: asset-based community dev - focus on assets, be internally focused, and build relationships **#s310 #saa15**

1

**jaimie fritz** @inkpapertime · Aug 21. **@audraeagleyun** discsing Asset-Based Community Development that can establish sense of agency by working current comm. assets. **#s310 #saa15** **Cliff Hight** @cliffhight1 · Aug 21Hearing me some **#lutherspeak #ali14 #s310 #saa15**

1 2

**Beth Myers** @archivedB · Aug 21**@audraeagleyun** shout out to **@ALlatLuther** and Luther Speak! **#s310 #saa15**

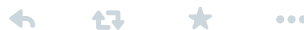
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**John Bence** @jdbence · Aug 21**@lsulli10**: delegation is hard but extremely important and learned to letting go of tasks you enjoy for betterment of dept **#s310 #saa15**

1 1

**Genna D** @historivist · Aug 21I'm a big fan of **@lsulli10**'s leadership model - better to involve all staff than try to keep of image of being in control **#saa15 #s310**

1

**John Bence** @jdbence · Aug 21[@lsulli10](#): staff vacancies led to mergers and a management challenge for her - sought input from all staff involved [#s310](#) [#saa15](#)**jaimie fritz** @inkpapertime · Aug 21Balance of asking for contributions and seeming like you don't know how to make decisions on your own. [#s310](#) [#saa15](#)**jaimie fritz** @inkpapertime · Aug 21Laura Sullivan started holding monthly meetings to rehab her department & involved everyone from her department. [#s310](#) [#saa15](#)**jaimie fritz** @inkpapertime · Aug 21What's good for the institution vs what's good for the archives - can one lead to another? [@griffingate](#) [#s310](#) [#saa15](#)**John Bence** @jdbence · Aug 21[@griffingate](#): Papyrus in archives lead to snowball of enthusiasm that quickly led to misrepresented and inaccurate press pieces [#s310](#) [#saa15](#)**Melissa Gonzales** @gonzoarchivist · Aug 21[@griffingate](#) The Internet...amirite? "Expecting the unexpected" [#saa15](#) [#s310](#)**Genna D** @historivist · Aug 21This story by [@griffingate](#) about press release being written w/o her is mortifying but the situation is all too common [#saa15](#) [#s310](#)**John Bence** @jdbence · Aug 21[@griffingate](#) up first in [#s310](#) talking about learning while doing management [#saa15](#)**Melissa Gonzales** @gonzoarchivist · Aug 21Totally psyched to hear [@griffingate](#) [#saa15](#) [#s310](#) [#archivesmgmt](#)**jaimie fritz** @inkpapertime · Aug 21Will be tweeting intermittently from [#s310](#) because I'm doing the session notes for [@SNAP_Roundtable](#) . Want to read abt [#s307](#) too! [#saa15](#)