

GEORGE M. NEEDHAM

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PROFESSIONAL PROFILE

Energetic, empathetic leader with extensive management experience in not-for-profit and government agencies, working at local, state, national and international levels. Strong strategic skills, coupled with outstanding speaking and presentation styles. Comfortable working behind the scenes to shape and implement change.

- **Consensus Building and Change Management.** Developed and implemented new governance structures and member communications paradigms for OCLC, the world's largest library cooperative. Planned and hosted a series of public meetings to develop the Access Michigan program for that state's libraries and library users. Led a major initiative to reorganize the Public Library Association that was passed by 70% of the membership.
- **Budgeting.** Managed a \$34 million annual budget at the Library of Michigan. Increased revenues at the Public Library Association by 30% in three years. Created method to allow Fairfield County District Library to leverage a \$250,000 donation intended to build one new branch into an ongoing revenue stream for further capital growth. Reduced the library's audit issues from 20 in the year before my arrival to two in my first year and none in my final year.
- **Team Building.** Cross-trained OCLC's Member Services Team for mutual support and more efficient use of staff. Fostered team building through staff education and training, and career ladders. Served as a mentor at national and state leadership institutes. Created a project at OCLC to raise scholarship funds earmarked for underrepresented communities in the library profession.
- **Communications.** Skilled in facilitating meetings, public speaking, working with news media. Delivered more than 150 presentations in three countries between April 2004 and July 2009 on the future of libraries. Chaired Ohio Library Council's Marketing and Communications Task Force, part of the Council's "Future Initiatives" program. Taught workshops on media relations, political savvy, and career planning options.

EXPERIENCE

Vice President, Global and Regional Councils. OCLC Online Computer Library Center, Dublin, Ohio
July 2009 – present

Vice President, Member Services. OCLC Online Computer Library Center, Dublin, Ohio
March 1999 – July 2009

State Librarian of Michigan. The Library of Michigan, Lansing, Michigan
August 1996 – February 1999

Executive Director. Public Library Association, Chicago, Illinois
January 1993 – June 1996

Member Services Director. Ohio Library Association, Columbus, Ohio
January 1990 – December 1992

Library Director. Fairfield County District Library, Lancaster, Ohio
July 1984 – December 1989

Various librarian positions. Charleston County Public Library, Charleston, South Carolina
June 1977 – June 1984

EDUCATION

Bachelor of Arts (English), State University of New York at Buffalo (*magna cum laude*)

Master of Library Science, State University of New York at Buffalo

Advanced Library Management Program, Miami University, Oxford, Ohio

Additional coursework at the Fisher College of Business, The Ohio State University, Columbus, Ohio

PROFESSIONAL ACTIVITIES

American Library Association (ALA) and Ohio Library Council, Member

ALA Elections Review Committee, 2008 – 2009

ALA Public Programs Committee, Member, 2003-date

ALA 2004 Nominating Committee, Chair, 2003

ALA Committee on Legislation, Member, 1999 - 2001

Eureka Institute, Mentor, 2009

Institute for Museum and Library Services Task Force on 21st Century Skills, 2008-2009

Library Leadership Institute at Snowbird, Mentor, 1999, 2000

Library Leadership Ohio, Mentor, 1995, 1998, 2002

Library Media Project, Board of Trustees, Member, 1997-2007

Learning Point Associates, Board of Trustees, Member, 2004-date; Chair 2007-date

Northern Exposure to Leadership Institute, Mentor, 2009

Ohio Library Council's "Futures Initiative," Chair, Marketing and Communications Task Force, 2001-2003

Speaker at numerous library conferences and in-service days on subjects such as long range planning, forming foundations, customer service, and media relations

OTHER HONORS AND ACHIEVEMENTS

Winner, Michigan Library Association's Walter Kaiser Award, 1999

Listed in the current editions of *Who's Who in America* and *Who's Who in the Midwest*

Two-time *Jeopardy!* champion