Library directors and trustees,

Prior to the Library Federation meeting on 5/14, please complete the following:

1. Watch the 48-minute video on [Grief and the COVID-19 Pandemic by Dr. Mary Ann Bowman.](https://drive.google.com/file/d/10tAbJ7EkUWoj_INvIRQXzI1VfNK4fqOt/view?usp=sharing)
	1. While the presentation was developed for health care providers in Montana, the concepts apply to all arenas of work.
2. Read: HBR article, [Don’t Let the Pandemic Sink Your Company Culture](https://hbr.org/2020/08/dont-let-the-pandemic-sink-your-company-culture)
3. After watching the video and reading the article, reflect on the following:
	1. What losses have you experienced during the pandemic?
	2. What losses have public libraries experienced during the pandemic?
	3. What changes to your personal and/or professional life due to the pandemic do you hope remain post-pandemic?
	4. The article suggests ways in which work cultures can become or remain adaptable. Which of the ideas presented can be modified from the private, corporate world to the libraries and the teams you manage? What’s missing? How do Montana values and strengths support resilient and adaptable work cultures?