

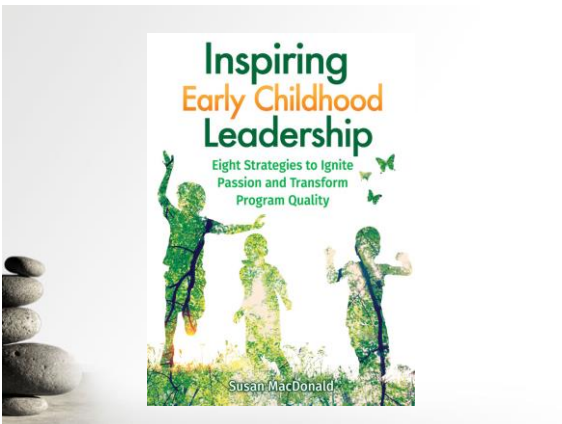
Get Inspired to Lead and Lead to Inspire: Techniques for Navigating In Early Care and Education

Early Childhood Investigations Webinar
January 18, 2017

Presented by: Susan MacDonald, Inspiring New Perspectives
www.inspiringnewperspectives.com









Average leaders raise the bar on themselves.
Good leaders raise the bar for others.
Great leaders inspire others to raise their own bar.

Quote by: Orin Woodward

Create a Sense of Balance

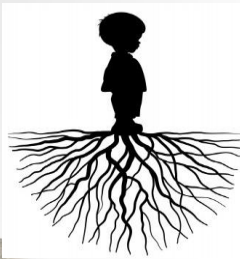


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Reduce Toxic Stress



Understand the Importance of Every Day!



“There are only 2,000 days between the newborn baby and when that child will show up in kindergarten. It is urgent that we use the best scientific information to make sure we support all our children so they can succeed in school. Our children can't wait.”

- Dr. Andrew Melzoff, University of Washington Institute for Learning and Brain Science



Clarity of Vision, Mission and Goals

Focus

Maximum clarity
a center of interest or a
close attention, concentra
can be clearly apprehend
Focal point or principle fo

MISSION statement

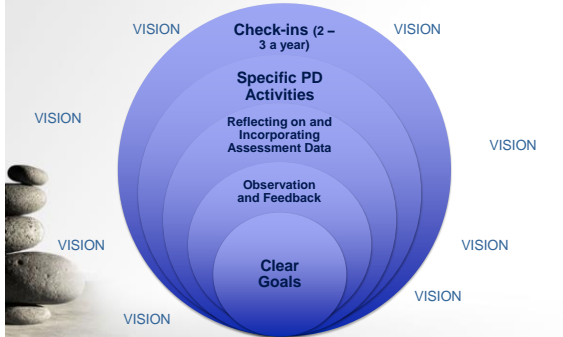
Provide a clear statement of purpose for your organization that includes:

- What you do
- How you do it
- Who you do it for
- How it helps them
- Core Values that shape your work

Vision Statements

- Provide a picture of what could be
- Are a catalyst for change
- Unleash energy and facilitates goal setting
- Give a clear compelling picture of where an individual or organization is headed

Create a Vision to Guide Program Transformation



Create Vision Boards With Your Staff



Name Your Big Rocks!



Make Your Core Values Visible...



Clarify Your Vision Statement

Does your vision statement:

- Draw on your core beliefs/big rocks, reflect the mission and environment of your program
- Describe what you want to see in the future in a positive, inspiring and specific way
- Reflect an openness to new possibilities

Poll Question # 1



Be Intentional

“ To be ‘intentional’ is to act purposefully, with a goal in mind and a plan for accomplishing it. Intentional acts originate from careful thought and are accompanied by consideration for their potential effects.”

*- Ann Epstein,
The Intentional Teacher*



Intentional Directors

- Lead their programs and inspire their teachers by aligning their daily work with a well thought out vision
- Develop a leadership style that focuses on their true intentions – that will support you in focusing your work on your vision and goals



Consistently Focus on the Positive



“By making more moments glisten with positivity, you make the choice of a lifetime: you choose the upward spiral that leads to your best future – and to our best world”

- Barbara Frederickson, Positivity



Six Vital Facts about Positivity!

1. Positivity Feels GOOD!
2. Positivity Changes How Your Mind Works (Broadens and Builds)
3. Positivity Transforms Your Future
4. Positivity Puts the Breaks on Negativity
5. Positivity Obeys a Tipping Point (small changes = big differences)
6. YOU Can Increase Your Positivity

- Barbara Frederickson, *Positivity*

Ten Forms of Positivity!

- JOY
- *Gratitude*
- *Serenity*
- *Interest*
- HOPE
- Pride
- **Amusement**
- Inspiration
- *Awe*
- *Love*

- Barbara Frederickson, *Positivity*

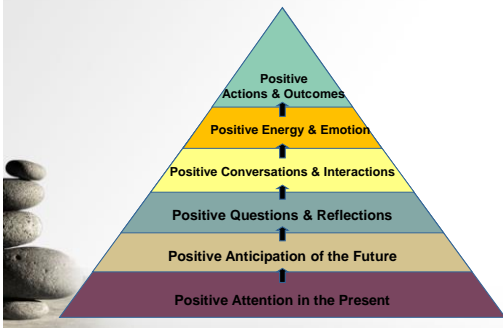
Appreciative Leadership

“Appreciative Leadership is the relational capacity to mobilize creative potential and turn it into positive power – to set in motion positive ripples of confidence, energy, enthusiasm, and performance – to make a positive difference in the world.”



Page 3 – Appreciative Leadership, By Diane Whitney, Amanda Trosten- Bloom and Kae Rader

Appreciative Inquiry



Five Core Strategies of Appreciative Leadership

- **Inquiry** – Ask positively powerful questions
- **Illuminate** – Bring out the best in people and situations
- **Inclusion** – Engage with people to coauthor the future
- **Inspiration** – Awaken the creative spirit
- **Integrity** – Make choices for the good of the whole

(page 23, Appreciative Leadership)



Organizational Climate

“More than three decades of research has shown that managers’ style of leadership and behavior accounts for more than 70 percent of employees’ perceptions of organizational climate. In fact, employees’ feelings about management were found to be the main factor that improves employees’ perceptions of their company’s organizational climate.”

-The Five Languages of Appreciation in the Workplace by Gary Chapman & Paul White, page 133



Get Everyone on The ENERGY BUS!



- Your Vision Provides the Roadmap
- Positive Energy Fuels the Bus
- Don't Allow Passengers to Drain the Energy of Others
- Express Appreciation for Your Passengers

For more information visit the Energy Bus Website: www.energybus.com

Support Collective Leadership



“In collective leadership, the concept of leadership shifts from something you do *to* or *for* others to something you do *with* others. And it is a way for people in any position within an organization to contribute to their fullest ability”

From: Collective Leadership Activating the Gifts of Your Team, by Monica Brikerhoff, Albert Murrieta, Cassandra O'Neill. In Child Care Exchange, Nov/Dec 2015

Individual Professional Development Plans (IPDP'S)

“are designed to create a holistic approach to building an early childhood professional's capacities to ensure that individuals remain current regarding knowledge and practices in the field.” (NAEYC)



Professional Development Plans allow for.....

- Goal achievement
- Continual development of skills
- Essential knowledge that leads to professional growth
- Professional development that is intentional and becomes a shared responsibility



Creating an IPDP

1. Clearly define your goals
2. Identify the actions steps needed to achieve your goal
3. Link your goals and actions steps to the relevant Core Competencies/Standards
4. Identify the resources you need
5. Outcomes: How will you know when your goal has been reached?
6. Establish clear timelines for check-ins and goal achievement



Poll Question # 2



Honor the Lasting Impact of Quality Early Childhood Education

We need to be able to stand before these children in 20 years and say, "I did my best by you." In 30 years, we need to be able to say, "The world is in good hands because I valued you enough to provide you with a quality education, and you are now able to lead the next generation."

- Brenda Powers, Boston Association for the Education of Young Children

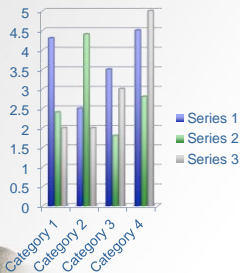


Creating a Continuous Quality Improvement Plan

1. Review all Available Data
2. Create a Vision for the Program
3. Identify the Program's Strengths
4. Identify the Program's Potential for Growth
5. Create Clear Goals and Actions Steps
7. Identify the resources you need
8. Define Outcomes: How will you know when your goals have been achieved?



Data Collection and Analysis



- Use all sources of data – surveys and assessment tools to get a clear picture of strengths and areas of growth.



Engagement

The current Gallop Poll data released in March 2015 reveals that “only a third of U.S. employees are engaged at work, half (50.3 %) are ‘not engaged’ and 16.8% are ‘actively disengaged.’



Gallup Data...

- People who use their strengths on the job are six times more likely to be engaged on the job!
- Gallup has found that building an employees' strengths is a far more effective approach to improving performance than trying to improve weaknesses.
- When employees know and use their strengths, they are more engaged, perform better and are less likely to leave



Gallup Strengths Organization Index

1. Every week, I set goals and expectations based on my strengths
2. I can name the strengths of five people I work with
3. In the last three months, my supervisor and I have had a meaningful discussion about my strengths
4. My organization is committed to building the strengths of each associate

Only 3 % of US employees answered strongly agree with all four questions



Engaged Leadership

"We can no longer afford to be on autopilot in our lives, with our families, or in our organizations. We can no longer afford to miss the connections with those we work with, those we love, and those we serve. We can no longer make decisions with distracted minds, reacting instead of responding or initiating. We need mindful leadership to lead with excellence."

- Janice Marturano







Intentionality and Time

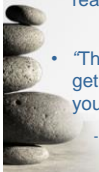


TIME and Presence!

Tama Kieves – *Inspired and Unstoppable*

“ This is a process of answering your own invitation to all that you are meant to be. No one else is holding up the show. What do you need to focus on right now? What cries for your devotion and attention? When you show up, so does everything else. It’s a crazy simple formula really. *When you get there, you’ll get there.*” page 177

- “The quality of your life is not the amount of things you get done. Quality depends on how much *beingness* you flood into each experience.” page 176



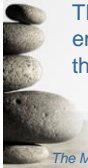
Time Logs



Multipliers and Diminishers

Multipliers – Amplify the smarts and capabilities of everyone that works with them. They inspired their employees to do their very best

Diminishers - They are capable leaders who shut down the ideas of others. A diminishers is absorbed in their own intelligence and suppresses the capabilities of their employees



The Multiplier Effect: Tapping the Genius Inside our Schools

Strength-Based Coaching Benefits



- Increases Engagement
- Creates Collaborative Teams
- Restores HOPE!
- Leads to Higher Levels of Wellbeing and Confidence
- Goal Achievement is Easier and more Fun
- Promotes Energy, Effectiveness, Productivity and a Sense of Meaning
- Improves Student Learning



Deficit Based Change

- Drains Energy!
- Promotes negative identity and culture
- Fosters Discouragement
- Weakens Teamwork and Innovation
- Squelches Creativity and Innovation
- Focuses on the past, rather than generating positive images of the future



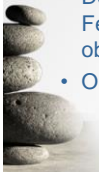
Heliotropic Principle

“The person-centered approach rests on a basic trust in human beings, and in all organisms, to flow toward the constructive fulfillment of their inherent possibilities.”
- Carl Rogers



Observation and Feedback

- On a Consistent Schedule
- Directly linked to Teacher or Classroom Goals
- Documentation and Feedback for each observation
- Observe Vitalities



**When a flower doesn't bloom
you fix the environment in
which it grows, not the flower.**

Alexander den Heijer



Use Your Vision, CQI and IPDP's to Shape Your Staff Meetings

- Review your hopes, dreams and vision for your program
- Clearly identify your professional development intentions for your program and each staff member
- List all IPDP goals on one sheet
- Create specific timelines for achieving your goals
- Design and implement staff meetings directly linked to your vision and goals



Cultivate Positive Relationships

- Build Trust
- Communicate confidence
- Shift conversations
- Reveal silver linings
- Get people into flow



Coaching Techniques:

- Listening - LISTEN!
- Acknowledging and Validating
- Empowering Questions
- Inspiring
- Consciousness



Moving Past the “TTWWADI Syndrome.”



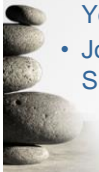
“Change is necessary to address our own tolerance for mediocrity. Change is essential to close the opportunity gap that exists for so many children and their families. And change is necessary to close the opportunity gap that has existed for many in our workforce.”

- “Are we Suffering from TTWWADI Syndrome?”
Exchange Magazine, Carter and Lee, page 26



Continually Assess Your Leadership Skills

- Self-Assessments
- Parent Feedback Surveys
- Staff Feedback Surveys
- Complete a Yearly IPDP and Hold Yourself Accountable to Your Goals
- Join Directors Groups for Ongoing Support

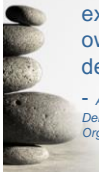


Reduce Burnout

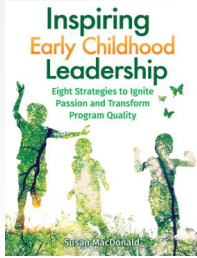
“...research shows that the single biggest cause of work burnout is not work overload, but working too long without experiencing your own personal development.”



- *An Everyone Culture. Becoming a Deliberately Developmental Organization, page 1*



Learn More About Each Strategy in.....



<https://www.gryphonhouse.com/books/details/inspiring-early-childhood-leadership>

Join me in Italy – June 17 – 22 for Early Childhood Leadership: Strategies to Ignite Passion and Possibilities!



All the details for this incredible learning experience are available here: <http://www.inspiringnewperspectives.com/june-2017-italy.pdf>

Resources!



For a complete listing of books that inspire my work, visit: <http://www.inspiringnewperspectives.com/books-that-influence-my-work.html>

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