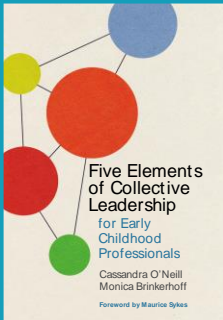


Reinvigorate Your Program with Innovative Approaches to ECE Leadership



Presented by:
Cassandra O'Neill & Monica Brinkerhoff
August 17, 2023

1



2

Learning Goals

- Identify situations in your work that would benefit from engaging others rather than using a top-down approach
- Brainstorm ways to move from power-over to power-with approaches
- Explore benefits of collective leadership regenerative, and emergent leadership
- Explore both/and of individual and collective leadership

3

POLL – What is your role?

4

POLL – What are your Learning Goals?

5



6

Think of a time that you experienced working with a team/group and that you felt alive, excited and engaged?

What happened?

What was your role?

What do you value about your contribution?

7

What are some benefits of:

- Collaboration?
- Groups working together better?
- People feeling empowered to contribute?
- Focusing on strengths?

8

If you want to build a ship, don't drum up people to collect wood and don't assign them tasks and work, but rather teach them to long for the endless immensity of the sea.

Antoine de Saint-Exupery



9



10

Definitions

Regenerative - bring into renewed existence, generate again, enhance bring new and more vigorous life to something

Emergence— An emergence is when something comes into view – like the emergence of a seedling in a garden

Collective leadership – working with others – leadership is a set of behaviors and practices regardless of job title or role

11



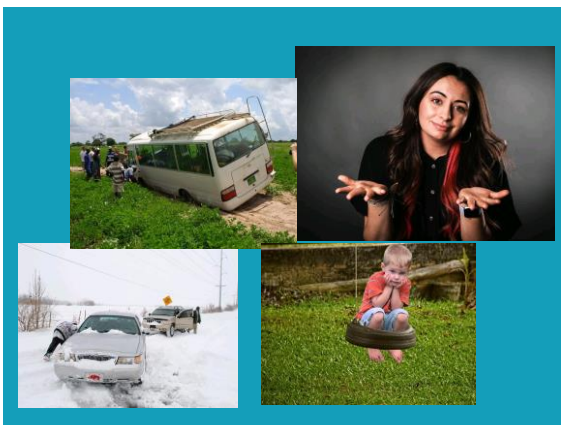
12

- What are you working on that requires people to work together toward a shared goal?
- What is an example of something you would describe as power-over? How would it be different if the approach was power-with?
- What are you trying to accomplish that has been difficult and you feel "stuck?" You may feel like you've tried everything and nothing works... You may say "I don't know what else to try"

13

Think of things you are working on that would be more successful and more enjoyable if people were working together better.... What comes to mind?

14



15



16

- What opportunities are there in your work that could benefit from engaging others more and in different ways?
- Opportunities could be in teaching, program management, professional development, supervision of staff, recruiting and managing volunteers, coaching, community engagement, and many others

17

Explore both/and of individual and collective leadership



18



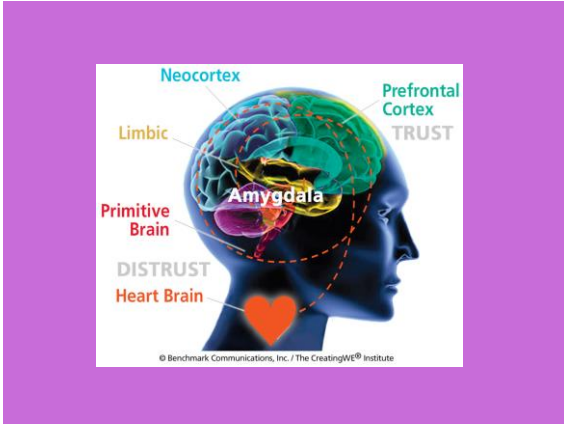
19



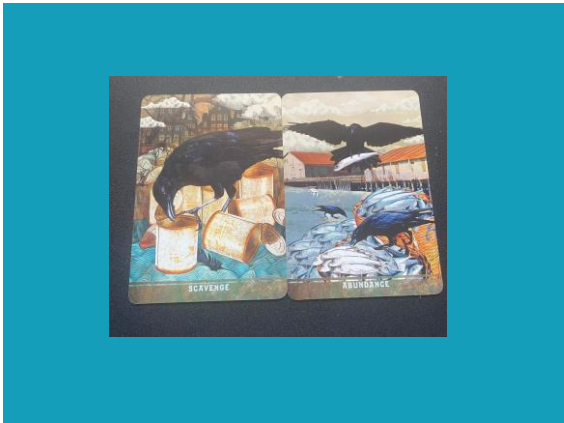
20



21



22



23



24



Explore the concepts of collective, emergent, and regenerative leadership...
 ...And how these re-invigorate your program

25

Takeaways:

What insights you are taking away?

- Identify situations in your work that would benefit from engaging others rather than using a top-down approach
- Brainstorm ways to move from power-over to power-with approaches
- Explore benefits of collective leadership regenerative, and emergent leadership
- Explore both/and of individual and collective leadership

26

Thank You

Contact Us:

cassandraoneill@me.com

www.5elementscollectiveleadership.com

27
