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Growing Leaders from Within
Coach Jamarrion Tabor

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CHILDCARE CENTERS
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Georgia's Best 24
Childcare Centers

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Nurturing Future Leaders for
Organizational Success

Today We Will Cover:

The benefits of hiring leaders within and a
Roadmap for Nurturing Existing Staff into
Future Leaders in Childcare

Learn strategies for identifying potential
leaders within your organization based on
specific character traits and skills

Gain insights into creating a comprehensive
curriculum to develop employees for
leadership roles, including hands-on
experiences, training courses, networking,
and mentorship.

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Growing Leaders from Within

In today's competitive landscape, developing leaders from within your organization has become a vital strategy for long-term success. Instead of continuously seeking external leadership hires, organizations are recognizing the value of investing in their current employees to groom them into effective leaders. Today I want to empower you with actionable insights and strategies to foster leadership potential among your staff.

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The benefits of nurturing your existing staff into future leaders

- Investing in the development of existing staff demonstrates a commitment to their professional growth, fostering loyalty and a sense of belonging.
- A reputation for nurturing internal talent and providing advancement opportunities can attract high-caliber individuals seeking long-term career growth.
- Training and developing existing staff is often more cost-effective than external recruitment, as it minimizes onboarding time and associated expenses.
- Internal promotions capitalize on existing institutional knowledge, reducing the learning curve and enhancing productivity.
- Internal promotions showcase a culture that values and rewards hard work, motivating other employees to strive for excellence.
- Nurturing leaders from within contributes to a cohesive and unified organizational culture, aligning with the company's values and mission.
- Promoting from within fosters a positive team dynamic, as team members witness the tangible rewards of hard work and dedication.
- Existing staff transitioning into leadership roles are often familiar with team members, facilitating smoother collaboration and communication.

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Reasons to Develop Your Existing Staff Into Leadership Roles

- Leaders who resonate with the company culture are more likely to inspire and connect with team members, fostering a positive work environment.
- Involving the team fosters a sense of inclusion and signals that their opinions matter, positively impacting morale.
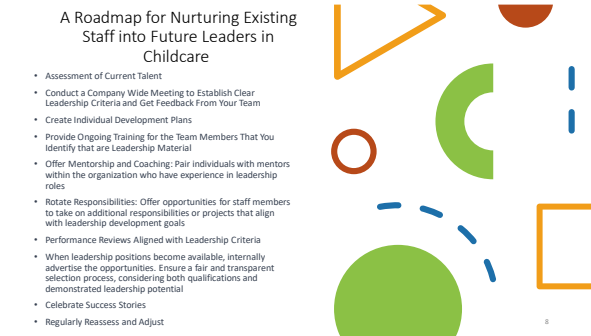- Past behavior is a strong predictor of future actions, and this approach helps identify leaders who align with the organization's values.
- Hiring within fosters a culture of appreciation and reinforces the idea that success is a collective effort.

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A Roadmap for Nurturing Existing Staff into Future Leaders in Childcare

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A Roadmap for Nurturing Existing Staff into Future Leaders in Childcare

- Assessment of Current Talent
- Conduct a Company Wide Meeting to Establish Clear Leadership Criteria and Get Feedback From Your Team
- Create Individual Development Plans
- Provide Ongoing Training for the Team Members That You Identify that are Leadership Material
- Offer Mentorship and Coaching: Pair individuals with mentors within the organization who have experience in leadership roles
- Rotate Responsibilities: Offer opportunities for staff members to take on additional responsibilities or projects that align with leadership development goals
- Performance Reviews Aligned with Leadership Criteria
- When leadership positions become available, internally advertise the opportunities. Ensure a fair and transparent selection process, considering both qualifications and demonstrated leadership potential
- Celebrate Success Stories
- Regularly Reassess and Adjust

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Strategies for Identifying Potential Leaders

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Strategies for Identifying Potential Leaders

Observation of Initiative:

- Strategy: Observe employees for proactive behaviors and a willingness to take on responsibilities without constant supervision.
- Example: An employee who consistently volunteers for additional tasks or suggests improvements without being prompted may possess leadership potential.

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Strategies for Identifying Potential Leaders

Effective Communication Skills

- Strategy: Assess how well individuals communicate with colleagues, superiors, and subordinates. Effective communication is a key leadership trait.
- Example: An employee who can articulate ideas clearly, actively listens, and provides constructive feedback demonstrates strong communication skills.

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Strategies for Identifying Potential Leaders

Adaptability and Problem-Solving:

- Strategy: Look for individuals who handle change positively and demonstrate the ability to solve problems creatively.
- Example: An employee who remains composed during challenging situations, adapts to unexpected changes, and proposes innovative solutions shows leadership potential.

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Strategies for Identifying Potential Leaders
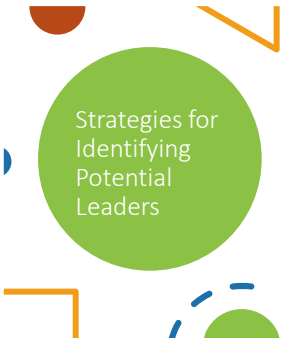
Collaboration and Teamwork:

- Strategy: Identify employees who excel in collaborative efforts, contribute positively to team dynamics, and promote a supportive work environment.
- Example: An employee who facilitates effective teamwork, encourages others, and fosters a sense of camaraderie demonstrates leadership in a collaborative context.

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Strategies for Identifying Potential Leaders
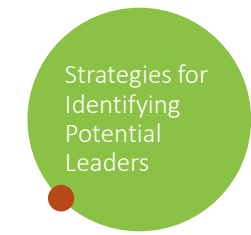
Empathy and Emotional Intelligence:

- Strategy: Assess emotional intelligence by observing how individuals handle interpersonal relationships and empathize with colleagues.
- Example: An employee who understands and considers the feelings of others, resolves conflicts diplomatically, and fosters a positive work culture exhibits strong emotional intelligence.

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Strategies for Identifying Potential Leaders
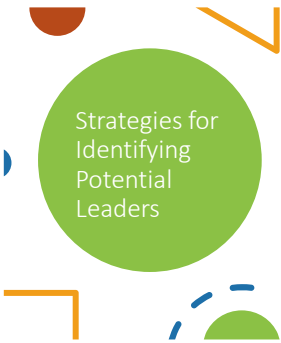
**Demonstrated Leadership in Previous Roles:**

- Strategy: Review past roles and projects to identify instances where individuals have taken on leadership responsibilities or demonstrated leadership qualities.
- Example: An employee who successfully led a team project, mentored colleagues, or initiated positive changes in a previous role may be a potential leader.
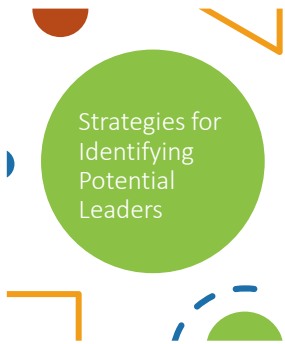
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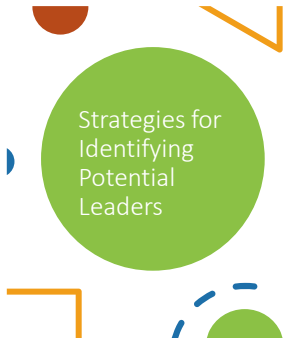
Strategies for Identifying Potential Leaders

Motivational Skills:

- Strategy: Observe how individuals inspire and motivate their peers, fostering a positive and productive work environment.
- Example: An employee who encourages others, recognizes achievements, and boosts team morale through positive reinforcement possesses motivational skills.

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Strategies for Identifying Potential Leaders

Ownership and Accountability:

- Strategy: Look for individuals who take ownership of their work, accept responsibility for outcomes, and are accountable for their actions.
- Example: An employee who doesn't blame others for mistakes, learns from failures, and actively seeks solutions demonstrates a sense of ownership and accountability.

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Strategies Wrap Up

By applying these strategies, organizations can identify and nurture individuals with leadership potential, contributing to a robust leadership pipeline and the overall success of the organization.

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Q&A

What leadership roles do you need to train your existing employees to fill?

If you had to identify 3 people on your team that would be a good fit for leadership roles write down their names and your plan of action to approach them with this opportunity?

What practices within your company do you think you need to change to get in alignment with what you are learning today?

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A Sample Curriculum to develop employees for leadership roles

• Foundation of Leadership Fundamentals

• Objective: Build a strong foundation by imparting essential leadership skills and knowledge.

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Curriculum for Developing Employees for Leadership Roles

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Leadership Essentials

Topics: Introduction to leadership theories, principles, and styles.

Activities: Interactive workshops, case studies, and group discussions.

Assessment: Reflective essays, quizzes, and group presentations.

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Curriculum for Developing Employees for Leadership Roles

Project Leadership

Topics: Leading and managing projects, goal setting, and team collaboration.

Activities: Hands-on project assignments, team-based projects, and project management simulations.

Assessment: Project presentations, team performance evaluations, and project outcomes.

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Curriculum for Developing Employees for Leadership Roles

Networking and Relationship Building

Topics: Building professional networks, effective networking strategies, and relationship management.

Activities: Networking events, industry conferences, and mentorship mixers.

Assessment: Networking logs, reflective essays on networking experiences, and mentorship feedback.

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Curriculum for Developing Employees for Leadership Roles

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Leadership in Action

Topics: Practical leadership applications, addressing real organizational challenges, and leading change.

Activities: Leadership role-playing scenarios, organizational change simulations, and leadership shadowing.

Assessment: Leadership action plans, reflections on real-world leadership experiences, and peer evaluations.

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Curriculum for Developing Employees for Leadership Roles

Continuous Learning and Training

Topics: Advanced leadership topics, industry-specific knowledge, and emerging trends.

Activities: Specialized training sessions, online courses, and attendance at relevant conferences.

Assessment: Capstone projects, training evaluations, and continuous learning logs.

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Curriculum Wrap Up

This sample curriculum combines theoretical knowledge, practical experiences, and continuous development elements to prepare employees for leadership roles. It ensures a holistic approach that integrates learning with hands-on application and ongoing mentorship.

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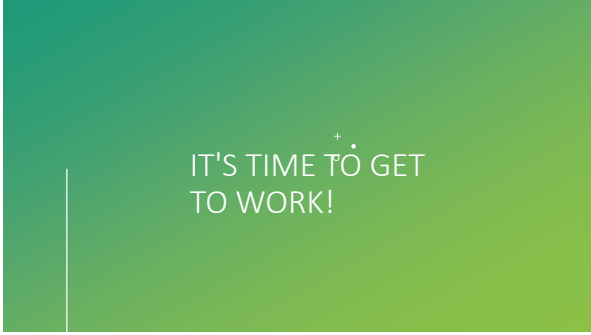SUCCESS
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Q&A

How will you track your employees rate of progress as they progress through the curriculum that you create for them to develop into effective leaders for your school?

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IT'S TIME TO GET
TO WORK!

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