

12:00:44 From Cassandra O'Neill : Welcome everyone please type in your name and where you are calling from

12:00:46 From Emily Stone : Rochester NY

12:00:51 From ingridbentil To All Panelists : New York City

12:00:54 From Leslie Santizo To All Panelists : HI Long ISland

12:00:58 From Kimberly Tice : Columbus, Ohio

12:01:07 From Elisa Mongeluzzi : Elisa from Phoenix!

12:01:10 From Linda Bolling To All Panelists : Linda Bolling from Colorado

12:01:10 From Jen Maney : Hi from Tucson

12:01:19 From Theresa Vitello : Theresa from State of Washington

12:01:34 From Adrienne Urbanski To All Panelists : Hello from Brooklyn

12:01:59 From Kathy Ireland To All Panelists : Kathy from Lakewood, Colorado

12:04:33 From jen harbaugh : hi, from Ohio

12:06:08 From Susan Smith To All Panelists : Susan, Boulder, CO

12:07:03 From Juanita Hollingsworth-Johnson To All Panelists : Juanita Hollingsworth-Johnson from NYC

12:07:44 From Juanita Hollingsworth-Johnson To All Panelists : TO LEARN STRATEGIES TO ENHANCE MY LEADERSHIP CAPACITY

12:07:53 From Jen Maney : love the thought of ideas for how to expand this out - to team, to org

12:07:59 From Kimberly Tice : Always interested in how to move from talk/thinking to action

12:08:25 From Natalie McIntire To All Panelists : More ideas to expand

12:08:32 From Emily Stone : ways to motivate others who are resistant to change/new leadership roles

12:08:51 From Leslie Santizo To All Panelists : increase my knowledge and gain tools to increse team and community collaboration at my organization

12:08:55 From Jennifer Horner To All Panelists : Balancing giving team freedoms for creativity and taking on their interests while maintaining the role of authority figure.

12:09:04 From Linda Bolling To All Panelists : Understanding toxic team members

12:09:12 From Susan Smith To All Panelists : how to get participants friendly with making mistakes by thinking outside of the box, trying new things

12:09:15 From Laura Minnigerode To All Panelists : Collaboration in the early childhood space is a goal! I love that this conversation is happening.

12:09:15 From ingridbentil To All Panelists : How to introduce the concept of agency wide standardization changes

12:09:19 From Theresa Vitello : Removing titles and adding partnerships to the conversation

12:09:22 From Jen Maney : I would like some sort of activity/protocol to talk with team about shared goals

12:10:01 From Susan Smith To All Panelists : describing what I see and asking each person for ideas how situation can go better

12:10:02 From Theresa Vitello : Jen Maney, view the video by Simon Sinec on The Why

12:10:20 From ingridbentil To All Panelists : We have let everyone know that change is coming and asked for their ideas

12:10:26 From Jen Maney : good idea

12:10:30 From Elisa Mongeluzzi : I'm an MSW student. We're always being reminded about self-care, yet the University doesn't offer classes/activities for self-care while we're on campus. I'm engaging with a small group of my classmates to approach the University to allow a student-led informal group, until a formal program is created.

12:10:35 From Kimberly Tice : Haven't been on a recent webinar, but a good tip I learned in the past is that one idea implemented well, is better than waiting to perfect ideas Still working on this :)

12:10:46 From Juanita Hollingsworth-Johnson To All Panelists : I have asked staff during sessions to reflect on their space - level of work - cooperation, etc. suggestions for growing team

12:10:49 From Elisa Mongeluzzi : Hi Cassandra!

12:11:18 From Jen Maney : we are going to do self-care as our afternoon theme for our annual staff day

12:11:20 From Linda Bolling To All Panelists : I work on listening and thinking about what my team member is saying before I respond.

12:11:54 From ingridbentil To All Panelists : Self Care was the theme of our December newsletter

12:11:59 From Natalie McIntire To All Panelists : I love that, Jen!

12:12:16 From Elisa Mongeluzzi : Nice Jen Maney!

12:12:21 From Jen Maney : we're trying a weekly reflection based on previous webinar - plusses and wishes - and we think it will be good for us

12:17:42 From Leslie Santizo To All Panelists : everyone

12:18:09 From Gloria Giraldo To All Panelists : The community

12:18:16 From Tonjia Baker To All Panelists : Parents, teachers, community agencies, stakeholders

12:18:21 From Jen Maney : we currently have a team working on strategic planning, and it includes people from all over the org, and we're also working with an outside company on staffing models with a different staff team - maybe both of these teams need to come together.. hm...

12:18:53 From ingridbentil To All Panelists : Any and everyone who will be asked to deliver the programming and someone from finance, so that they are informed in case we've missed something

12:19:02 From Kimberly Tice : I love the emphasis on those most impacted. As a professional association, we find that early childhood educators are least likely to be asked for their input on policies, rules, etc. that will impact them. We are striving to find ways to make sure their voice is heard.

12:19:04 From Elisa Mongeluzzi : Making sure to include Student voices and the School's leadership. This is a whole new world, but I have the tools, skills and knowledge thanks to Cassandra's mentorship over the past decade!

12:19:56 From Leslie Santizo To All Panelists : yes and that's the big disconnect with regulatory part

12:20:14 From Elisa Mongeluzzi : Meaning - changing the lens from ECE to Social Work BUT children and families are still at the core of why and what I do!

12:20:16 From Theresa Vitello : When moving our team offices, decisions were made without our input and it made a difficult change even more stressful

12:22:34 From Elisa Mongeluzzi : Thank you Fiona! it's so important to capture voices in ways that are comfortable and impactful to the person!

12:23:24 From Leslie Santizo To All Panelists : sometimes lol life is a swirl

12:25:31 From Susan Smith To All Panelists : Ask all teachers not just lead teachers to bring ideas for parent events to our next professional dvpmnt meeting.

12:26:06 From Theresa Vitello : We take time at team meetings to acknowledge celebrations. ALSO we have a Gratitude Board where we can leave notes of successes or thankfulness

12:26:33 From Kimberly Tice : Our team has been doing a book study (Excellence Wins). An idea we go from the book is to call out another staff member when we see them acting/making a decision that demonstrates our values/vision. This reinforces the "bright spots" you mentioned earlier.

12:28:27 From Juanita Hollingsworth-Johnson To All Panelists : A successful representation of leadership can be seamless support for families without compartmentalizing.,

12:28:38 From Jen Maney : I love that idea, Kimberly.

12:29:33 From Leslie Santizo To All Panelists : visuals are always great so sometimes quick quotes posted in a common place or nice little reminders

12:29:40 From Jen Maney : we also have a staff kudos board on our intranet

12:30:03 From Jen Maney : we have another spot to put positive work stories - maybe good interactions with patrons or other great things

12:30:16 From Leslie Santizo To All Panelists : i had a board where staff can randomly post great things they caught other staff doing

12:30:23 From Juanita Hollingsworth-Johnson To All Panelists : Here, we celebrate all kinds of events, lunch & learn sessions...

12:30:41 From Leslie Santizo To All Panelists : sometimes we would focus on certain themes like using positive language etc.

12:30:53 From Kimberly Tice : Many of these chat ideas focus on recognition. SOOO important to people who work so hard and recognition is so meaningful to them

12:30:54 From Jen Maney : when i'm having a bad day, I read the kudos or positive stories for a pick me up

12:31:27 From Jen Maney : oh, and we have a place to thank each other! It tags the person. so great

12:31:28 From Susan Smith To All Panelists : At the last survey asking teachers for feedback about the speaker that day, I asked teachers if they had skill or interest to teach or share with others.

12:32:10 From Leslie Santizo To All Panelists : recognizing individuals or teams in staff meetings

12:33:52 From Jen Maney : along those lines, our community relations manager shares every media hit we get

12:34:39 From Jen Maney : I am going to work with my team co-leader to work on team bright spots, shared goals, and developing a plan for change to better meet those goals

12:35:01 From Susan Smith To All Panelists : Each teacher could read a positive comment on the last holiday cards so all could hear it out loud.

12:36:06 From Leslie Santizo To All Panelists : suggestions box?

12:36:16 From Jen Maney : we have them for customers, but not for staff.... we should have them for staff

12:36:19 From Theresa Vitello : The start of the new year is a great time to review and develop the shared goals

12:36:34 From Susan Smith To All Panelists : Imagine it is 5 years from now and we are looking back, what changes would we see?

12:36:41 From Leslie Santizo To All Panelists : yes youll be surprised hwta you read from this box

12:37:22 From Leslie Santizo To All Panelists : I think its all about the approach and finding the oopurtunity for change even from negative feedback

12:37:31 From Leslie Santizo To All Panelists : and growth

12:37:53 From Leslie Santizo To All Panelists : nice!

12:38:00 From Leslie Santizo To All Panelists : I like that one!\

12:38:50 From Leslie Santizo To All Panelists : I would ;love that type of tool

12:39:02 From Leslie Santizo To All Panelists : epecially when we are talking about equity in the work place

12:39:02 From Kimberly Tice : One thing we do consistently is to bring up our mission & vision in conversations & when we are making difficult decisions. It helps us to remember why we get up every day to do this work when sometimes the everyday tasks can seem like we're not making a difference.

12:39:12 From Jen Maney : I think i'd like to ask, "what's going well?" at the beginning of each team meeting, and we all go around and say positive things

12:39:26 From Kimberly Tice : I like that idea Jen.

12:39:53 From Leslie Santizo To All Panelists : its true we never give ourselves enough credit for all we do

12:39:53 From Jen Maney : we made a list of strengths, then we circled for each other what we think each others' strengths are

12:40:18 From Elisa Mongeluzzi : Sorry - I was driving! Being on these calls/webinars are a great call to action, with tools and knowledge shared across the panelist and attendees. I appreciate the energy and the opportunity to participate, reflect and ACT!

12:40:34 From Jen Maney : we all have that list to look back on, too

12:40:51 From Natalie McIntire To All Panelists : This year, I am implementing "Free For All" Fridays. I will be meeting with staff members individually to work on their strengths, weaknesses and leave other discussion up to them.

12:41:11 From Leslie Santizo To All Panelists : yes and you can even set up your own goals

12:41:27 From Leslie Santizo To All Panelists : for your own professional and peronal growth in the center

12:42:16 From Leslie Santizo To All Panelists : hmmm

12:42:24 From Leslie Santizo To All Panelists : what does that free for all entail?
12:43:11 From Natalie McIntire To All Panelists : Open conversations. Giving them a
chance to open up more.
12:43:16 From Leslie Santizo To All Panelists : Thank you for your time and great energy
:)
12:46:07 From ingridbentil To All Panelists : Thank you !
12:46:21 From Jen Maney : Thank you all! great as usual!
12:46:26 From Susan Smith To All Panelists : thanks so much, so inspirational!