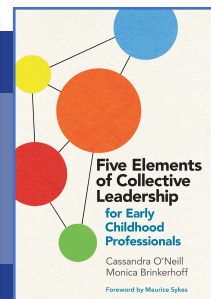
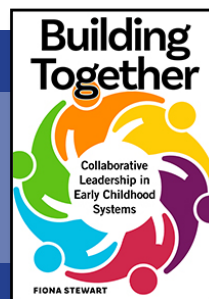




Leadership for Change

Moving from Ideas to Action

Presented by Fiona Stewart,
Cassandra O'Neill & Monica Brinkerhoff



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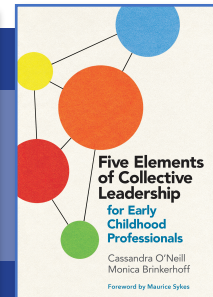
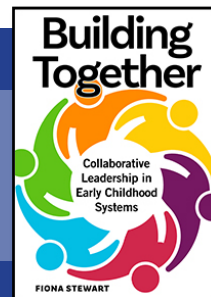
Moving From Ideas to Action

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Leadership for Change
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This five part webinar series will:

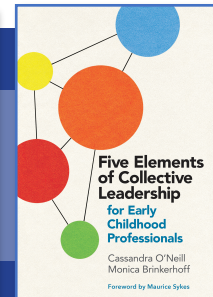
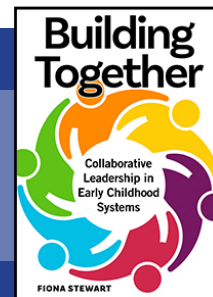
Build on information from:

- ***Building Together: Collaborative Leadership in Early Childhood Systems***
- ***Five Elements of Collective Leadership for Early Childhood Professionals***

Provide ideas and support for your leadership journey
working for change



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Five Part Series 10 PT, 12 Central, 1 ET

January 10, 2020 –Transforming Organizations

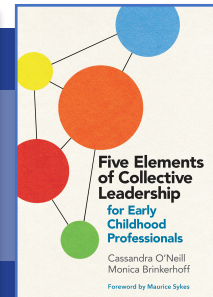
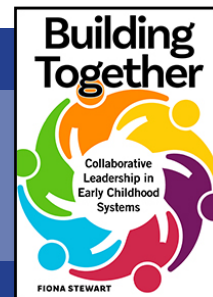
February 14, 2020 – Transforming Communities

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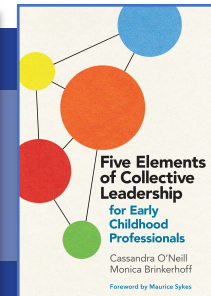
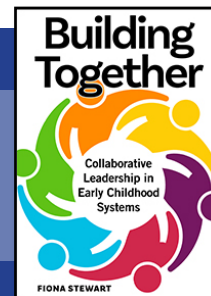
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self

Where do I start?



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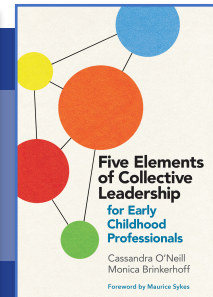
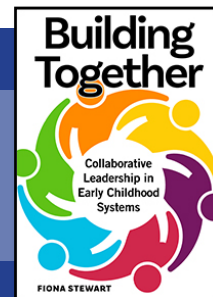
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Guiding Question for the Series:

What is the relationship between
leadership and change?



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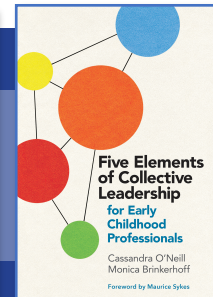
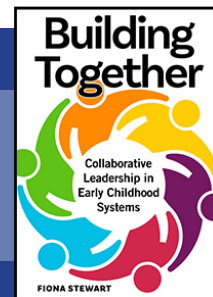
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Review – Webinar 1

- Leadership beliefs, values, and aspirations
- Leadership is not about position or title
- It's about an optimistic perspective and the vision to be aspirational
- Leadership is an active and dynamic state
- Collective and Collaborative Leadership is about working with others
- Working collaboratively is transformational



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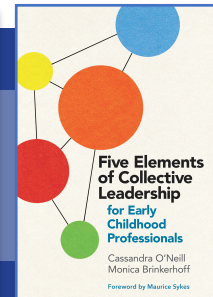
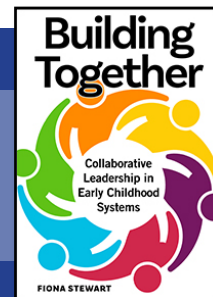
Key Concepts Webinar 2:

❖ Neuroscience of aspirations

- Red brain and green brain
- Over-riding the negativity bias
- Embracing curiosity
- Risk taking
- Joyful perseverance



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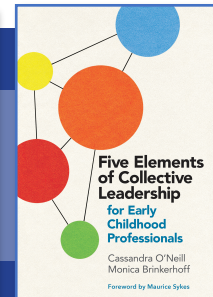
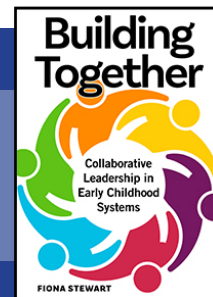
Key Concepts Webinar 3:

❖ Embracing Your Team

- Inviting others to share thoughts, ideas, and aspirations with curiosity
- Receiving others ideas so they feel honored
- Engaging and Embracing your team no matter what your role



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Today's Webinar

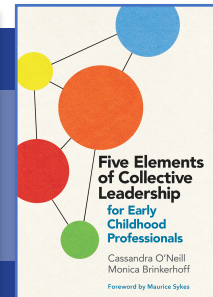
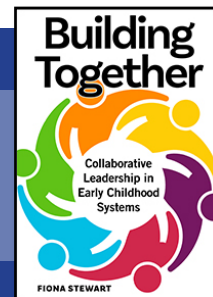
Transforming Organizations

Participants will:

- Review your successes in embracing and engaging your teams
- Explore how to grow these successes across the organization
- Design experiments to try new things in the organization no matter what your role or position is



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Today's Webinar

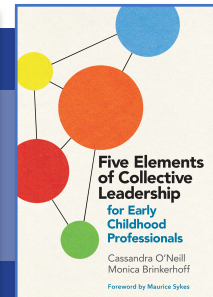
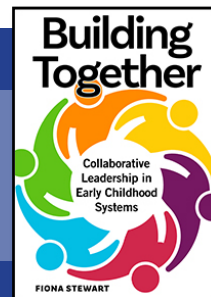
Transforming Organizations

Type in the chat:

- What are your learning goals for this webinar?
- What have you tried?
- How has it gone?

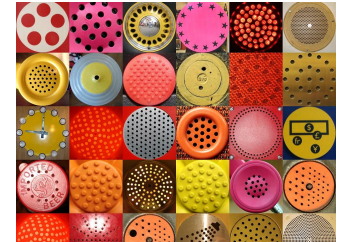


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Bright Spots

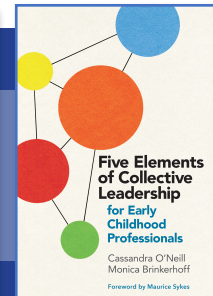
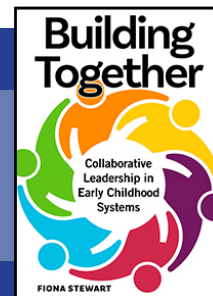


Look for the bright spots!

How can you take what is happening in the bright spots and have these things happen more often and by more people in the organization?

What are the small things that make a big difference?

What does it take to create conditions for changing how things are done in your organization?



Define and Clarify What to Change

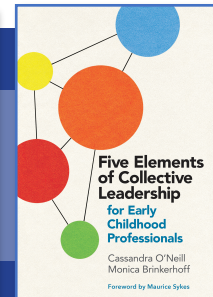
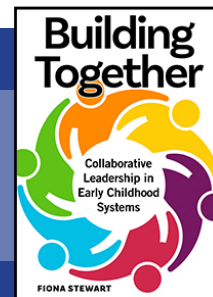
Understanding the Issue

Clarify, define, and agree

- *What exactly are you trying to improve or address?*
 - *People may have different views on this*
 - *There may be multiple things that need to be teased apart*
 - *Think about “What’s the why?”*
 - *Reflect on it from different vantage points*



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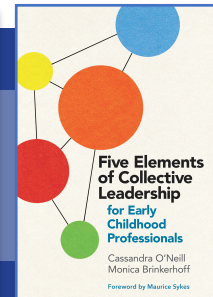
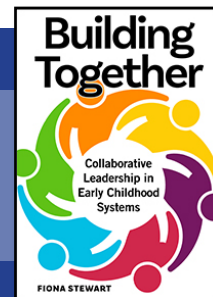
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Include Diverse Stakeholders

- Explore ideas from all sides
 - Include those most impacted by organizational change
 - Keep in mind there is no right or wrong way
 - Make sure all have a voice and are heard



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Authentic and Inclusive Collaboration

Everyone At the Table

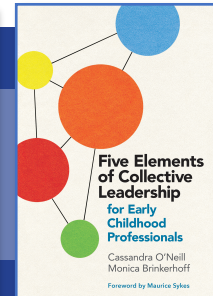
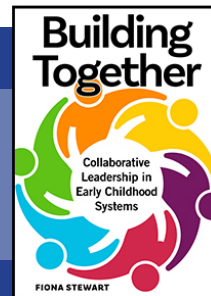
“Leadership should be born out of the understanding of the needs of those who would be affected by it.”

-Marian Anderson

- Who do you need to be sure to include?
 - **Type an idea into the chat box**



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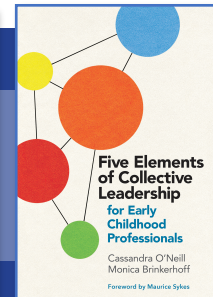
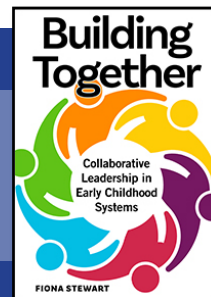
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Develop A Plan

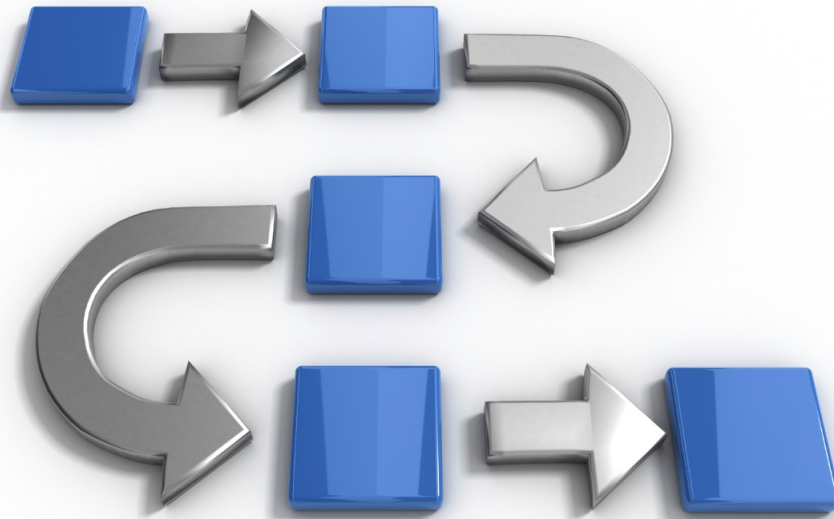
- Develop a Shared Purpose & Vision
- Structure the Conversations & Documentation
 - Level the Playing Field – Give All a Voice
 - Document Your Progress and the Positive Transformation
- Map out the Process



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Process Mapping



The Process is Transparent

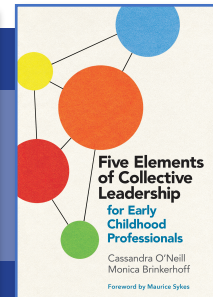
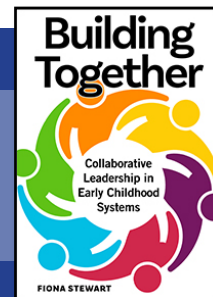
All helped develop the
process

All agree to the process

All know what the process is



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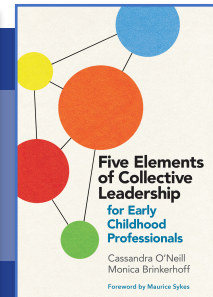
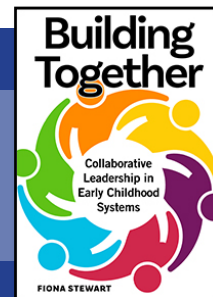
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Transforming Your Organization:

What are some ideas you have about how to share your teams successes across your organization?



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Transforming Your Organization:

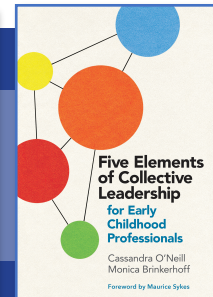
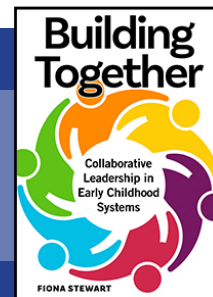
What are your leadership aspirations?

What are the leadership aspirations of others on your team and across your organization?

What are your shared aspirations for your organization?



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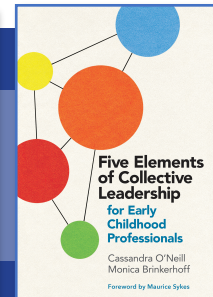
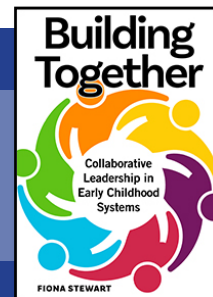
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Transforming your organization:

What can you do to help develop shared aspirations and high engagement across your organization?

What can you do to help inspire others in the organization to find bright spots and create new ones?

Type into the chat box



Trying Something New With Your Organization

Transforming your organization:

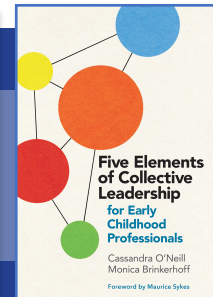
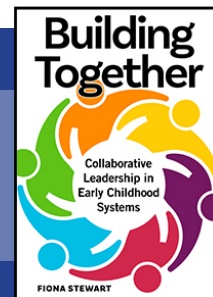
What can you commit to between now and the next webinar in engaging those in your organization?

How can you engage your organization to reach the shared aspirations?

How could these things be shared across the community?



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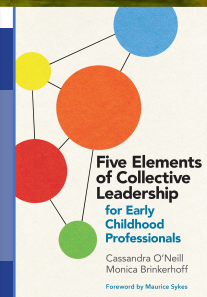
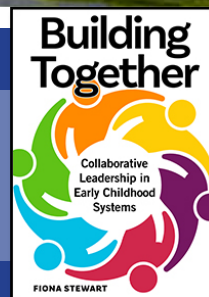


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Reflection



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MONICA BRINKERHOFF

TRANSFORMING COMMUNITIES

February 14, 2020

10:00 AM PDT, 11:00 AM MST,
12:00 PM CDT, 1:00 PM EDT

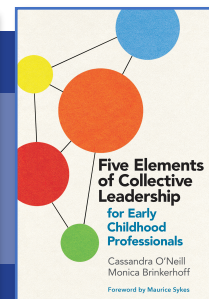
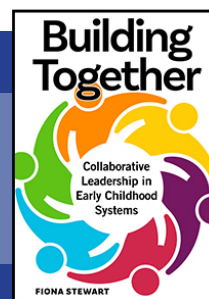
Learning objectives. Participants will:

- Review your successes in embracing and engaging others across their organization
- Explore how to extend these successes into the community through partnerships with other organizations
- Design experiments to try new things in partnership with other organizations



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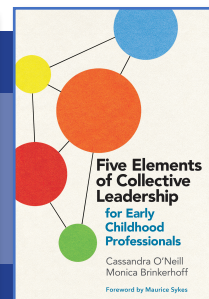
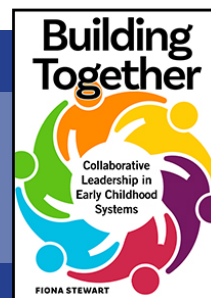
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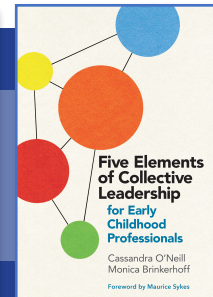
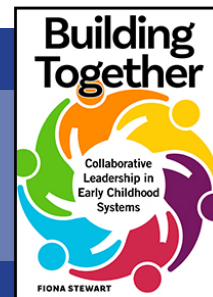
Meredith Burks

Product Marketing & CX Manager

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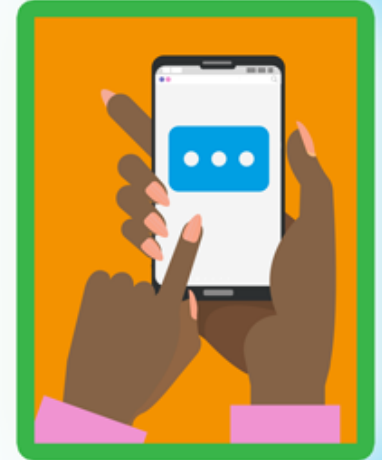
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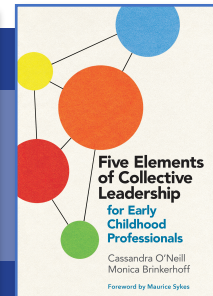
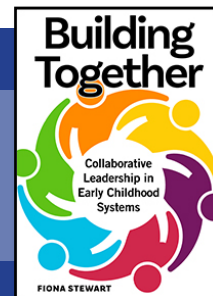
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