

12:00:53 From Angela Wheeler To All Panelists : Fargo North Dakota

12:00:53 From Doyna Illmer : Falls Church, VA

12:00:56 From Shelly Boelter To All Panelists : Hi from Hager City, Wisconsin

12:01:19 From Amanda Deslippe To All Panelists : Amherstburg, Ontario :)

12:01:20 From Nancy Schlichenmayer To All Panelists : Hello, from South Dakota

12:01:24 From Star Robinson To All Panelists : Berryton, Kansas

12:01:25 From Julianne Cullen To All Panelists : Northwest region Oregon

12:01:29 From Richard Allen To All Panelists : Richard from Denver

12:01:55 From Lisa Jackson To All Panelists : Greenfield, MA

12:01:57 From Cassandra O'Neill : please select all panelists and attendees

12:02:03 From Nancy Schlichenmayer : Hello, from South Dakota

12:02:04 From Linda Martini To All Panelists : Orange county ny

12:02:07 From Emily Stone : Rochester NY

12:02:21 From Theresa Vitello : Yakima, Washington YEAH

12:02:21 From ingridbentil : Hello from New York

12:02:38 From Joanna Lickel : Hello from Stevens Point WI

12:02:47 From Sarah McGuire To All Panelists : Hello from Minneapolis, MN

12:03:16 From Monica Brinkerhoff : Welcome, everyone! So glad you've joined us!

12:03:34 From Nancy Steeley : Greetings from Vermont

12:03:43 From Jen Maney : Tucson

12:10:03 From Samantha Jones : Reflections that I have had and have been working on is creating individual professional development portfolios for teachers

12:10:34 From Erin Ellis To All Panelists : I reflected on how to apply leadership in both large and small contexts within my department and at a state level with the Colorado Association for the Education of Young Children.

12:11:20 From Jen Maney : I am changing my idea of my own leadership scope from one of trying to "change" my organization to one of leading within my team, which I hope will lead to positive change within my organization

12:11:27 From Richard Allen To All Panelists : I had great success with my team when I was new approaching them from a mentoring/coaching point of view rather than directing them. In the last few months we have migrated to a new ILS and joined two consortiums, increasing our work volume considerably. Because it was so chaotic, our day became task-driven rather than mission driven, and I became more of a supervisor than a coach. My experiment was to get back to coaching and valuing my team, so I intentionally sought for ways to give gratitude and positive reinforcement in every interaction I was involved in.

12:11:54 From Gail Esterman To All Panelists : Approaching problems with the perspective of how can I make it better instead of focusing on the negative.

12:11:55 From Sarah McGuire To All Panelists : I have been doing rounding in the morning before I sit down at my desk for the day. It gives each teacher a few minutes of one on one with me each day.

12:12:16 From Monica Joseph To All Panelists : I had my team do the activity of defining leadership and change as it relates to them. It opened up a very worthy conversation and we are going to address values at our next meeting. The activity is having us explore deeper into how we see leadership and change in our work.

12:12:31 From Richard Allen To All Panelists : I found that people sought me out more for advice, some people actually teared up

12:12:59 From Kharma Hicks To All Panelists : I have been reflecting on checking in with teachers about their well-being for asking them of things. Also, I want to get back to coaching the teachers and working collaboratively with them.

12:13:20 From Mildred Savidge To All Panelists : My reflections have been about values and how my values are in sync with my workplace. We are in a change process now, and everyone seems to be very open to change. I have been able to offer good suggestions for future plans of the organization. I have made a real effort in the last month to make sure I say hello to everyone when I arrive at work, or when I pass people in the office, etc. It has led to others doing the same, which has made the group more cohesive.

12:13:37 From Doyna Illmer : Tried before seminar: Had new leaders in our organization and coming from a different environment, the cultural shift created temporary barriers that

hindered our teams' ability to develop relationships. By recruiting other leaders within my organization (including influential lead teachers) to show extra kindness and really go the extra mile in welcoming the new members, we were able to start developing a more productive and promising relationship.

12:13:52 From Jen Maney : we're going to talk about our gratitude preferences within my team using the 5 languages of appreciation at work book

12:13:55 From ingridbentil :
I have tried to be more intentional in asking for more feedback, and the immediate follow up with a thank-you note acknowledging the intentionality of the process.

12:14:47 From Theresa Vitello : Our team developed a Gratitude wall where anyone can add a note, card or words of inspiration

12:14:58 From Jen Maney : one of our deputy directors is going to voluntarily ask for feedback on her leadership from all employees, which i think is great.

12:15:04 From Richard Allen To All Panelists : We have a gratitude wall, too

12:15:32 From Leslie Santizo To All Panelists : yes it is

12:16:08 From Leslie Santizo To All Panelists : kickback from staff

12:17:14 From Richard Allen To All Panelists : With our recent and many changes, some of my staff who were the "go to" person for procedural knowledge are not that person anymore, so may not feel as valued or confident

12:17:26 From Jen Maney : I feel excited whenever I try something new. I have a possibly naive mindset that it will help, no matter how big or small or scary it is. It doesn't always work out well, but the next time, I'm still excited, and I'm grateful that I don't get discouraged.

12:17:57 From Mildred Savidge To All Panelists : I find preparing for or thinking about initiating change to be intimidating. But once I get started, the intimidation goes away and I feel comfortable.

12:18:13 From Leslie Santizo To All Panelists : successive approximations towards change has been helpful

12:18:18 From ingridbentil : I am hard at taking risk with the unknown. Fear of failure in a leadership role can be challenge. However, I understand it helps me model the behavior that I want the team to acquire. Modeling a "Growth Mindset" can be powerful.

12:18:42 From Monica Joseph To All Panelists : Trying something new is about taking a risk which is very nerving. Taking the perspective of "if you don't try you will not know the result", so jumping in with both feet can be exciting and the lesson learned can also be worthwhile.

12:19:14 From Leslie Santizo To All Panelists : I found that sharing the why of the change has made a difference. this change is good because...

12:19:53 From Monica Brinkerhoff : There are some great themes in all of your comments! Not being attached or concerned with "being successful"/having an approach of experimentation, just diving in, sharing why the change is important, and taking a risk! Great comments!

12:23:51 From Leslie Santizo To All Panelists : yes i love that

12:25:48 From Richard Allen To All Panelists : Interesting that the quote by Sykes also applies to librarians

12:30:38 From Richard Allen To All Panelists : I said I would get it done, so I felt like I needed to follow through

12:30:41 From Star Robinson To All Panelists : the end result- knowing that it would make a difference

12:30:44 From Samantha Jones : Had just relocated and was looking for a job. Interviewed for many jobs for a little over a year. It was difficult having so many rejections. and then I finally got the job that I have now!!!

12:30:50 From Mildred Savidge To All Panelists : Commitment to personal values in the face of unethical requests.

12:31:09 From Nancy Toso : What kept me going: knowledge gained from prior experiences that I could be successful

12:31:24 From Susan Smith To All Panelists : I had a vision of parents being so happy to drop off children at my child care center kept me going when things were tough building the center.

12:31:24 From Jamie Bonczyk : Collaboration and mentor/mentee relationships

12:31:27 From Tammy Brooks : had no choice

12:31:36 From Shannon Zila : Seeing what can happen and what can be accomplished- looking for and hoping for the positive; have a supportive mentor

12:31:43 From Theresa Vitello : One of my goals as a center director was to "Base all decisions on what is best for the children" That mantra kept me going when things got tough

12:31:45 From Julianne Cullen To All Panelists : Resilency builds perseverance!

12:31:56 From Eva Lorona To All Panelists : temporary stage

12:32:20 From Jen Maney : we keep offering staff development over and over to inspire staff to be proactive, have ownership of our culture

12:32:29 From Doyna Illmer : I'm intrinsically motivated, and with a strong sense of self-efficacy. That helps me focus on a goal, despite the difficulties. When needed, I keep repeating to myself that I can, that I've got what is needed. If you repeat it enough, you believe it.

12:33:18 From Kharma Hicks To All Panelists : There was a time when we had four teachers resign and staff morale was down. Kept going, hired passionate teachers and we got through as we stuck to our values and vision

12:34:05 From ingridbentil : The understanding that life is constantly changing Nothing stays the same, it's all just apart of Life.

12:35:45 From Tracey Findlay To All Panelists : keeping my team accountable

12:36:10 From Susan Smith To All Panelists : Daily 30 minute walk away from work.

12:36:44 From Sarah McGuire : having my teachers incorporating more big body play throughout the day.

12:37:01 From Theresa Vitello : Challenging team members to be open to new hires

12:37:08 From Jen Maney : I need to learn new software that we have to develop staff training. I keep putting it off, even though I know learning it will allow me to help all of our staff by creating trainings for them

12:37:32 From Julianne Cullen To All Panelists : Commitit to our early childhood statewide changes no matter how difficult or challenging it is.

12:37:35 From Jamie Bonczyk : I have to relocate my program after being in the same location for 38 years.

12:37:37 From Mildred Savidge To All Panelists : Develop an assessment scale for parents, caregivers and teachers, to assess mental health/wellness of infants and toddlers. Lots of scales exist already but I think we need something different, and will need to work with colleagues about this. I'm learning new software too.

12:38:34 From Jen Maney : I love the reminder to think about my own leadership beliefs, values, and aspirations

12:39:43 From Susan Smith To All Panelists : Putting agenda out in advance so quieter ones like me can think in advance.

12:39:56 From ingridbentil : The graphic of the Green brain (Calm) Red brain (Anxious) is something that I will visualize during the next PD. I will refer to this during the delivery of the training session.

12:40:03 From Doyna Illmer : remembering people's mental and emotional states when having conversations about changes or new ideas. We sometimes forget to prepare our minds and hearts to be open.

12:40:33 From Amanda Deslippe : I often prepare in advance and then have difficulty following through with this in a positive leadership manner based on the body language and reactions I am getting in the meeting; this ends up with failure on where i actually wanted to get things going

12:42:17 From Eva Lorona To All Panelists : I like the idea of asking for feedback intentionally, going to keep in mind and try

12:42:25 From Samantha Jones : I always try to set the tone for the meeting before I start. Treats and snacks for the teachers and an ice breaker. My attempt at lame games seems to cheer up the teachers before the meeting.

12:42:31 From Richard Allen To All Panelists : On Amanda's comment: I find a strategy that works with my team is to acknowledge what I'm seeing in a very transparent way. "I see a few of you look uncomfortable about what we're talking about. Can we discuss what you're thinking a little bit, to make sure we understand each other?"

12:42:38 From Jen Maney : I agree with you Cassandra. In our group manager meeting, the body language/reaction are often very hard to read. So many people in the room

12:42:54 From Amanda Deslippe : Great point to keep in mind and be aware of

12:45:12 From Kharma Hicks : Great idea with meeting starters...treats, snacks and an ice breaker. I will try those for the next teacher meetings.

12:46:20 From ingridbentil : THANK EACH ONE OF YOU! Have a Great Weekend!

12:46:34 From Cassandra O'Neill : Thanks to everyone for showing up and participating!

12:46:41 From Samantha Jones : Kharma it helps. They always know that there is a game that we will play before we start. They sometimes groan, but end up having fun

12:46:41 From Shannon Zila : Thank you

12:46:50 From Monica Brinkerhoff : Thanks so much for joining us and for your active participation!

12:46:51 From Jen Maney : This was great. thank you!!!

12:47:01 From Amy Bowman To All Panelists : Thank you!

12:47:11 From Kharma Hicks : thank you!

12:47:13 From Julianne Cullen To All Panelists : Thank you!

12:47:28 From Fiona Stewart To All Panelists : Thank you!

12:47:28 From Susan Smith To All Panelists : thank you so much to everyone!!! happy thanksgiving!