

12:00:17 From Stephanie Keller To All Panelists : Garden City Kansas
12:00:20 From Jen Maney : Hi from Tucson, AZ!
12:00:42 From Susan Smith : Susan Smith from Lafayette, CO
12:00:46 From Monica Brinkerhoff : Hi everyone! Welcome!!
12:00:48 From Deborah Curtis : Deb Curtis from Yampa, CO
12:00:49 From Emily Stone : rochester NY
12:00:57 From Leslie Santizo To All Panelists : Hi everyone from LI
NY
12:01:00 From Linda Bolling To All Panelists : Linda Bolling
Colorado Springs
12:01:41 From Leslie Santizo To All Panelists : Early Childhood
Specialist at CCR&R
12:01:45 From Gloria Giraldo To All Panelists : Hi from New Jersey.
I am the Infant and Toddler Specialist starting in January 2020
12:01:45 From Deborah Curtis : Deb Curtis, Library Manager, South
Routt Library District
12:02:04 From Emily Stone : Preschool teacher and curriculum
implementation specilist
12:02:08 From Jen Maney : Public library – I head up our website team
12:02:09 From Kerry Moore Kroneman To All Panelists : Kerry Moore
Kroneman from Ames, IA adult education instructor
12:02:13 From Linda Bolling To All Panelists : Inter-Library Loan
12:02:27 From Monica Brinkerhoff : Perfect! Thanks everyone!
12:04:32 From Kathy Ireland To All Panelists : Head Start Classroom
Coordinator
12:12:41 From Meredith Burks : Remember we'd like answers to go to
"All panelists AND attendees" so everyone can see and be inspired.
12:13:15 From Susan Smith : Let others get to know you and show
interest in others.
12:13:32 From Theresa Vitello : Have all staff contribute to agenda
making and take roles in this process
12:13:37 From Shannon Zila : listen without interruption, show
interest in personal lives, follow up
12:13:39 From Kerry Moore Kroneman To All Panelists : remember their
stories and return to them
12:13:43 From Jen Maney : We have a shared office and share a lot of
our daily struggles with each other
12:13:47 From Gloria Giraldo To All Panelists : Be a good listener
12:13:49 From Deborah Curtis : Care about input of employees you
supervise.
12:13:54 From sara Roth To All Panelists : modeling vulnerability
12:13:57 From Leslie Santizo To All Panelists : showing your human
side
12:14:05 From Linda Bolling To All Panelists : Linda Bolling
accepting all ideas.
12:14:06 From Jamie Bonczyk To All Panelists : Plan for 1:1 meetings
and ask people what they want support with to accomplish their PD
goals.
12:14:10 From Nancy Schlichenmayer To All Panelists : We have an
activity of sharing our gifts of our head, heart and hands and build

on everyone's gifts.

12:14:13 From Jen Maney : Our regularly-scheduled meeting agendas as a team are set at the beginning of the meeting

12:14:34 From Leslie Santizo To All Panelists : its modeled in everything you do

12:14:53 From Jen Maney : we went through the 5 languages of appreciation in the workplace to better understand each others' preferences

12:15:08 From ingridbentil : Share something you appreciate or something you value in co workers, as you start meetings

12:15:36 From Leslie Santizo To All Panelists : treat them how we wan them to treat the kids

12:16:08 From Leslie Santizo To All Panelists : models use of strength based concept

12:18:10 From Leslie Santizo To All Panelists : recognizing their input, effort, and actions

12:18:17 From Jen Maney : we often put ideas up on a flip chart so all can see them

12:18:20 From Leslie Santizo To All Panelists : asking for suggestions

12:18:21 From ingridbentil : Highlight a contribution in a newsletter or eblast

12:18:44 From Susan Smith : Ask everyone at a meeting what he/she is thinking even the quiet ones. Give teachers time to think of what to say.

12:18:44 From Nancy Schlichenmayer : Acknowledge the source of the ideas that are shared and followed through with

12:18:47 From Claudia Villatoro To All Panelists : ask for ideas/ feedback/input after meetings and consider those when planning

12:18:48 From Jen Maney : we have idea discussion boards on our intranet for some of our internal teams

12:18:58 From Theresa Vitello : using surveys asking for in put

12:19:01 From Leslie Santizo To All Panelists : thanking them for their input

12:19:10 From Shannon Zila : offering notes noticing specifics and highlighting for everyone

12:19:28 From Leslie Santizo To All Panelists : implement a collaborative effort

12:19:29 From Andrea Ceballos To All Panelists : highlighting those ideas on weekly emails

12:20:07 From Leslie Santizo To All Panelists : yes!!! you look at them lok 8/ wait that was my idea not a good feeling

12:20:09 From Andrea Ceballos To All Panelists : making sure I give credit to the owner of the idea

12:21:50 From Leslie Santizo To All Panelists : yes and not shutting ideas down bcs someoen wasnt succesful before different people can bring different approaches ideas and anilities

12:22:06 From Leslie Santizo To All Panelists : *abilities

12:24:24 From Leslie Santizo To All Panelists : it creates a passive employee who may not want to offer any ideas or take risks in

thefuture

12:24:29 From Gloria Giraldo To All Panelists : Praise

12:25:00 From Jen Maney : give them time ahead of time to think things through before jumping into a group, which can feel less safe if they haven't had time to think about something

12:25:04 From Susan Smith : At the start of a meeting we share something like an ah ha moment in the classroom or a special activity we do in the season.

12:25:05 From Shannon Zila : temabuilding activities

12:25:06 From Nancy Schlichenmayer : Ask for input prior to meetings so they have time to think about the discussion.

12:25:09 From Leslie Santizo To All Panelists : recognizing things you see in themoment as great oppurtunities for reinforcing what we wan t o see

12:25:14 From Theresa Vitello : Allow enough time for people to process and think. Don't expect responses immediately OR give out questions ahead of time

12:25:18 From Deborah Curtis : Thankful for suggestions and encouragement to continue with further input

12:25:20 From Andrea Ceballos To All Panelists : I have a spotlight of the week on my weekly emails that is open for the whole team to contribute to

12:25:22 From Shannon Zila : helpful boards, notices and we send out all meeting minutes before and after for feedback

12:25:32 From Leslie Santizo To All Panelists : asking capable staff to help other like mentoring from a peer

12:25:36 From Jen Maney : we do some consistent things in each meeting, then open up the agenda for things that have come up

12:26:00 From Jen Maney : asking for their input on even small projects

12:26:04 From Leslie Santizo To All Panelists : recognizing them in front of their peers

12:26:33 From Leslie Santizo To All Panelists : being honest

12:26:59 From ingridbentil : Come up with a positive acknowledgment for each member of the team to publicly praise during the meeting time

12:27:20 From Leslie Santizo To All Panelists : work groups

12:27:31 From Leslie Santizo To All Panelists : friendly comepetition

12:27:36 From Theresa Vitello : Larry King used to say that he never learned anything from talking, but only from listening

12:27:55 From Meredith Burks : Love that, Theresa!

12:29:01 From Leslie Santizo To All Panelists : And what is the impact our daily ineteractions have on the children and family we serve not only in the immediate but in the future. We are establishing hte foundations for their educational career.

12:29:19 From Leslie Santizo To All Panelists : giving them the beacause

12:29:50 From Jen Maney : once a year, we have a half-day offsite meeting where we talk about our work and our plan for the coming year

12:29:50 From Leslie Santizo To All Panelists : why certain things

are important and why change is necessary

12:30:04 From Theresa Vitello : Retreats

12:30:06 From Nancy Schlichenmayer : Give time at meetings for everyone to share their input.

12:30:27 From ingridbentil : Revisit our psychological safety policy

12:30:51 From Deborah Curtis : Encourage, care, value ideas & input anytime

12:30:53 From Andrea Ceballos To All Panelists : monthly lunch check in meetings with the teaching teams where I can listen to them and their dreams.

12:31:15 From Susan Smith : Ask teachers to share their experience on topics, have a variety of tasks in meetings including thinking about something and drawing or making a collage.

12:31:42 From Jen Maney : we often share our ideas out loud during the day and ask for input on things we're working on, so we all feel some shared responsibility for all of our work

12:31:56 From Leslie Santizo To All Panelists : relate to their human aspect

12:32:03 From Claudia Villatoro : I feel more comfortable being more open with my supervisor when I feel that my input is accepted, respected and valued; the way I feel that is happening is by reading both physical and verbal cues and responses.

12:32:17 From Nancy Schlichenmayer : Asking staff to lead discussions of content at meetings what they are knowledgeable about.

12:33:13 From Leslie Santizo To All Panelists : taking an active role in the process

12:33:31 From Leslie Santizo To All Panelists : As a manager: accountability and responsibility

12:33:41 From Nancy Schlichenmayer : Asking staff to lead discussions of content at meetings what they are knowledgeable about.

12:33:46 From Susan Smith : Organize events or activities such as a in school potluck or out of school bowling.

12:33:51 From Jen Maney : share their expertise

12:33:54 From Kerry Moore Kroneman : acknowledge that all change has associated loss, so even though people want change, it can be hard for them, be supportive

12:34:29 From Shannon Zila : staff have opportunities to share ideas with us as managers and help decide policy; changes take time and we need to give them time

12:34:44 From ingridbentil : share their long term goals and how I can assist

12:35:00 From Jen Maney : give regular input to supervisor in whatever way feels safe- email, monthly meeting, etc. - I love the plusses and wishes idea that came up in a recent webinar

12:35:09 From Leslie Santizo To All Panelists : not changing so much at one time instead trying to implement a systematic approach with successive approximations and goals to work with towards a goal

12:37:20 From Shannon Zila : i can commit to continuing to use reflective practice with my managers and staff to work through goals, barriers and new ideas

12:37:47 From Theresa Vitello : I like the idea of reviewing our "shared purpose" in our work, it reminds us of our common goal

12:37:58 From Jen Maney : I will commit to stopping what i'm doing, turning to the person, and really paying attention to the person talking to me.

12:38:07 From Nancy Schlichenmayer : At our team meetings, I have offered to take meeting notes so the the team is aware of our discussions, action needed and who is the responsible person with the deadline date.

12:38:32 From Claudia Villatoro : I feel inspire to somehow try having a fun brainstorming activities as a team around what are our team aspirations

12:39:08 From Gloria Giraldo To All Panelists : I am committed to being supportive and understanding

12:39:13 From Susan Smith : Ask for help planning a holiday activity.

12:39:25 From ingridbentil : Ask how I can support 1-2 goals (very concrete) ways that I can help.

12:40:12 From Jen Maney : I would like to have a shared aspirations discussion with my team

12:40:28 From Nancy Schlichenmayer : Take time to celebrate successes.

12:40:36 From Michelle Scott To All Panelists : Good Leaders ask for help and know they can not do it on their own.

12:40:37 From Deborah Curtis : Building a more cohesive and caring team

12:40:49 From Susan Smith : Ideas supported my own and yet, I either forgot or didn't implement. Also I can tell how others are excited about sharing.

12:41:06 From Emily Stone : making time to cooperatively define our shared goals and purposes so everyone knows specifically what we're working towards

12:41:20 From Leslie Santizo To All Panelists : saying no if needed not taking on too much and being overwhelmed though able

12:43:25 From Jen Maney To All Panelists : thank you for the gardener analogy, Monica! i love that.

12:43:39 From Monica Brinkerhoff : Thanks Jen! :)

12:43:50 From Shannon Zila : thank you so much- these webinars have great discussions

12:43:52 From Leslie Santizo To All Panelists : thanks everyone :)

12:44:16 From Monica Brinkerhoff : Thanks everyone- they are only as good as they are because you all contribute SO much!

12:44:25 From Theresa Vitello : Happy Holidays to all

12:44:57 From ingridbentil : Happy Holidays