Leadership for Change
Moving From Ideas to Action

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Presented by
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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.
Five Part Series 10 PT, 12 Central, 1 ET

December 13, 2019 – Embracing Your Team

January 10, 2020 – Transforming Organizations

February 14, 2020 – Transforming Communities
Where do I start?
Guiding Question for the Series:

What is the relationship between leadership and change?
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
Key Concepts Webinar 2:

- Neuroscience of aspirations
- Red brain and green brain
- Over-riding the negativity bias
- Embracing curiosity
- Risk taking
- Joyful perseverance
Today’s Webinar

Embracing Your Team

Participants will:

• Explore how to invite others to share thoughts, ideas, and aspirations with curiosity

• Review ways to receive others’ ideas so they feel honored

• Brainstorm how to engage your team no matter what your role is
How to invite others to share thoughts, ideas, and aspirations

Curiosity

“A knowledgeable leader is not someone who is all knowing. Rather he or she is someone who is all seeking.”

- Sykes, 2014

Be curious about what other’s ideas and the strengths they bring to the team
Inspire Curiosity and Risk-Taking

Curiosity

“The mental agility fostered by boundless curiosity allows a leader to take risks and envision alternatives, even when the proven approach still works.”

Holly Elissa Bruno, 2012

Model curiosity and taking risks

Build connection and understand and acknowledge power
Understanding and Acknowledging Power

Power is an inherent component of all team work

Each person has her/his own personal power – this is a strength

“The goal is to establish a culture of trust, inclusiveness, and respect, where all have the ability to tap into their own personal power. When this type of supportive environment and inclusiveness is established, members feel empowered to contribute.”

- Fiona Stewart, 2019
Building Trust

- Building trust is essential for collaborative work.
  - With trust people will be willing to work together towards common goals and take risks
- What can you do to model or build trust?
- Type an idea into the chat box
Building Trust

Be transparent
Act with integrity
Be dependable
Keep promises
Listen
Be open
Maintain confidence
Honor values
Feeling Honored

Type in the chat

• What do you know about how to receive others’ ideas so they feel honored?
Red Brain Green Brain

Anxious: The World Looks Red

Calm: The World Looks Green
Getting into Green Brain and Staying There

What can you do to help you stay in a green brain state when you ask others for their ideas?

What can you do to receive others ideas so they feel honored and stay in a green brain state?

Focus on spending time aligning your beliefs with others.
Engaging your team:

Type into the chat box what are some ideas you have about engaging your team?
Engaging your team:

What are your leadership aspirations?

What are the leadership aspirations of others on your team?

What are your shared aspirations for your team?
Engaging your team:

If you are the supervisor or manager -- what can you do to help develop shared aspirations and high engagement?

What suggestions do you have for those who are in a supervisor/manager position to create a safe environment for others on the team to share?
Engaging your team:

If you are not the supervisor or manager -- what can you do to help develop shared aspirations and high engagement?

If you are in a supervisory/manager position what would you like to see from those on your team?
Trying Something New With Your Team

Engaging your team:
What can you commit to between now and the next webinar in engaging your team?

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

How could these things be shared across the organization?
Reflection
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TRANSFORMING ORGANIZATIONS
January 10, 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 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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**Building Together: Collaborative Leadership in Early Childhood Systems**

**Five Elements of Collective Leadership for Early Childhood Professionals**

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