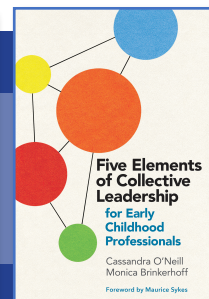
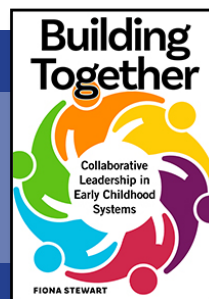




# Leadership for Change

## Moving from Ideas to Action

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



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# Leadership for Change

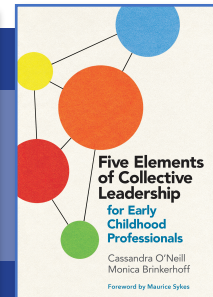
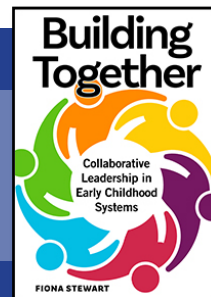
## Moving From Ideas to Action

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



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**Moving from Ideas to Action**



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# This five part webinar series will:

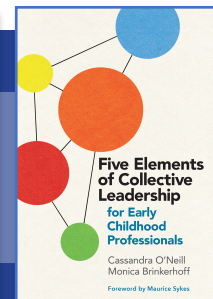
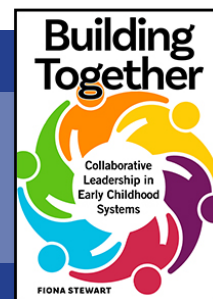
Build on information from:

- ***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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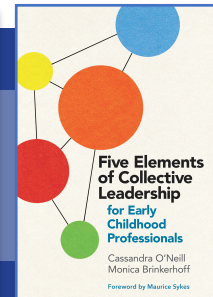
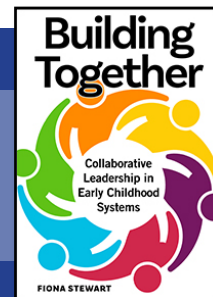
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self

Where do I start?



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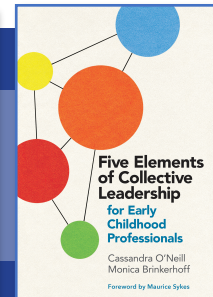
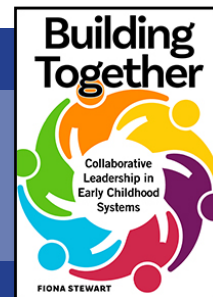


Guiding Question for the Series:

What is the relationship between  
leadership and change?



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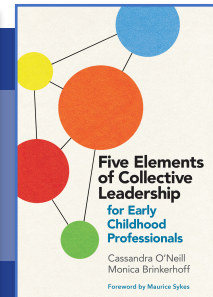
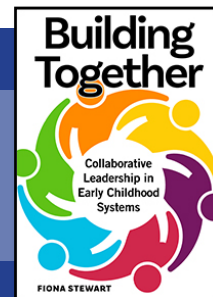
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# Key Concepts – Webinar 1

- 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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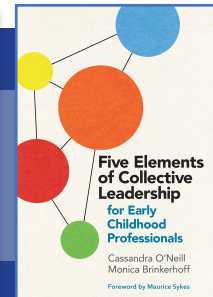
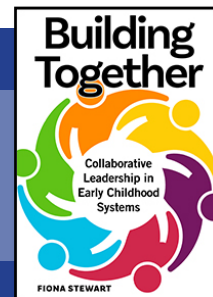
# Key Concepts Webinar 2:

## ❖ Neuroscience of aspirations

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



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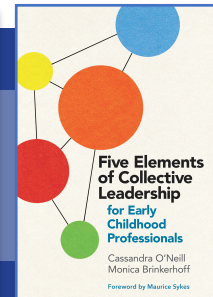
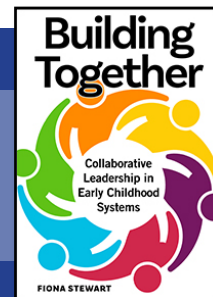
# Key Concepts Webinar 3/4

## ❖ Embracing Your Team/Transforming Organizations

- 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
- Expand successes across the organization



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Today's Webinar

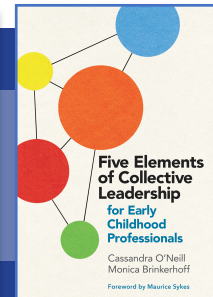
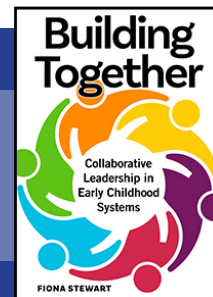
# Transforming Communities

## Participants will:

- Review your successes in embracing and engaging others across your 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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Today's Webinar

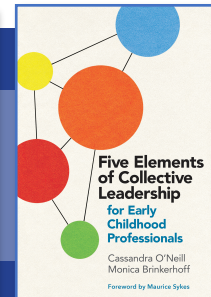
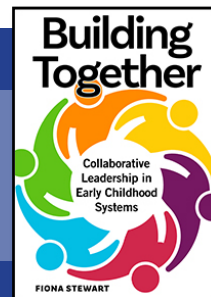
# Transforming Communities

Type in the chat:

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

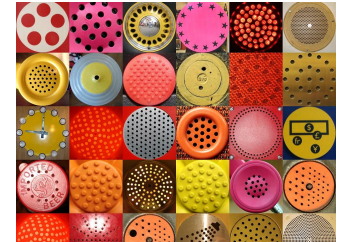


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# Bright Spots

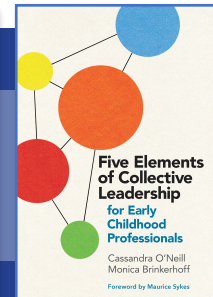
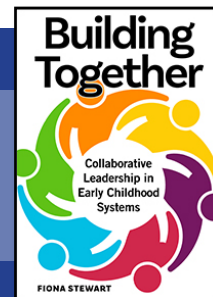


Look for the bright spots!

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 and community?

What are the small things that make a big difference?

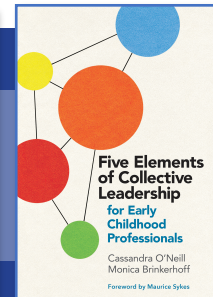
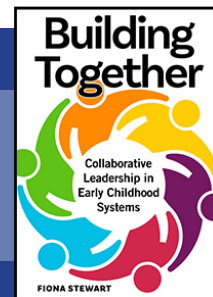
What does it take to create conditions for changing how things are done in your organization and community?



# Community Partners



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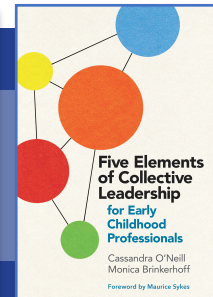
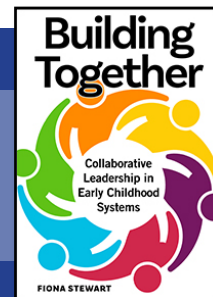
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# Partner Mapping Toolkit

<http://cassandraoneill.com/resources-2/>



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# Empathy

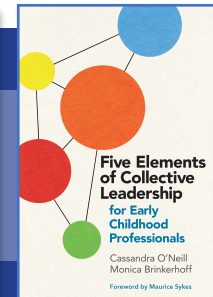
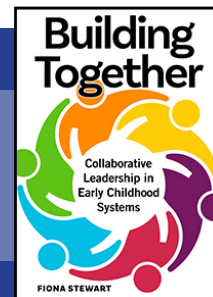
**Empathy in Collaboration:**  
Imagine asking everyone involved  
in forming a new collaboration the  
following questions from Pause for Change:  
[www.PauseForChange.com](http://www.PauseForChange.com)



- What excites you about this collaboration?
- What are you feeling fearful or wary about related to this collaboration?
- What is the biggest question you have about this collaboration?



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# The Power of Transforming Communities

## Acknowledge Power Structures

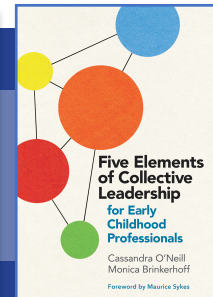
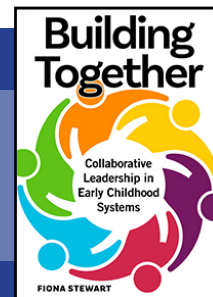
- Formal Power – Institutional power and positions, control of resources, information, decision-making etc.
- Informal Power – Societal power such as race, class, age, skills, charisma, communication, confidence, etc.

## Understand Your Own Personal Power

- The strength within yourself
  - What are your views? What are your strengths?



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# The Power of Transforming Communities

## Strive to Share Power

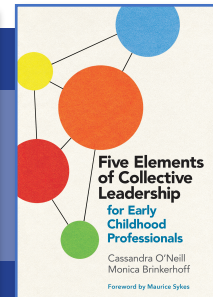
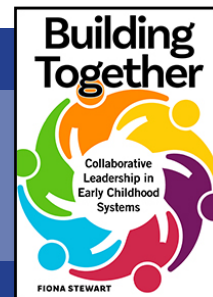
- Ensure an equitable playing field
- Share power so all have a voice

## Focus on the Common Purpose

- Time and attention spent on decision-making, communication, accountability etc. should lead toward a vision of equity and shared power.



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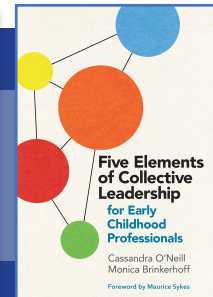
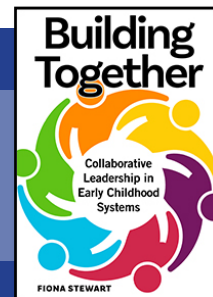
# Build on Community Strengths

## Value the Strengths of Each Community Partner

- A collective/collaborative process will allow opportunities to learn about all strengths and skills and think together about best strategies.
- Working together will transform the community
- Use personal and community power to help accomplish goals, make decision, build alliances, and work for change



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# Adopt A Theory of Change

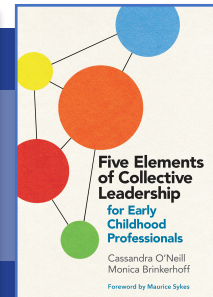
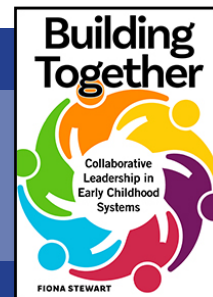
## Be Future Thinking – Strive for Better Outcomes

- Account for Current Realities and Context
  - Social and Political Contexts
  - Structures, Policies, Finances etc.



## Implement and Realize the Plan

- Be guided by the shared purpose & vision

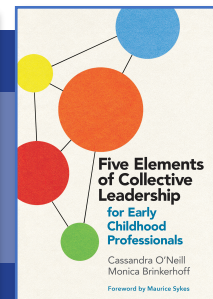
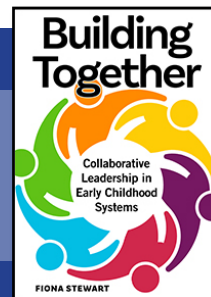


# Measure and Celebrate Progress

- Discover and use lessons learned
  - Gather feedback on goals and benchmarks
  - Assess collaboration and impact of shared efforts
  - Determine needed changes and next steps together
- Acknowledge and celebrate progress!



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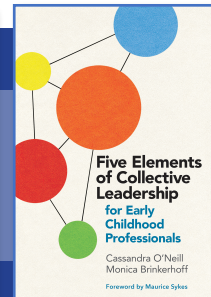
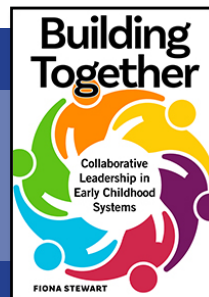


# Leadership to Sustain Transformation

- Remember leadership does not mean that one single leader has to know everything
- Leaders seek out others to successfully accomplish and sustain the work
- Identify who among you has the vision to carry it forward



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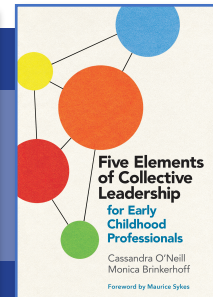
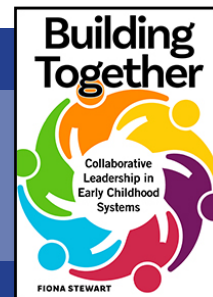
# Transforming Your Community

What can you do to help develop shared aspirations with other organizations in your community?

What community partners could you include?

What could you work on together?

Type into the chat box



# Trying Something New With Your Community

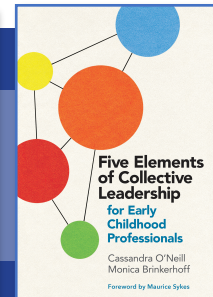
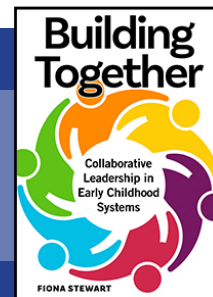
What do you want to try with community partners?

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

How could these things be shared across the community?



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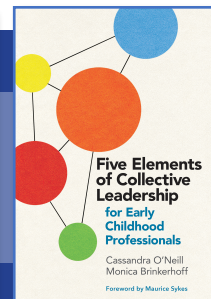
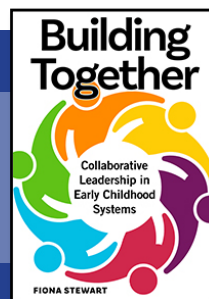
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# Leadership for Change Webinar Series

- Where Do I Start? October 18, 2019
- I've Started, Now What? November 15, 2019
- Embracing Your Team December 13, 2019
- Transforming Organizations January 10, 2020
- Transforming Communities February 14, 2020



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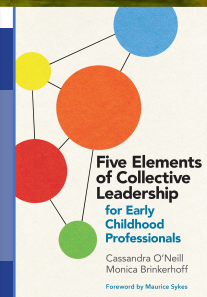
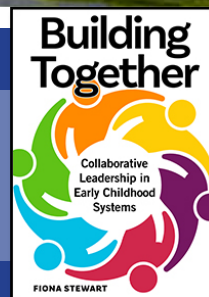
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# Reflection



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Contact information for the presenters  
Come see us at the McCormick Conference!  
April 29, 30, 2020

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**Monica Brinkerhoff**

[monicabrinkerhoff@gmail.com](mailto:monicabrinkerhoff@gmail.com)

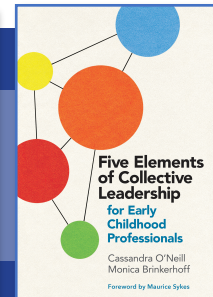
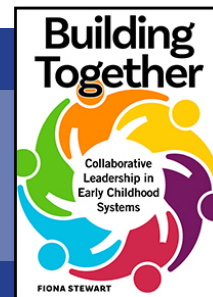
**Fiona Stewart**

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[www.collaborativeleadership.info](http://www.collaborativeleadership.info)



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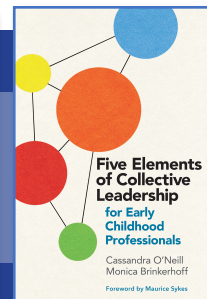
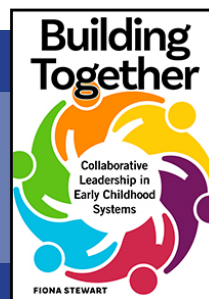
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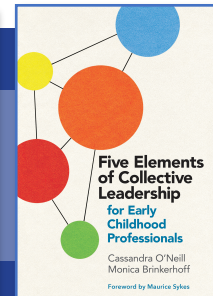
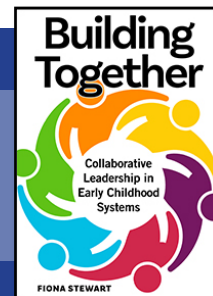
**Mondays: Infant-Toddlers**  
**Wednesdays: Preschool**  
**Fridays: School Age (up to 8 years old)**



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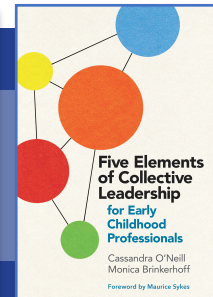
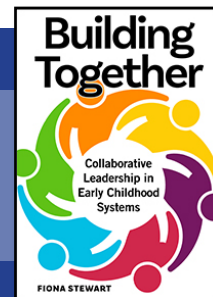


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