EMERGING LEADERS INSTITUTE

Building Your Head Start Program From Within

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HEAD START STAFF FACTS

- 30% of young staff leave Head Start only after 3 years of service
- 9 to 1 ratio women to men
- Staff rarely move up in our organizations…they tend to move on
- Staff development is a vital piece in all head start programs

THE BEGINNING OF THE JOURNEY

- Leadership is not just something we do. It comes from somewhere inside us.
- Leadership is a process, an intimate expression of who we are. It is our being in action.
- As we grow so shall we lead.
MAKE YOUR OWN BILLBOARD!

Head Start is:
- Tell what you are driving
- Describe your road
- Use only 4 words to complete your sentence

PLEASE BE PREPARE TO SHARE!

WHY THE EMERGING LEADERS INSTITUTE?

Leaders who can position their Head Start programs for the future embody several qualities:
- They serve as mentors to their staff
- They promote outreach
- They are clear about their programs’ vision
- They always act as role models

WHY THE EMERGING LEADERS INSTITUTE?

- Change of the Culture
- Program Growth
- Staff Development
- Staff Trust Development
- Grow Your Own leaders!
ACTIVITY #1  ARE YOU A GOOD LEADER?

The examination is broken down into 10 sections, each worth 10 points. If you believe you possess a fully developed competency in a section give yourself 10 points. If you possess no competency whatsoever give yourself 0 points.

Grade your examination as follows:

Be Prepared To Share!

WHAT DID YOU LEARN?

- Those who test well don’t always lead well.
- Prefer to evaluate on the job actions and performance
- LEAD BY EXAMPLE!

CHANGE OF CULTURE IN HEAD START

Results
Actions
Beliefs
Experiences
ACTIVITY #2

BECOMING A MOVER

BREAK INTO GROUPS OF 3

Consider the “Becoming A Mover” worksheet

Using this information what does your program already do?

How can you incorporate these points in your program?

Be Prepared To Share!

WHAT DID YOU LEARN?

- Supervising staff is NO Joke!
- Dealing (or not) with personalities can either make or break a team
- Forward thinking has to be priority
How Do You Know When You Have A Successful Program?

Customer Satisfaction
No Non-Compliances and Deficiencies
Community Knows Your Program
Partners Seek Your Expertise

WHY STAFF DEVELOPMENT?

- Builds educational skills
- Self-esteem
- Develops professionalism
- Encourages retention of staff
- Supports workforce personal goals

TRUST?? WHAT?? THE 5 C'S

- Clarity: People trust the clear and mistrust or distrust the ambiguous.
- Compassion: People put faith in those who care beyond themselves.
- Character: People notice those who do what is right ahead of what is easy
- Contribution: Few things build trust quicker than actual results
- Competency: People have confidence in those who stay fresh, relevant, and capable
ACTIVITY #3

TEAR MY PAPER!

- Give out a sheet of paper to each team member.
- The manager also takes a sheet of paper. Each team member must close his eyes while following the instructions.
- After the manager finishes giving instructions, each team member looks to see if her torn paper looks like their manager's torn paper.

WHY GROW YOUR OWN?

To Plant A Seed Is To Believe In Tomorrow

Just a few reminders:
- Get them ready for leadership before they are leading.
- Provide proper development and coaching.
- Give the space to grow in to the role

Thank You!

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