

Building Your Head Start Program From Within EMERGING LEADERS INSTITUTE

Yvette Dobbs, M.S. The Gravely Group

HEAD START STAFF FACTS

- x 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:



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!





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

PROGRAM GROWTH IN HEAD START

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

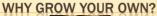
TRUST?? WHAT?? THE 5 C'S

- 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.





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!

The Gravely Group 1-614-901-3369 www.thegravelygroup.com