



# Thriving Together

Leadership Strategies to Support  
Educator Wellness & Resilience

## THRIVING TOGETHER™

### Leadership Strategies to Support Educator Wellness & Resilience

#### Training Synopsis:

*Thriving Together*™ is a transformational leadership wellness experience designed to help early childhood leaders create sustainable, wellness-centered program cultures that support educator resilience, staff connection, emotional well-being, and long-term retention.

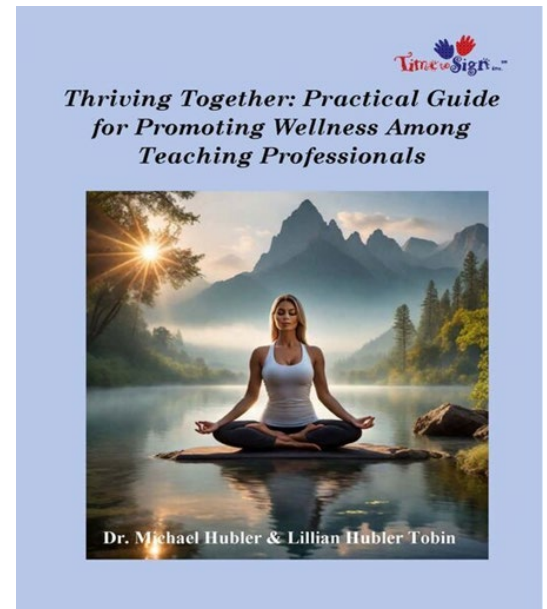
This interactive full-day workshop goes beyond traditional self-care conversations by focusing on practical leadership strategies that strengthen organizational wellness, educator engagement, team morale, and emotional sustainability within early childhood programs.

Centered around the four essential pillars of wellness—Social, Emotional, Physical, and Reflective Wellness—participants will explore how leadership practices directly influence workplace culture, staff well-being, collaboration, and educator resilience.

In a time when stress, burnout, compassion fatigue, and staffing challenges continue to impact the early childhood workforce, this workshop provides leaders with practical tools, wellness frameworks, implementation strategies, and reflective experiences that can immediately be brought back to their teams and programs.

This leadership experience is designed for:

- Program Directors
- Education Managers
- Coaches & Mentors
- Administrators
- Family Service Teams



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- Wellness Coordinators
- Leadership Teams
- Early Childhood Educators

Because when educators thrive, children, families, and communities thrive together.

## Workshop Objectives

Participants will:

- Explore the impact of stress and burnout within early childhood programs
- Identify leadership practices that strengthen educator resilience
- Learn practical wellness strategies that support staff morale and retention
- Reflect on how leadership influences organizational wellness culture
- Develop realistic wellness-centered implementation strategies
- Explore tools that foster connection, emotional safety, and team collaboration
- Create a beginning action plan to strengthen wellness within their programs
- The Thriving Together™ Leadership Wellness Framework

### CONNECT

Create emotionally safe, connected, and supportive environments where educators feel valued, heard, and supported.

### RESTORE

Support emotional regulation, nervous system wellness, reflection, and opportunities for renewal.

### EMPOWER

Strengthen educator confidence, leadership voice, resilience, and collaborative problem-solving.

### SUSTAIN

Build realistic wellness systems, routines, and leadership practices that can be maintained long-term.



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## Why This Training Matters

Early childhood leaders are navigating increasing challenges including:

- Educator burnout
- Emotional exhaustion
- Compassion fatigue
- Staff shortages
- Workplace stress
- Low morale
- Retention concerns
- Emotional overload
- Work-life imbalance

Wellness is no longer an “extra.”

It is essential infrastructure for healthy programs, resilient educators, and thriving learning environments.

Leadership plays a critical role in shaping workplace culture. When wellness becomes embedded into daily practices, communication, routines, and leadership systems, programs become stronger, more connected, and more sustainable.

Thriving Together™ helps leaders move beyond temporary self-care practices toward creating long-term wellness-centered cultures that support both individuals and teams.

## Potential Outcomes of Wellness-Centered Leadership

Programs that intentionally support educator wellness may experience:

- Improved staff morale and workplace culture
- Increased educator engagement and motivation
- Stronger communication and collaboration among teams
- Greater emotional resilience and stress management
- Reduced burnout and emotional fatigue
- Increased staff retention and team stability
- More connected and supportive learning environments



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- Increased educator satisfaction and confidence
- Greater trust, psychological safety, and team connection
- Stronger leadership effectiveness and organizational wellness

When educators feel supported, valued, emotionally safe, and connected, they are better able to support children, families, and one another.

## Leadership Reflection Activity - Why Does This Work Matter to Me?

Take a few moments to reflect on your purpose as a leader in early childhood education. What continues to inspire and motivate you in your work supporting children, families, educators, and communities?

### Reflection Notes:

#### Educator Wellness Self-Check

Consider the current needs within your team or program.

Circle the areas that may currently be impacting staff wellness and resilience:

- Staff burnout
- Emotional exhaustion
- Low morale
- Communication challenges
- Compassion fatigue
- Limited staff connection
- Workplace stress
- Staff retention concerns
- Work-life imbalance
- Leadership overwhelm
- Limited emotional support systems
- Team conflict
- Feeling undervalued
- Limited wellness initiatives
- Other: \_\_\_\_\_



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- The State of Educator Wellness
- Common Challenges Facing Early Childhood Teams
- Chronic stress and emotional fatigue
- Feeling overwhelmed and overextended
- Increased behavioral and emotional demands
- Limited time for self-care or reflection
- Compassion fatigue and emotional depletion
- Staff shortages and workload imbalance
- Reduced opportunities for connection and collaboration
- Difficulty maintaining boundaries
- Increased mental and physical exhaustion

## Important Reminder:

Healthy educators create healthier classrooms, stronger relationships, and more positive learning environments.

Leadership & Organizational Wellness


How Leadership Influences Wellness Culture

## Leadership influences:


- Emotional safety
- Workplace morale
- Team connection
- Staff confidence
- Communication climate
- Collaboration and trust
- Burnout prevention
- Staff engagement and retention



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## Reflective Questions:

How are staff welcomed and supported each day?

How are emotional needs acknowledged?

How is appreciation intentionally shown?

Are wellness practices modeled by leadership?

Is collaboration encouraged?

Do educators feel emotionally safe and valued?



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## Social Wellness

- Rebuilding authentic relationships within your team and community
- Creating a culture of collaboration, encouragement, and peer support
- Communication strategies that reduce workplace conflict and isolation

### Building Connection & Community Within Teams

Strong wellness-centered programs intentionally create opportunities for connection, collaboration, and support.

## Social Wellness Leadership Strategies

- Build meaningful team relationships
- Encourage peer support and mentorship
- Foster psychologically safe environments
- Create opportunities for collaboration
- Celebrate staff successes and strengths
- Encourage reflective conversations
- Strengthen communication practices
- Promote belonging and inclusion
- Practical Social Wellness Ideas
- Wellness check-ins during meetings
- Team appreciation boards
- Peer recognition moments
- Staff connection circles
- Mentorship partnerships
- Collaborative wellness activities
- Leadership gratitude messages
- Team-building experiences

**Reflection:** What social wellness strategies could strengthen your program culture?



## *Emotional Wellness*

Emotional wellness supports educators in managing stress, emotional fatigue, and overwhelm while strengthening resilience and emotional awareness.

- Simple practices to reduce stress, anxiety, and emotional fatigue
- Tools for increasing self-awareness and navigating emotional triggers
- The role of emotional wellness in building resilience and preventing burnout

## Emotional Wellness Leadership Practices

- Encourage emotional check-ins
- Normalize conversations around stress and wellness
- Promote healthy boundaries
- Model emotional regulation
- Create calm and supportive environments
- Encourage realistic expectations
- Recognize emotional overload early
- Support reflective problem-solving
- Emotional Wellness Strategies
- Deep breathing breaks
- Reflective journaling
- Calm-down spaces for staff
- Mindfulness moments
- Gratitude practices
- Encouragement circles
- Wellness reflection prompts
- Positive affirmation practices

**Reflection:** What emotional wellness supports could benefit your educators most?



## *Physical Wellness*

Physical wellness directly impacts emotional regulation, focus, stress levels, and overall educator resilience. Small shifts that make a big difference:

- hydration, posture, movement, and rest
- Daily routines to improve energy, focus, and physical vitality
- Creating boundaries to prevent overextension and exhaustion

## Physical Wellness Leadership Strategies

- Encourage movement throughout the day
- Support hydration and healthy routines
- Promote realistic scheduling and boundaries
- Encourage breaks and recovery time
- Model balance and self-care
- Create calming environments
- Simple Physical Wellness Practices
- Stretching breaks
- Chair yoga or movement moments
- Walking meetings
- Hydration reminders
- Outdoor reset breaks
- Deep breathing exercises
- Relaxation techniques
- Healthy boundary practices
- Nervous System Support
- Pause before reacting
- Slow transitions when possible
- Practice grounding techniques
- Build moments of calm into the day
- Encourage emotional regulation strategies

**Reflection:** What small physical wellness shifts could realistically support your team?



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## *Spiritual Wellness - Reflective & Mindfulness Wellness*

Reflective wellness helps leaders reconnect to purpose, gratitude, emotional balance, and intentional leadership practices.

- Cultivating a deeper connection to your personal mission and values
- Mindfulness, meditation, and gratitude practices to restore inner calm
- Learning to lead from within—bringing intention, presence, and purpose to your role

### **This area focuses on:**

- Mindfulness
- Reflection
- Gratitude
- Inner calm
- Emotional awareness
- Nature connection
- Purpose-driven leadership
- Meaningful connection
- Reflective Wellness Practices
- Daily gratitude reflection
- Quiet moments of mindfulness
- Journaling and reflective writing
- Nature-based reflection
- Positive affirmations
- Intention setting
- Deep breathing and grounding
- Moments of pause and reset

**Reflection:** What helps you feel calm, grounded, connected, and renewed?





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## The Wellness Champion Leadership Framework™

A Wellness-Centered Leadership Approach

The Wellness Champion Leadership Framework™ was created to help early childhood leaders build sustainable wellness-centered cultures that support educator resilience, emotional well-being, workplace connection, and long-term organizational wellness.

This framework helps leadership teams move beyond temporary self-care practices toward creating meaningful systems that strengthen morale, staff support, emotional safety, collaboration, and educator retention.

### ***REGULATE***

Support emotional balance, nervous system wellness, and emotionally safe environments where educators feel supported and valued.

### ***REFRAME***

Shift from survival mode and reactive leadership practices toward sustainable wellness-centered leadership strategies.

### ***RECONNECT***

Strengthen relationships, belonging, collaboration, and positive team culture through intentional connection and communication.

### ***RITUALIZE***

Create realistic wellness routines, reflective practices, and sustainable leadership systems that become part of everyday program culture.

When wellness becomes embedded into leadership practices, programs become stronger, healthier, more connected, and more resilient.



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## Building a Wellness-Centered Program Culture

Wellness Culture Includes:

- Emotional safety
- Positive communication
- Connection and belonging
- Staff appreciation
- Reflective leadership
- Collaborative support
- Healthy boundaries
- Sustainable wellness practices
- Practical Wellness Culture Ideas
- Monthly wellness themes
- Staff appreciation rituals
- Calm spaces for educators
- Wellness champions
- Leadership wellness check-ins
- Reflective team circles
- Wellness resource sharing
- Team mindfulness moments
- Wellness Champion Leadership
- Developing Wellness Champions Within Your Team

Programs thrive when leadership intentionally supports staff members who help encourage positivity, wellness, collaboration, and connection throughout the organization.

## Wellness Champions Can:

- Lead wellness activities
- Encourage peer connection
- Support staff morale
- Promote positivity and appreciation
- Help implement wellness initiatives



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- Strengthen team culture
- Encourage healthy communication practices
- Wellness in Action™
- 30-Day Leadership Wellness Planning

What is ONE wellness strategy you would like to begin implementing within the next 30 days?

What support systems may help your team succeed?

Who could help support wellness initiatives within your program?

## Thriving Together™ Program Implementation Options

Limited Leadership Wellness Experiences Available Each Year

To ensure meaningful connection, personalized support, and high-quality implementation experiences, a limited number of leadership wellness trainings, wellness champion programs, and retreat experiences are scheduled each year.

Organizations may choose from a variety of wellness-centered leadership experiences designed to support educator resilience, workplace culture, and sustainable wellness practices.

### Option 1: One-Day Leadership Wellness Experience

A transformational professional development experience focused on educator wellness, resilience, staff morale, and leadership wellness strategies.

### Option 2: Multi-Session Wellness Leadership Series

Ongoing wellness-centered leadership sessions that support long-term implementation, reflection, team connection, and educator resilience.

### Option 3: Wellness Champion Leadership Program

A leadership-focused initiative designed to help programs develop internal wellness champions who support morale, connection, collaboration, and wellness-centered culture.



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## Option 4: Riverside Educators Wellness Retreat

An immersive leadership wellness experience focused on restoration, reflection, renewal, and wellness implementation planning for early childhood leaders and educators.

## Option 5: Online Wellness Learning Portal

Flexible online wellness learning experiences that include leadership wellness resources, reflection tools, wellness strategies, and implementation support.

## Option 6: Customized Wellness Implementation Planning

Tailored wellness-centered leadership support designed to meet the unique needs of individual programs, leadership teams, and educators.

## What Participants Are Saying

“This was one of the most meaningful and restorative professional development experiences I have attended.”

“The workshop provided practical leadership strategies that we can immediately bring back to our program and staff.”


“Our team left feeling inspired, connected, supported, and emotionally recharged.”

“This training helped us rethink wellness as part of our organizational culture—not just individual self-care.”

“The combination of reflection, leadership strategies, and wellness implementation ideas made this experience incredibly valuable.”



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## Leadership Wellness Action Ideas

### Consider implementing:

- Weekly staff wellness check-ins
- Staff appreciation rituals
- Team gratitude moments
- Calm spaces for educators
- Wellness resource sharing
- Reflective leadership meetings
- Mindfulness or breathing breaks
- Wellness committees or champions
- Team connection activities
- Emotional support systems
- Monthly wellness initiatives
- Leadership self-care planning

## Gratitude Reflection

Write down three things you are grateful for today.

## Leadership Affirmations

- Wellness is a leadership priority.
- Healthy educators create healthy environments.
- Connection strengthens teams and communities.
- Small changes create meaningful impact.
- I can support others while also caring for myself.
- My leadership influences workplace culture.
- Wellness-centered leadership strengthens resilience.
- I am helping create positive and sustainable change.



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*Invest in You.* 

## LEAD WELLNESS FROM WITHIN.

**WELLNESS CHAMPION TRAINER CERTIFICATION™ RETREAT**

*A Wellness Camp for Early Childhood Leaders*

RESTORE. RECHARGE.  
RETURN READY TO  
LEAD AND INSPIRE.

  
REDUCE BURNOUT

  
BOOST MORALE

  
STRENGTHEN RETENTION

  
LEAD WITH WELLNESS



*A camp experience.  
A lasting impact.*



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- ✓ 4 Ready-to-Deliver Wellness Trainings
- ✓ Leadership Wellness Toolkit
- ✓ 1-Year Online Learning Portal Access
- ✓ Ongoing Community & Support

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**\$1,495**

PER PERSON

(Save \$500)

Regular Price: \$1,995

Seats are limited to keep this experience personal & powerful.

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OR SIMPLY FOLLOW THIS LINK:



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*You don't have to do it all.*

**Let's build a healthier, happier future—together.** 





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Continue the Wellness Journey

Thriving Together™ honors the importance of community, connection, reflection, resilience, and relationship-centered leadership within early childhood programs and learning communities.

Ready to Bring Wellness-Centered Leadership to Your Team?

## Available Opportunities Include:

- Leadership Wellness Trainings
- Wellness Champion Leadership Programs
- Wellness Champion Retreat
- Staff Wellness Retreat Experiences
- Wellness Coaching & Consultation
- Online Wellness Learning Portal
- Wellness Implementation Planning
- Educator Resilience Workshops
- Reflective Leadership Experiences

## The Wellness Champion Leadership Experience™ Port St. Lucie, Florida

An intentionally designed, small-group wellness leadership experience created specifically for early childhood educators, leadership teams, and wellness champions seeking restoration, reflection, connection, and renewal.

## This immersive experience focuses on:

- Leadership renewal
- Emotional wellness
- Reflection and mindfulness
- Team connection
- Nervous system wellness
- Wellness-centered leadership practices
- Sustainable wellness implementation



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## Retreat Highlights May Include:

- Wellness workshops
- Guided reflection experiences
- Leadership wellness planning
- Nature-based wellness activities
- Mindfulness & relaxation experiences
- Educator resilience strategies
- Team connection opportunities
- Wellness implementation support

## Ready to Strengthen Wellness, Connection & Resilience Within Your Team?

Let's continue the conversation about how wellness-centered leadership can support educator resilience, workplace culture, staff morale, and sustainable wellness practices within your program.

[www.calendly.com/lhubler/30min](http://www.calendly.com/lhubler/30min)

### Available Opportunities Include:

- Leadership Wellness Trainings
- Wellness Champion Leadership Programs
- Wellness Champion Retreat
- Leadership Consultation & Coaching
- Online Wellness Learning Portal
- Customized Wellness Implementation Support

## Schedule a Discovery Call or Leadership Consultation


### Limited Leadership Wellness Experiences Available

Early scheduling is encouraged for leadership retreats, wellness implementation experiences, and multi-session wellness series.

Space is intentionally limited to create a meaningful, personalized, and restorative experience.



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Thank you for the meaningful work you do each day to support children, families, educators, and communities.

Together, we can create healthier, more connected, and more resilient learning environments where educators feel supported, valued, and empowered to thrive.

We would be honored to support your leadership team, educators, and learning community.

Lillian Hubler Tobin

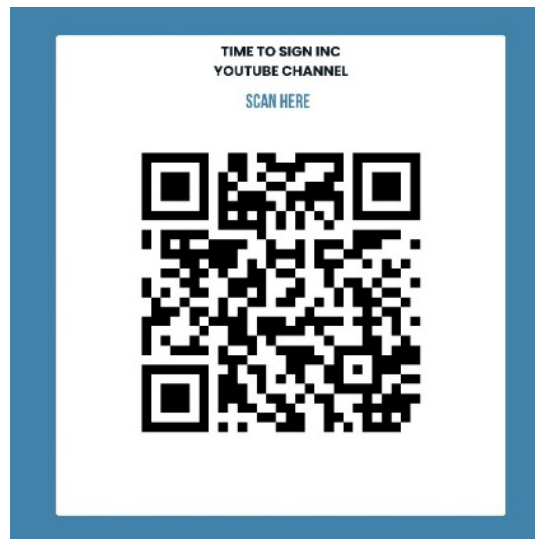
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