



Building Your Program From Within

EMERGING LEADERS

The Gravely Group

THE GRAVELY GROUP

The Gravely Group is an experienced national consulting firm that provides innovative training and technical assistance for boards, staff, and parents of agencies across the country. We are a premier leader in guiding professionals in Early Head Start/Head Start programs, Community Action Agencies and Social Service Agencies.

AGENDA

- ✘ Staff Facts
- ✘ Why Emerging Leaders?
- ✘ Are you a good leader
- ✘ Staff Development
- ✘ Benefits of leading

STAFF FACTS

- ✘ 30% of staff leave 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 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.

Leadership can't be taught

It can be learned

WHY THE EMERGING LEADERS?

Leaders who can position their 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?

- × 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!

CHANGE OF CULTURE



PROGRAM GROWTH

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***

THE BENEFITS OF LEADING!

- ✘ Seen As More Effective
- ✘ More Satisfying To Work With
- ✘ Reduce Burnout And Stress
- ✘ Lead People To Perform Better
- ✘ Develop Others To A Higher Level of Performance

“ Leadership involves an individual’s **personality style, **knowledge & skills**, **life experiences**, & **organizational/work context.**”**

LEADERSHIP ABILITIES

1. To Self Manage
2. To Recognize Connections
3. To Build Relationships
4. To Lead The Way W/Service
5. To Produce Results

BUCKET OF QUESTIONS



*What question
would you like to
ask?*

Thank You!

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