Let’s talk about leadership development

1. It’s complicated.
2. It’s personal.
3. Why you need a mentor
4. What it can do for your program
Let’s get to know each other

• Introduce yourself

• What are you hoping to gain from this workshop?

It’s complicated.
Leadership combines personality traits, skills, innate talents, past experiences, and other factors like energy, motivation, ambition, perseverance, and drive.
• A leader is someone who guides others in pursuit of a goal. (Because there are many functions that have to take place in order to achieve a goal, there are many ways to lead.)

• You have to know your personal style, your goal, and be willing to commit to guiding others.
Reflect on the video

• Clear goals?

• How important is staff to program goals?

• How do you look at staff development?

• Do we all lead in the same way?

Leadership Qualities: How I rank myself
Take 5 min. and rank yourself.

Then share your insights with a partner.

If willing, share with the large group.
Reflect on your leadership qualities

• Do you value some of these qualities more than others in a leader?

• Do you agree that caring is a leadership quality?

• Can you see how expanding your idea of leadership might help your staff to develop?

It’s personal.

The challenge of leadership development is how to get everyone working together to use their personal tendencies and skills to achieve the program goals.
What type of leadership style is yours?

1. Read the title and description of the 4 leadership styles.

2. Read the choices for STRENGTHS and match with the correct style.

3. Read the choices for CHALLENGES and match with the correct style.

4. Discuss your answers with a partner. If willing share your choices with the entire group.

Reflect on the four leadership styles

• What did you decide was your own personal leadership style? (show of hands)

• What experiences have you had with former bosses or managers having these different styles?

• How did their leadership styles impact you when you were an employee?
Why you need a mentor...

Listen to Diane Barber, Executive Director of the Pennsylvania Child Care Association, discuss her personal journey to leadership.
Reflect on video

- What role did mentors play in Diane’s leadership journey?
- Did you have a mentor in an afterschool program?
- How did you benefit from having a mentor (or multiple mentors)?

PYD ONLINE SERIES

Positive Experiences, Positive Relationships, Positive Environments. 10 online modules to support PYD positive youth development practices.

Gain knowledge and tools to successfully work with school age children and youth ages 5 to 18 years. We know that youth development professionals come from many backgrounds and work in a variety of settings. Our online modules are an easy and convenient way to get the professional development you need to succeed.

20 hours of professional development, available anytime, anywhere.

directions to the modules: extension.psu.edu/programs/better4kidscare • 800-455-9108
NAA CORE KNOWLEDGE AND COMPETENCIES

The competencies are grouped into ten content areas:
1. Child and Youth Growth and Development
2. Learning Environment and Curriculum
3. Child/Youth Observation and Assessment
4. Interactions with Children and Youth
5. Youth Engagement
6. Cultural Competency and Responsiveness
7. Family, School, and Community Relationships
8. Safety and Wellness
9. Program Planning and Development
10. Professional Development and Leadership
NAA Competency levels

1. Entry—beginning knowledge and skills
2. Developing—has developed some experience
3. Proficient—can apply knowledge and skills
4. Advanced—can apply skills in increasingly nuanced ways
5. Mastery—can analyze, synthesize, and evaluate

https://naaweb.org/resources/core-competencies

What is PYD?

- PYD is an intentional, prosocial approach that engages youth within their communities, schools, organizations, peer groups, and families in a manner that is productive and constructive; recognizes, utilizes, and enhances young people’s strengths; and promotes positive outcomes for young people by providing opportunities, fostering positive relationships, and furnishing the support needed to build on their leadership strengths.

https://youth.gov/youth-topics/positive-youth-development
Foundation series

- Child and Youth Growth and Development
- Interactions with Children and Youth
- Cultural Competency and Responsiveness
- Safety and Wellness
- Youth Engagement

Mastery Series

- Program Planning and Development
- Family, School, and Community Relationships
- Professional Development and Leadership
- Learning Environment and Curriculum
- Child and Youth Observation and Assessment
Penn State Better Kid Care (BKC)

- **On Demand Distance Education**
  - BKC’s On Demand Distance Education system provides low-cost professional development online anytime you are ready to learn!
  - PYD modules developed in collaboration with Nebraska Extension
Lesson series or course

Module overview
What it (a leadership development program) can do for your program

Inject enthusiasm and passion for the work.
Introduce a personal growth mindset.
Help retain high quality staff.
Brainstorming activity

• List the many functions of your program that must come together to make it work well.
• Which of these functions can you delegate to staff?
• How can you use the BKC PYD online modules to give staff small opportunities to lead the program in several of these functions?

Some ideas

• Have staff choose and take a module (that fits their interest).
• Ask them to choose an activity from the module and lead the activity in a staff meeting.
• Ask them to choose a video and lead a discussion on the video in a staff meeting.
• Ask them to do further research on the topic and present it at a staff or parent meeting, or share in a newsletter.
• Meet with them individually to reflect on their learning.
Leadership Development Plan

Use the activities that we have included in this workshop to introduce your intention to create a leadership development plan in your program.

Have everyone in your program complete the Leadership Development Plan.

Hold regularly scheduled meetings with individual staff to view the plan and ensure they are on track.

Thank you!

Questions or comments?
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