

# “Leading for Change”

How to meet the new challenges affecting  
Early Years and Childcare Settings.



“No matter what leaders set out to do - whether it’s creating strategy or mobilizing teams into action - their success depends on how they do it” Daniel Goleman, Emotional Intelligence 2004.

New research has proven that the success of any enterprise depends on how effective the management are in managing and developing their teams.

Childcare is demanding and competitive and getting it right means

- enabling children to develop and achieve.
- meeting families needs.
- assuring the sustainability and profitability of the setting.

To encourage and support participants in their Management and Leadership roles, Crêchendo Training have designed 4 inter linked workshops. Participants can progress to obtain the CACHE Level 4 Certificate in Managing Quality Standards in Children’s Services.

## **Session One - Habits of Leadership - Reflective Practice**

What is reflective Practice - how does it affect our performance?

What makes us who we are?

Methods of obtaining feedback on our performance.

Learning styles - theory and questionnaire - how these affect our performance.

## **Session Two - Tools of Leadership - Communication Skills**

Effective communication is the skill that underpins everything else a manager does.

What is communication? - examine verbal, non-verbal, listening skills and questioning skills.

What affects our communication?

Team building and Managing conflict.

## **Session Three - Principles of Leadership - Management Styles and Leadership Theories**

Evaluating their own management styles through a questionnaire.

Management theorists and the impact of their work.

Leadership models.

## **Session Four - Impact of Leadership - Supporting Professional Development Training, Mentoring and Coaching**

The value of people for the organisation.

Designing organisational and individual learning and development programmes to develop quality.

The differences between mentoring and coaching, and the impact they have on organisations.