



Reflect on your own experiences with children, families, and colleagues. If you are an supervisor, administrator, or adult educator, how might you use these questions and activities to help other adults reflect on their experiences?

Turn Questions into Action

“Many leaders have personal visions that never get translated into shared visions that galvanize an organization.”

Peter Senge *The Fifth Discipline*, 2006

Once you have your own vision, how can you use your leadership role to develop a shared vision that will galvanize your organization? Read how early childhood director, Peter Blair, approached this leadership task in the article “Leading a Program Through Changes.”

Blair’s article focuses on leading your program with values, and offers these guidelines:

- Start with an exploration of what you, as a staff, believe about children and the larger purpose of early education.
- Create structures for dialogue, encouraging people to argue, as well as collaborate.
- Galvanize passions into a call for action.

Using these three guidelines, begin to sketch out an action plan for yourself.

Here’s how you might begin to explore values with your staff? Design a series of staff meeting agendas, including a timeline for meetings. Write down some thoughts to get yourself started.

What shifts can you begin to make in your staffing patterns, schedules, and budget to create ongoing structures for dialogue among staff? Develop short and long-term plans. What could you put in place this month? By the end of the next year? By the end of 5 years?

This month:

By the end of the year:

By the end of five years:

Where are there acknowledged, but unresolved contradictions, between what exists now and what you and your staff values?

Use this to galvanize a plan of action with goals, working committees, and timelines.

If your work is not in direct service, but a different early childhood organization, adapt the ideas for your setting.