

Golden Building Blocks

Here are a few vital nuggets. Some I learned the hard way. Trust they will serve you well in your quest to Build Your Team by Building Up Your Staff. Remember, rather you are the CEO or the Director, you are responsible.

- Family first.
- LISTEN to your staff. Sometimes what they will not say will scream at you.
- Search for individual and collective ways to express your appreciation for what they do, who they are, and what they add to the team.
- Communication is vital to building up the team and the lack of good communication will destroy a great one.
- Be open minded. Open for change. Conflict resolver. Do not enter a situation with your decision set in stone.
- Live in their world for 1 hour.
- Expressing appreciation does not always cost you financially but it is always an investment.
- Sometimes, expressing your appreciation will be a financial investment but the return cannot be measured.
- You are not just building teachers and a staff, you are building a team and that team includes the families and children who attend your center. You must build them up also.
- You are a cheerleader, for your staff, your children, and for the adults in the lives of those children.
- Greet your staff, children, and families with a smile and an encouraging word. Let them know you are glad to see them, that they are important.
- Celebrate their victories and when they hurt be there, not a boss but as family.
- Do not show favoritism even if you have family and friends working for you. Favoritism will destroy your team.
- Do not hold your team to a standard that you are not willing to strive to obtain.
- Do not frustrate your staff with inconsistency.
- Look for the strengths as well as those areas which require a little bit more work. Lead and guide them in working on those areas.
- Do not shy away from challenging people to grow.
- Help them to overcome challenges, personal and professional.
- Be genuine.
- Do not reward mediocrity unless you want a standard or substandard organization.
- If your heart is not in this industry find a new job. If you are just here for the money find a new job. If you are just here because you think it is an easy paycheck find a new job. As well, if you have members of your team who have that mentality encourage them to do the same. The children deserve more as do their parents.
- Do not hire people just to fit put a warm body in a space.
- Surround yourself with people that are like-minded. Especially ensure your senior staff has the heart of what you are trying do and the direction you are going.
- You cannot do everything in your center and if you are attempting to do everything and you are standing the way of growth for your organization. There are others around you who can do a better job in certain areas; look for those people. Some of the greatest talent in your center is hidden because they are shy. However, you will discover who they are when you invest time to get to know them.
- Lead by example even in being built up. If you are not being built up, if you are not growing then you are not setting a positive example in this area. If you feel like you have arrived and you have no place else to go, nothing else to learn, no next level for you - then you have just put a cap on organizational and team growth.
- Do not avoid conflict or difficult situations and challenges; if you do they will fester causing greater harm.
- When dealing with conflict, ensure that you are being a good listener. There are always three sides: his side, her side, and the truth.
- Enjoy yourself. Enjoy the children. Laugh a lot. If the pressure threatens to overwhelm you go play in a classroom or rock a baby... remember why you started.