

# ~Team Building~ Building Up Your Staff

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**Founder & CEO**

Nikki's Christian Daycare & Learning Center

Nikki B Jewels

Nicole Brown Childcare Professional Services



Who is  
Nicole Brown?



Family  
Wife  
Mom





**CEO**  
**Nikki's Christian**  
**Daycare & Learning Center**





**Professional in  
Early Childhood Education  
for 25 Years  
A Dreamer**



# *Take Away*

- Encouragement
- Challenged thinking concerning yourself & your staff
- Practical & proven tools to help you express appreciation and value to your team
- Ways and means to encourage and build up your staff

# You – The Leader

- What type of builder/leader are you?  
Determines the type of team you build.
- What would your staff, team, or coworkers say about you as a leader? Perception or truth.
- Think of a leader who had a positive effect on you. Now think of a leader you never want to work for again. Under which did you work harder and produce more?

# You – The Builder

- The old way of management & leadership no longer works.
- You set the tone, you determine the speed, you are responsible.
- To build your team you must learn your staff.
- Use what you learn to inspire, create, & bring unity.
- Successful builders create more than a daycare or learning center.



# Practices of a Great Leader/Builder

- Model the way.
- Build trust & build relationships.
- Follow the wisdom of Lee Iacocca, “I hire people brighter than me, and then I get out of their way.”
- Invest regularly in the building project.
- Build team members up, encouraging them by expressing earnest appreciation in a way that is meaningful to them.

# Building Tools

- Retreat
- Staff Luncheons
- High - Five
- Celebrations
- Persuade dreams ~ promote talent
- Cheer & facilitate growth
- Be honest with yourself about yourself

# Tools Cost?

## Simple Solutions

- Be creative – out of the box
- Solicit ideas from staff, parents, & other directors & owners
- Example - **The Teachers' Store**

**SURROUND YOURSELF WITH**



**THOSE ON THE SAME  
MISSION AS YOU**

To attract, capture, & keep staff members who will make the team a success you must learn to *Build Up Your Staff.*

*Give Aways*

*&*

*Questions*



nicolebrown  
Childcare Professional Services