~Team Building~
Building Up Your Staff

2018 Annual Virginia Head Start Conference
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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
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
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?
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
Be creative – out of the box
Solicit ideas from staff, parents, & other directors & owners
Example - *The Teachers’ Store*
To attract, capture, & keep staff members who will make the team a success you must learn to Build Up Your Staff.
Give Aways & Questions