Characteristics of Effective Leadership - Leadership and Team Building in Early Years and Wraparound

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Aims

1. Practical tips for effective leadership and team building
2. Discuss key leadership qualities
3. Strategies for building a cohesive team
4. Practical techniques to enhance teamwork
5. Practical techniques to resolve team conflicts

Brief Overview

Importance of Leadership and Teamwork

- Sets the Tone
- Clear Communication
- Positive Environment
- Collaborative Efforts

Understanding Leadership Value

- What is a leader’s value?
- What purpose do leaders really serve in groups?
- How does having a great leader give a group an advantage?

Characteristics of Effective Leadership

Defining Key Leadership Qualities in context

- Vision
- Integrity
- Empathy
- Decisiveness
- Resilience

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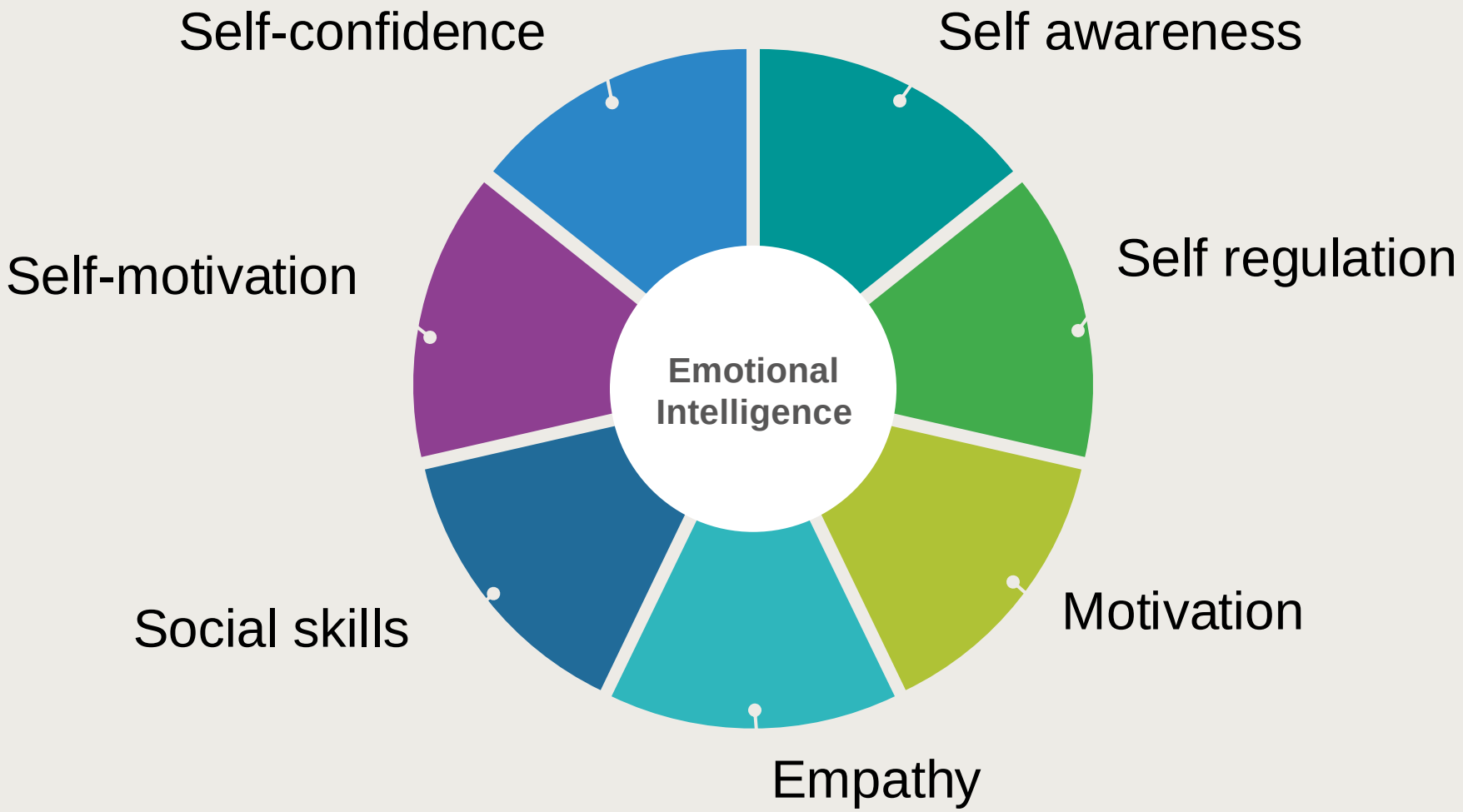
Importance of Emotional Intelligence and Effective Communication:



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Importance of Emotional Intelligence and Effective Communication:

- **How do you communicate key messages in your organisation?**
- **How do you ensure that every-one has heard and understood the message?**
- **What system do you use to track and measure the effectiveness of this tool?**
- **How does it impact team wellbeing?**

Characteristics of Effective Leadership

Building a Cohesive Team

- Forming
- Storming
- Norming
- Performing
- Adjourning

Tuckman, B.W. (1965) 'Developmental sequence in small groups', Psychological Bulletin, 63(6), pp. 384-399.

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Building a Cohesive Team

1

Training

Provide continuous professional development opportunities to help staff grow and improve their skills

2

Team-Building Activities

Organise activities that encourage teamwork and bonding outside the usual work environment

3

Inclusive Decision-Making

Involve staff in decision-making processes. This promotes a sense of ownership and accountability

Available at: https://child-development-training.education.gov.uk

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Practical techniques to enhance teamwork

- **Identify Individual Strengths**
- **Align Strengths with Roles and Responsibilities**
- **Encourage Strengths-Based Collaboration**
- **Provide Continuous Feedback and Recognition**

Practical Tips and Techniques

Conflict Resolution Strategies:

- **Prompt Action**
- **Focus on finding solutions rather than assigning blame**
- **Facilitate constructive dialogue between conflicting parties**
- **Encourage a culture where conflicts are seen as opportunities for growth and improvement**

Further Reading

For more information:

- **Leadership in Early Years Education**
- **Best Practices for Reflective Teaching and Collaborative Working**
- **Tools and Frameworks for Continuous Quality Improvement**
- **The Role of Family Engagement in Early Years Success**

Thank you