LEADING FOR RESULTS - BREAKOUT

BREAKOUT - Leading for Results – Moving from Intention to Action for Young Children

DESCRIPTION – In this breakout, we will share tools and resources participants can use to further their leadership toward action producing results. The session aims to help participants examine their behaviors, roles and relationships and develop new skills they need to lead organizations and systems toward lasting improvements in child outcomes. The overarching focus of this session is to emphasize the power of self as an instrument of change.

OBJECTIVES – As a result of the session participants will:

- be introduced/review the key components of results based leadership (RBL)
- be actively engaged and learn new leadership skills and exercises
- make action commitments using the concepts of the session

Core competencies of results based leadership

- master the skills of "adaptive leadership"
- use the self as an instrument of change to produce intended results
- be results-based and data-driven
- collaborate with others
- bring attention to and act on disparities within the early education system

BRIEF AGENDA

- 15 mins Overview and Definitions
- 25 mins Diving into Data
- 25 mins Self as Leader Leadership in the Early Learning System
- 20 mins Reflection and Discussion
- 5 mins Action Commitments

INGREDIENTS FOR IMPROVEMENT

IMPROVEMENT							
II	II						
RELATIONSHIPS							
+	+	+	+	+	+	+	+
DATA	DATA	DATA	DATA	DATA	DATA		DATA
+	+	+	+	+	+	+	+
ACTION PLAN		ACTION PLAN	ACTION PLAN				
+	+	+	+	+	+	+	+
RESOURCES	RESOURCES	RESOURCES	RESOURCES		RESOURCES	RESOURCES	RESOURCES
+	+	+	+	+	+		
INCENTIVE	INCENTIVE	INCENTIVE		INCENTIVE	INCENTIVE	INCENTIVE	INCENTIVE
+	+	+	+	+	+		
SKILLS	SKILLS		SKILLS	SKILLS	SKILLS	SKILLS	SKILLS
+	+	+	+	+	+		
VISION		VISION	VISION	NISION	VISION	NISION	VISION

J. Squires (2017) adaptation from T. Knoster (1991)/ Enterprise Group Ltd.

How Well We Do It QUALITY Is Anyone Better Off? How Much We Do QUANTITY

EFFORT

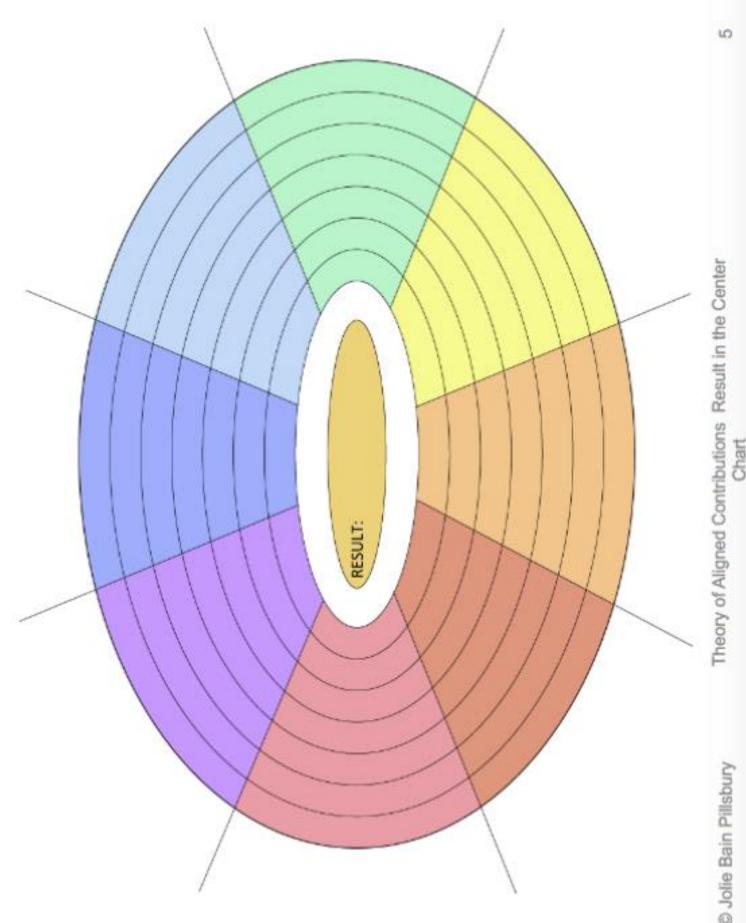
EFFECT

RESULT TO ACHIEVE:
What <u>population</u> are we concerned about?
What conditions do we want for this population?
How can we <u>measure</u> these conditions?
How are we <u>doing</u> on the most important of those measures
Who are the <u>partners</u> with a role to play in doing better?
What works or what would it take to do better?
What do we <u>propose to do</u> ?

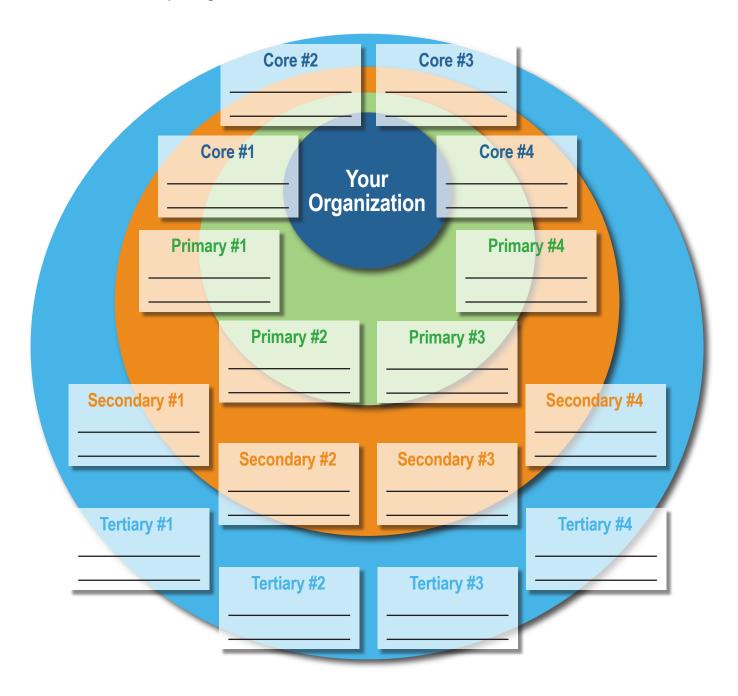
PRACTICE WITH PERFORMANCE MEASURES:	
PRACTICE WITH POPULATION MEASURES:	



PRACTICE WITH THE JOHARI WINDOW



Network Relationship Diagram





The Four Quadrants of Aligned Action for Results

			75.	
	• Hig	High level of action that contributes	 High level of action that contributes 	contributes
	idigisio itti	to improved results	to improved results	
dgiH		Does not work to be in alignment	 Works to be in alignment with 	ıt with
1	our con	with others	others	
	745	(High action, low alignment)	(High action, high alignment)	gnment)
	• Lo	Low level of action that does not	 Low level of action that does not 	does not
1	00	contribute to improved results	contribute to improved results	results
ГОМ	• Do	Does not work to be in alignment	 Works to be in alignment with 	nt with
	wi	with others	others	
		(Low action, low alignment)	(Low action, high alignment)	gnment)
		Low	High	
		Works to be in alignment with others	nt with others	

Takes actions that contribute to results

The RBF

Collaborative Work

Cycle

Accountability in Action Adapted by Victoria Goddard Truit

DECISION TO WORK TOGETHER FOR A RESULT

People work with partners across disciplines, sectors, or departments in service of a specified population or program-level result.

ACCOUNTABILITY: TRACKING COMMITMENTS
AND PROGRESS

- Partners hold themselves and others accountable for keeping commitments
- Partners track progress which is the subject of subsequent meetings

Population/
Program
Result

esult, population, and measures

clarification of the collaborative

Meetings of partners begin with

MEETINGS BEGIN WITH A PURPOSE

MEETINGS END WITH COMMITMENTS

3

Partners work to

- Make decisions that stick
- Develop strategies
- Manage conflicts Plan and align actions
- Make commitments to act

COLLABORATIVE WORK: TAKING ALIGNED ACTIONS BACK HOME

- Commitments made in meetings are executed in partner's home agencies and communities
- Actions need to be at a scope and scale to make a difference