

# KPV Conference

2009

Together we grow- facing the future

*Nourishing our leaders – feeding  
the mind and the spirit*

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# Nice Girls don't lead

Lois P. Frankel (2007)

## **See Jane Lead**

99 ways for women to take charge at  
work

New York: Warner Business Books

**We still think of a powerful man as a born leader and a powerful woman as an anomaly.**

Margaret Atwood



*‘Those who work with young children are positioned by (the) dominant discourse as nurturing, caring, supportive and responsive to the needs and interests of individual children. In contrast, the child advocacy literature exhorts staff to take risks, engage in confrontational behaviour, be willing to engage in conflict, as well as to critique and negotiate’*

(Grieshaber, 2001)

# Adlai Stevenson

It's hard to lead a cavalry charge if you think you look funny on a horse.

# Herbert B. Swope

I cannot give you the formula for success, but I can give you the formula for failure: which is: Try to please everybody.

Frankel: “the disease to please”

# 5 top tips

- Leaders are not perfect
- Plan ahead
- Present ideas confidently and clearly
- Present yourself confidently and professionally
- Don't let the pig judge you

# Leaders are not perfect

- Risk takers have bad days
- “Flops are a part of life’s menu and I’m not a girl to miss out on any of the courses”.  
Rosalind Russell

# Plan ahead

- You want to see change but you know it will be resisted.
- What do you do?

Not what are we going to do

**BUT**

How are going to do IT

# Present ideas confidently and clearly

- Think through the opposition position
- Leave room for feedback – I am really interested in your views
- Don't be defensive
- Vent, scream, justify ( in private)

# Present yourself confidently and professionally

- Nourish yourself- addiction of choice (shoes, chocolate, perfume)
- Stand tall, dress smart
- Speak up (risk taking)
- Read for you – leadership books as part of your PD
- Grow resilient (cop it sweet)

# Don't let the pig judge you

- What do we ask of children in terms of resilience?
- Keep perspective
- Move forward
- Be persistent
- Be reflective
- Addiction of choice

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- **LEADERSHIP!**

- **Christine Woodrow & Sandra Cheeseman**

- **SERIES REVISED. REGISTER NOW !**

- **Here it is** – an opportunity to extend your personal leadership journey! We invite you to be present at the leadership table. On offer is a very special opportunity for a limited group of committed early childhood leaders to work collaboratively on projects focusing on leadership issues in early childhood settings.

- Lady Gowrie Child Centre, in association with University of Western Sydney and Macquarie University are proud to offer a learning experience designed to nurture, develop, encourage, inspire and cultivate your leadership abilities. Each session is designed to speak to burning issues for early childhood leaders. Participants will be actively involved in investigating, problem solving and developing strategic directions. Leaders at all stages are encouraged to participate in this project – anyone who is a leader, or aspires to leadership roles, is invited to join.

- From this collaborative environment you will address challenging aspects you face in your workplace. You will also have the opportunity to contribute to an early childhood leadership research project being developed by the facilitators that will explore potentials and possibilities for early childhood leaders.

- **Four Thursday Sessions**

- **Dates**

- 19 July 2007
- 9 August 2007
- 27 September 2007
- 15 November 2007

- **Time** 1:00pm-4:00pm

- **Venue** Castle Grand Community Centre  
Castle Hill

- **Fee** \$280. Commitment to participate in all four sessions is essential.

- **Facilitators** Sandra Cheeseman Lecturer in Early Childhood Leadership & Social Policy Institute of Early Childhood Macquarie University  
Dr. Christine Woodrow Head of Early Childhood Programs University of Western Sydney

# Outcomes from the Leadership Project

- Diversity of contemporary issues reflected in the projects selected (parent relationships, regulations, images of childhood, images of professionalism, workplace relationships and practices of leadership)
- Creation of a 'safe space' for dialogue
- Importance of peer support
  - yearning for engaged dialogue
- Valuing of the opportunity and respect for individuals (high retention)
- Disruptions of traditional leadership discourse (Hard etc)
- Affirming the work of our practice based professionals
- Time a key barrier to full and sustained participation

# Participant Reflections

*'Its encouraging to know that there are ec professionals who like to think outside the square and beyond'*

*The thing that brought me to the group was an interest in a reciprocal relationships- merging research and practice.*

*'Peer conversations always motivate, encourage, affirm, confirm, validate...'*

# Participant Reflections

*‘Professionally, I have learned how much I can learn’*

*‘Peer conversations are critical’*

*‘I gained knowledge from other people,...self-reflection, reflections from my staff on my performance’*

*Sharing information is the most important part for me at this time of my journey*

# Faye Wattleton

Whoever is providing leadership  
needs to be as fresh and  
thoughtful and reflective as  
possible to make the very best  
fight.

# Commit to change

**What will you do to improve your influence?**