

FARRAN STREET EDUCATION

2021 Educator Leadership Guide



Farran Street
Education

**ALL YOUR BEST IDEAS
IN ONE PLACE**

Introduction

As we welcome 2021, it's a great time to look forward at the freshest leadership trends for the new year.

We've found the best leadership research informing current practice for 2021.

This guide explores the current trends and how

they relate to the Early Childhood and OSHC sector.

"I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel."

Maya Angelou



Leadership Skills

Successful leaders demonstrate a vast array of technical and people skills. The State of Leadership Report 2020 has identified the top 3 key skills for successful leadership.

- 1 Emotional Intelligence**
- 2 Effective Communication**
- 3 People Management**

Performance Management

Feedback Project planning

Time management Relationship Building

Strategic Thinking Creativity Goal Setting

Delegation Problem Solving Budgeting

Interpersonal Skills

Conflict Resolution

01 Emotional Intelligence

Emotional Intelligence is maintaining a positive perspective, validating each other's positions despite disagreement, and being intentionally respectful, even during difficult times.

Teams respect brave and courageous leaders who are willing to be vulnerable and display empathy.



"Be responsible for the energy you bring to the room"

Dr J. Taylor

Top Tip

Dr Marc Brackett, Director of the Yale Center for Emotional Intelligence said "people felt inspiration 50% more when they were in an organization with a leader with high emotional intelligence. Their frustration levels were 30-40% less, and their burnout was lower."

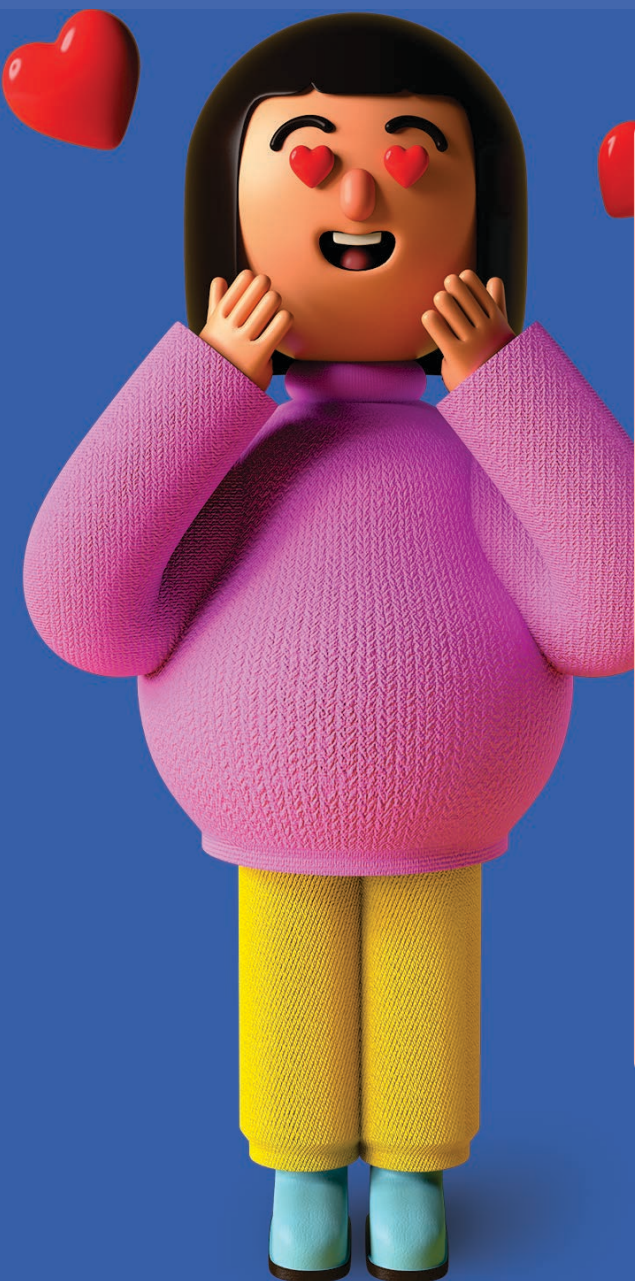
Improve emotional intelligence by:

1. Practice social and self-awareness
2. Pause before you speak
3. Lead with empathy

02 Effective Communication

To be effective communicators we need to take the time to demonstrate respect for diversity in communication styles.

We consider how different perspectives, situations and contexts affect meaning and messaging.



Top Tip

Similar to personality types, each individual has a different style of communication. By matching and mirroring communication styles we allow the other person to communicate in a way that works best for them.


Matching communication styles is one of the simplest ways to minimize workplace stress, increase productivity and build strong relationships

03 People Management

As leaders, we are the captains of the ship. It's our role to chart the direction of the ship and decide what needs to be done to sail successfully to our destination.

Simply put, our role is to set expectations and to make sure:

- the right people,
- do the right job,
- to the right standard,
- at the right time.



**Treat Educators
like they will make
a difference.
And they will...**

Jim Goodnight

58%


of staff want more positive recognition from their leaders.

Appreciative feedback improves engagement and is fundamentally about effort, relationships, connections and character strengths.



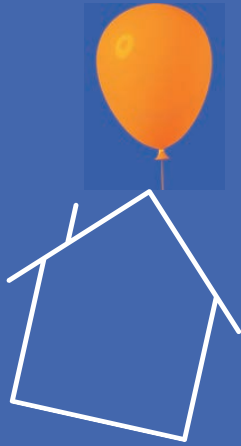
Why Do Educators Leave?

Almost 40% of people nominated "poor leadership" as a contributing reason for leaving their job.



Everyone's journey is different. Some Educators will rise through the ranks, whilst others will just make a short stop on their way to other destinations. Having clear two-way "journey conversations" helps clarify expectations and reduce attrition.

83%



of organisation
say, that's it's
important to
develop leaders
throughout the
organisation but
only 5% do



A small group of leaders who are committed to a common goal rather than a private agenda can create transformational change.

It's the role of the leadership team to sow and cultivate the seeds of change.



Leadership Behaviours

Successful leaders wear many hats and are required to demonstrate a vast array of behaviours. The State of Leadership Report 2020 identified the top 3 key behaviours for successful leadership.

1 Inspiring Others

2 Trustworthiness

3 Authenticity

Collaborative

Feedback Clear Vision

Interpersonal Skills Adaptability

Strategic Thinking Creativity Goal S

Innovative Motivate Integrity

Interpersonal Skills

Decisiveness

01 Inspiring Others

Today's leaders are required to have the skills to motivate and inspire their team.

Inspiring staff means providing Educators with a sense of purpose, an opportunity to learn and grow, and career development aligned to their strengths.

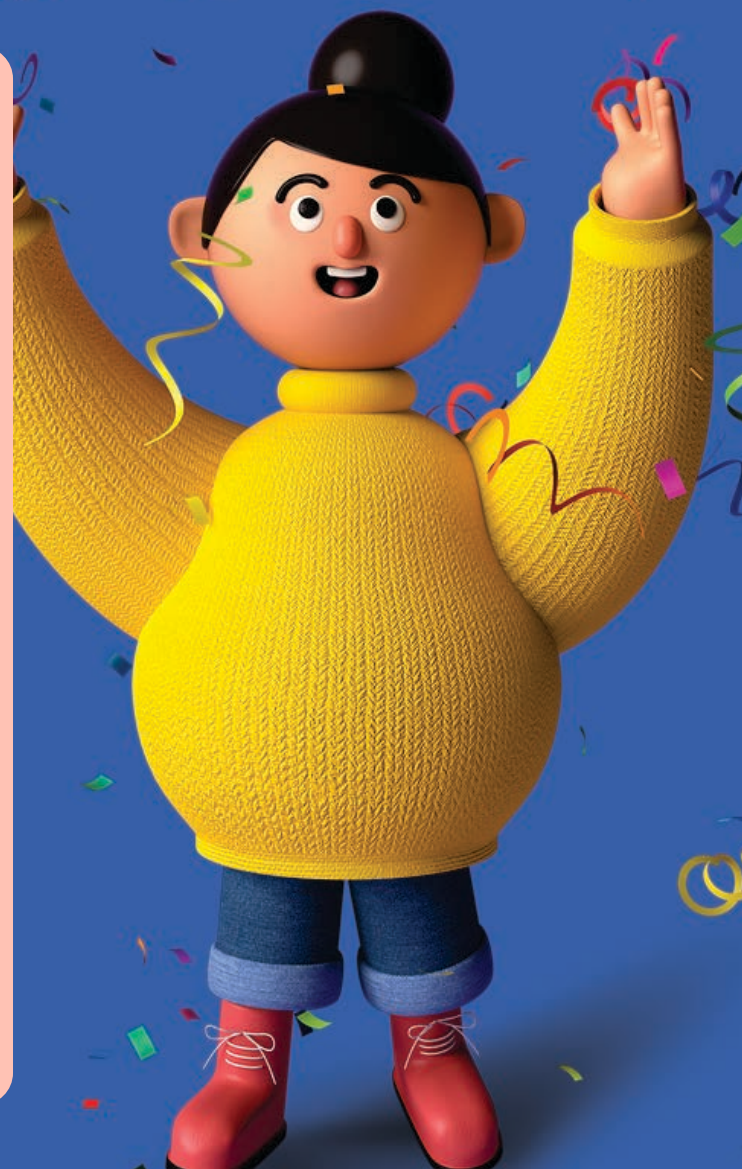
Be brave enough to say “I don’t know”, and strong enough to say “together we’ll get through.”

Top Tip

Initiative is considered a higher-order thinking skill and will only be demonstrated if the environment supports it. Telling people what to do, kills initiative.

Three things need to be present for Educators to take initiative.

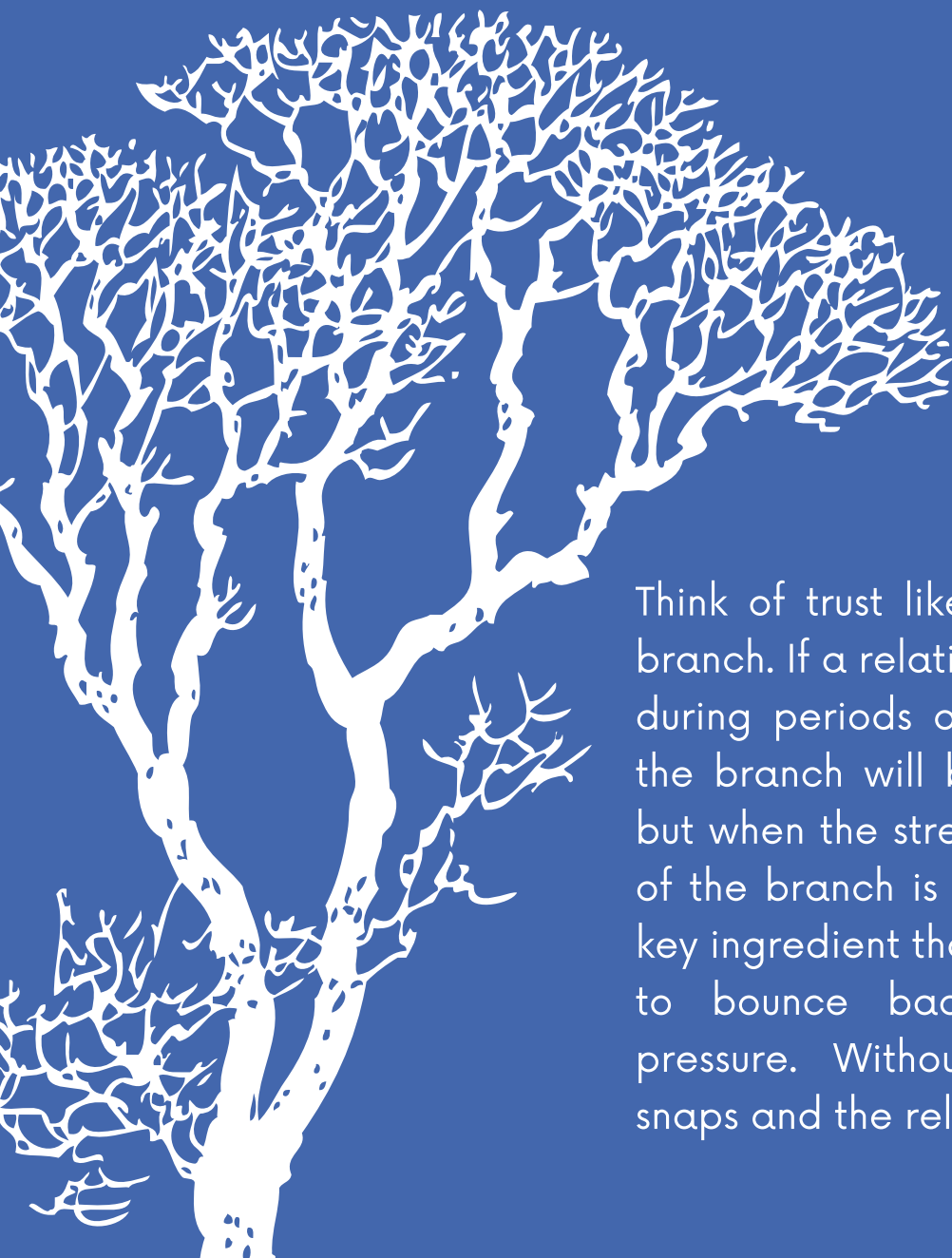
- 1.They need to feel competent
- 2.They need to have clarity on their roles and responsibilities.
- 3.They need to feel they belong to part of the team.



02 Trustworthiness

Leaders who develop trust have much greater success in engaging their team members than those who don't.

Basic trust involves sharing information and having empathy for one another. Deeper trust involves perceptions of competence and predictability of behaviour.



Think of trust like the bend in a tree branch. If a relationship is built on trust, during periods of stress and pressure the branch will bend under the strain, but when the stress subsides the shape of the branch is restored. Trust is the key ingredient that allows relationships to bounce back after stress and pressure. Without trust, the branch snaps and the relationship fails.


03 Authenticity

Being authentic is to create honest relationships with the team, in which team members feel valued and respected.

Authentic leaders are positive people with truthful self-concepts who promote openness and honesty.

Case Study

To be authentic our behaviour must accurately reflect aspects of our inner self, it can't be an act. We need to know which personality traits we should reveal to whom and when. Like chameleons, we need to be capable of adapting to the demands of the situations we face and the people we lead, yet not losing their identities in the process.



Authentic leaders are aware of their strengths, their limitations, and their emotions.



"Weak leaders
make others feel
inferior."

Strong leaders
make others feel
equal."

Find out more...



Leadership Essentials

This 3-hour live online program is perfect for new leaders looking to learn the fundamentals of leadership.



The Educator Leadership Academy

This 2- month live online program is perfect for new and experienced leaders looking to improve their leadership practice.





Farran Street
Education

Who we are.

Farran Street Education is one of the largest providers of specialist **leadership** and **management** skills to the Early Childhood and OSHC sector.



What we offer.

- In-house Team PD
- Leadership and Mgt PD
- Mgt and HR Consultation
- Keynotes and Conference Presentations

p: 1300 366 896
e: education@farranstreet.com.au
w: farranstreeteducation.com.au

**ALL YOUR BEST IDEAS
IN ONE PLACE**