

FARRAN STREET EDUCATION

A Guide to Building Belonging with Rituals



Farran Street
Education

**ALL YOUR BEST IDEAS
IN ONE PLACE**

The Guide is produced by: Farran Street Education

To find out how you can use rituals, communities, squads, and tribes to build your dream team, check out our latest webinar - Building Better Teaching Teams.



Starts Friday July 30th 2021 @ 10:00am AEST.

Part 2 - Friday 6th August 2021 @ 10:00am AEST

Cost: \$119

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Rituals

Rituals are designed to improve shared purpose and engagement in your team.

Rituals - Actions that person or group does repeatedly, following a pattern or script in which they've imbued symbolism and meaning.

We all participate in rituals even if we're unaware of them. Blowing out candles on a birthday cake or exchanging presents at Christmas are examples of rituals that carry meaning for people.

Rituals can help us improve our work lives also. They help bring people together, move through conflicts and assist us in adapting to change.



Snap A Star

QUALITY INTERACTIONS RITUAL

What is it?

Snap-A-Star helps build recognition and awareness of high-quality interactions between Educators and Children.

How does it work?

Over the month, each Educator discretely snaps a photo of a colleague engaged in a quality interaction with a child. At 7 pm on the last Friday of the month, the team will post their photos to the Snap-A-Star WhatsApp group. The team gets a stream of amazing photos highlighting quality interactions over the past month.



Cookie & Questions



NEW STARTER RITUAL

What is it?

Biscuits and Questions is a new starter ritual designed to build a sense of belonging and transition new starters into the service.

How does it work?

Each new starter is asked to prepare answers for 3 questions. These questions form a conversation starter as they begin to meet people in the service.

The questions are:

- If you had to pick a “Little Miss” book that represents you, which would it be?
- What is your secret positive superpower?
- If you came with a warning label, what would it be?

On day one, each new starter identifies their favourite cookie. The cookies should represent a significant part of their identity, something meaningful or something that reminds them of growing up. During their first week, the chef makes the cookies for the new starter to hand out to all the staff.

The Promotion Pinata

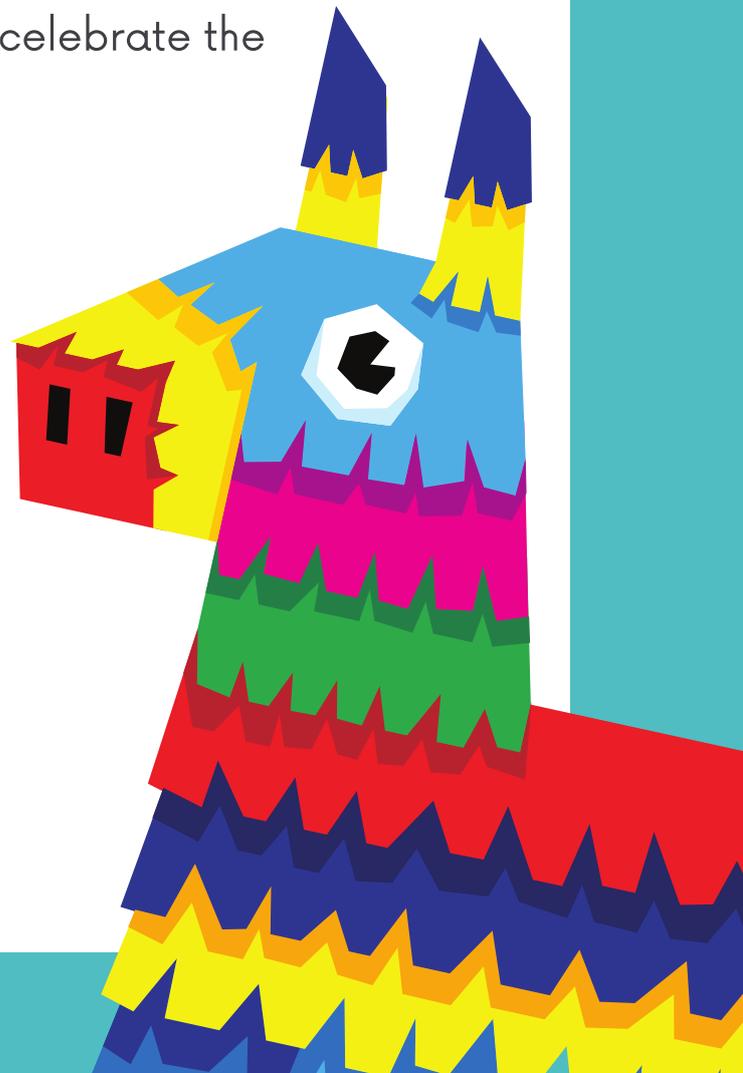
PROMOTION RITUAL

What is it?

The Promotion Pinata. Promotions are an important time for rituals and celebrations. When an Educator is promoted to a leadership role, use the Promotion Pinata ritual to help acknowledge and celebrate the appointment.

How does it work?

In their first team meeting, they are presented with the pinata to break open. The pinata contains your traditional lollies and chocolates but you might also like to include a book on leadership, a voucher for resources for their room, and a dinner voucher so they can celebrate their promotion with a friend or loved one.



Dr Dove



CONFLICT RESOLUTION RITUAL

What is it?

Dr Dove is a ritual for reflecting on team dynamics and mediating conflict resolution. Any team or Educators that need to address a recurring or one-off issue can get a one-hour consultation from Dr Dove.

How does it work?

One senior staff member is nominated as Dr Dove for a period of 6 months. This is generally an Educator whom others respect and is considered as having good perspective. If Educators are struggling with conflict or teams are finding it difficult to work together, they can request a 1-hour consultation with Dr Dove. This creates a safe space for Educators and teams to build healthy relationships.

Love Tote

TEAM WELLBEING RITUAL

What is it?

Love Tote recognises Educators who demonstrate attitudes that promote caring, collaboration and love towards their colleagues.

How does it work?

Each month the previous recipient of the Love Tote award, chooses a new Love Tote winner. The winner is the Educator who has best demonstrated the values of caring, collaboration, and love. The recipient is presented with a Love Tote filled with items that represent them.

Below are some sample suggestions

- Antibacterial wipes – because you always take the time to clear up any misunderstandings
- Chapstick – Because only beautiful words come out of your mouth
- \$50 Coffee Card- Because you always make the space to chat
- \$150 voucher for Sunglasses because you never throw shade
- An extra day in-lieu because we love your commitment to making this a great place to work.





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

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