

## **Leadership**

### **DEFINITION**

... is a function of knowing yourself, having a vision that is well communicated, and building trust among colleagues. It is a process that involves mobilizing, influencing and guiding others.

### **GUIDING PRINCIPLES**

- Quality early childhood development has a life-long impact on education, health and social well-being.
- A collaborative community approach to social change is more effective than isolated, individual actions.
- There is value to the role of the Early Years Community Developer – both in community and in the larger ECD system.

### **KNOWLEDGE**

- Leadership practices.
- Personal and professional strengths, weaknesses, motivations, areas of interest and bias.
- Local community (including resources, needs and history).

### **SKILLS**

#### **Personal Leadership:**

- Regularly self-reflect about my practice.
- Seek feedback from stakeholders about my impact.
- Develop a self-directed professional development plan.

#### **Community Leadership:**

- Develop a shared vision.
- Encourage participation, partnership and equity.
- Balance leading and following by promoting a shared leadership approach.
- Focus on a whole-community perspective (applying systems thinking).

#### **And continue to work towards:**

- Applying creative thinking and problem solving skills
- Maintaining a level of flexibility (strategic agility) that supports both disciplined decision making and responsiveness to change.