



Manitoba Child Care
Association

Leadership Matters:

Motivate, Innovate, Inspire...



*12th Annual
Directors Conference*

*The Russell Inn
Russell, Manitoba
October 6&7, 2011*

Thursday October 6, 2011

9:00 - 9:30 - Welcome/Opening Remarks

9:30 am - 4:00 pm (Please select one of the following)



A-01 Innovation through Collaborating and Partnering

Collaborating and partnering is not new however it is now shifting from being the realm of some leaders to a core competency for all leaders. Collaborating basically means working together, which we all do on a daily basis; partnering being the highest form of a collaborative relationship. Leaders and Directors today need to know and utilize best practices to establish strong and strategic collaborations and partnerships both within and outside of the centres. Collaborations and partnerships can be complex and have inherent dangers and pitfalls. If we are aware we can plan and manage to avoid falling into them. Innovation is often a bi-product of collaborations, and it is almost guaranteed if that is one of the goals of the collaboration.

In this interactive and fun workshop participants will get an overview of the five foundations learning domains for successful collaborations, explore the definition and characteristics of a good partner, assess their individual and organizational collaboration quotient, share examples of successful collaborations in the child care setting, spark and consider new potential projects and potential collaborators.

Facilitator: **Sue Hemphill** is the owner and principal consultant of Healthy Hive organizational and community development consulting. Sue has had a 25 year career in non profit and government and has worked as a consultant in the private sector. Sue's professional practice includes: mediation and facilitation, training and coaching and innovation program research and development. The themes and areas of specialization in her career are related to: equity, diversity and access, restorative justice and human rights, arts based community and social development and cross sector collaboration and partnership.

A-02 Building Resilience through I.M.P.A.C.T

There is no doubt that change and stressful work situations can take its toll. Build resilience to weather such situations by focusing on the IMPACT - clarify your intentions, manage stress, place situations in perspective, analyze and problem solve, control what you can control and transform your view of the situation.

Participants will have the opportunity to work through IMPACT in an interactive workshop designed to be enlightening, practical, refreshing and fun. Participants will develop an action plan to build their resilience in order to manage challenging, often on-going challenging work situations.

Facilitator: **Genella Macintyre** is principal of Partners in Discovery, a Brandon based training, coaching and consulting company committed to improving the quality of personal and professional living. Genella's background includes experience in human resource management, executive leadership, coaching, counseling, and as a trainer for the Manitoba Government. Genella holds a Bachelor of Arts (Specialist) degree from Brandon University and a Master of Arts degree in Applied Psychology from the University of Saskatchewan. Genella's workshops are focused on practical solutions for personal and professional challenges and are delivered in an interactive, fun, and relaxed environment.

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Friday October 7, 2011

10:00 am – 12:00 pm (Please select one of the following)



B-01 Leading and Motivating through Accelerated Change

One of the greatest challenges for all of us today is the accelerated pace and volume of change we are dealing with at work and at home; the rate of change we are experiencing is unprecedented. Leaders are often both the initiators and managers of change processes. Motivation is a key factor in managing change. It can be very hard to keep morale and motivation high when change fatigue sets in and resilience and adaptability is waning. Additionally, in order to bring changes about, leaders / Directors need to motivate staff and clients to get behind the change and help be a part of the forward movement and transition, as opposed to becoming stuck or resistant.

In this interactive workshop participants will have the opportunity to explore and discuss the stages of change process and what the implications are for staff at each stage of the process, how to recognize where individual staff are in the change process and how to work effectively with them where they are at. As well they will have the opportunity to do an audit of the amount of change your centre has been going through and where the organization is presently. A self assessment questionnaire will be used to gain insight into your own orientation to change. Best practices for managing change processes will be discussed and an opportunity for some goal setting regarding how to better manage change in the centres for both staff and families.

Facilitator: Sue Hemphill

B-02 Leader's Forum: Leading in a Child Care Environment

This session will allow leaders to brainstorm with other leaders and the facilitator to determine practical solutions to their leadership challenges. The facilitator will moderate the session by introducing the topic of leading in a child care environment and ask participants to consider the key areas and essential skills required to establish a positive work environment.

Each participant is asked to bring at least one question or challenging situation that would benefit from brainstorming, discussion and in some cases, building the skill to deal with the challenge effectively.

Participants are asked to email their question to Karen Gander by noon on October 4th and she will forward them to the facilitator and the questions will be grouped and addressed in the forum. Please include the following in the email: Name and contact information of participant submitting question and the question with a brief description of the context as appropriate – honouring confidentiality

This forum is for advanced leaders who have been in their leadership position for at least 7 years.

Facilitator: Genella Macintyre

1:00 pm – 3:00 pm (All to attend)



C-01 Leaders Who Transform

Transformational leadership is based on the principle that great leaders lead from within. Great leaders are emotionally intelligent, live by their values, demonstrate and are passionate about those ideals, and work on their own "transformation".

Transformational leaders lead through inspiration and by providing an empowering environment to develop their own and others' full potential. This workshop focuses on an essential area of leadership – development of self and others.

Objectives:

- To identify the nature, behaviours and qualities of transformational leadership
- To consider the behaviours and qualities of a transformational leader
- To differentiate between leadership that seeks to inspire and a "fix what is wrong" approach
- To self-assess transformational leadership traits
- To consider ways for to become a transformational leader

Facilitator: Genella Macintyre

Registration Information

Where is the conference being held? Russell Inn, Russell Manitoba

How do I register and pay? Online with Visa or MasterCard or by mail with cheque

What will the conference cost to attend?

Single (limited amount of rooms)	\$435.00 pp Member \$870.00 pp Non-member
Double	\$390.00 pp Member \$780.00 pp Non-member
Triple (2 beds and 1 hide a bed or trundle bed)	\$340.00 pp Member \$680.00 pp Non-member

What is included in the conference fee?

- Wednesday & Thursday accommodations
- 3 workshops
- Thursday continental breakfast
- Thursday lunch
- Thursday dinner
- Thursday Social Evening
- Friday breakfast
- Friday lunch

Good stuff to know!

The conference fee is based on conference prices provided by the hotel therefore there are no discounts for those who do not want or require overnight accommodations.

If you are sharing a room, don't forget to write down the name of the person you are sharing with.

After Thursday dinner we will be heading to Asessippi for an evening bonfire.

The workshops planned for this Directors Conference have been designed to meet the needs of people currently in leadership/management positions.

You must be a personal member of MCCA as of Jan. 10/11 to qualify the member rate. You cannot use the centre's membership to obtain the member rate.

All conference fees must accompany the registration. (Purchase Orders and faxed registrations are not accepted). Cheques or money orders are payable to MCCA.

Registrations are on a first come first serve basis.

For more information call Karen Gander at 1-888-323-4676 ext. 224 or 336-5062 or email karengander@mccahouse.org