



Unleashing the Leader Within You





Dr. Deborah Bergeron



Zuly Vazquez

Invitations for learning!

I invite you to...

- **Collaborate: Share your wisdom.**
- **Apply: Connect what you learn to your own context.**
- **Be vulnerable: lean into your own discomfort. Ask questions.**
- **Give grace: Extend goodwill to yourself and others.**

Enjoy the session!

What kind of leader are you?

Servant Leadership

Distributed Leadership

Transformational Leadership

Empathetic Leadership

Adaptive Leadership



Servant Leadership

Looks to see what they can do to serve the people whose behavior they hope to change; treats others as they want to be treated. Puts others needs before their own.



Mary Barra
CEO, General Motors

Distributed Leadership

Shares power with others and provides opportunities for others to operate in leadership roles.



Yasmina Vinci
Executive Director, NHTSA

Transformational Leadership

Emphasizes change and transformation. Leaders who adopt this approach strive to inspire their followers to achieve more than they ever thought possible by tapping into their potential. This type of leadership can be highly effective in organizations looking to make significant changes or transformations. Promotes innovation and risk-taking.



Elon Musk
Tesla, Space X

Empathetic Leadership

- Builds awareness of protective factors
- Trauma-informed
- Mindful
- Emphasizes positives
- Acknowledges work
- Clarifies expectations
- Encourages vacations and time-off



Satya Nadella
Microsoft, CEO

Adaptive Leadership

Inspires and motivates people to tackle tough challenges and thrive.

- Strong communication
- Coordination
- Collaboration
- Both on-site and within the community.



Mahatma Gandhi

What kind of leader are you? DON'T DECIDE TODAY!

Servant Leadership

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Adaptive Leadership



Test your knowledge!

Lisa, the new manager of a struggling customer service department, arrived early on her first day. Instead of going to her office, she immersed herself in the team's daily operations, listening to calls and observing processes firsthand. When she noticed Sarah, a representative, struggling with a difficult customer, Lisa approached her afterwards with genuine concern, asking how she could make Sarah's job easier. This hands-on, compassionate approach continued as Lisa worked alongside her team, experiencing their challenges directly. She prioritized her staff's needs, advocating for system upgrades, improved training, and maintaining an open-door policy for suggestions. By focusing on removing obstacles and supporting her team, Lisa not only improved department performance but also fostered a positive work environment where employees felt valued and heard.

Test your knowledge!

At a growing educational non-profit, Director **Sandy** implemented a new management approach by dividing staff into specialized teams, each led by individuals chosen for their expertise rather than seniority. She gave team leads significant autonomy in decision-making and resource allocation within their project scopes. Weekly meetings became collaborative forums where Sandy facilitated open discussions among team leads, encouraging peer advice and shared problem-solving. For a major funding opportunity, Sandy assembled a cross-functional task force, stepping back to allow the group to develop the proposal collaboratively. This approach fostered a sense of ownership and accountability throughout the organization, empowering staff at all levels to take initiative. The result was increased innovation, improved staff retention, and more effective project outcomes as the organization leveraged the diverse skills and perspectives of its entire workforce.

Test your knowledge!

In a small marketing firm, the new Marketing Director, **Jamie**, arrived with a vision to revolutionize the company's approach. Instead of maintaining the status quo, Jamie challenged team members to reimagine their roles and push creative boundaries. During brainstorming sessions, Jamie encouraged even the most unconventional ideas, often building upon them to showcase their potential. When junior designer Alex hesitantly suggested a risky campaign concept, Jamie not only praised the idea but also assigned Alex to lead the project, providing mentorship along the way. Jamie's enthusiasm was contagious, inspiring the team to take on challenges they once thought impossible. Regular workshops were introduced to develop new skills, and Jamie consistently communicated a compelling vision of the firm becoming an industry innovator. As team members began to exceed their own expectations, the firm's work notably improved, attracting high-profile clients. Under Jamie's guidance, what started as a conventional marketing agency transformed into a cutting-edge creative powerhouse, with employees discovering talents they never knew they had.

Ready to Excel All Year Long?

Sign up today for one of our leadership credentials and get the tools you need for ongoing success!



Director Credential

Take a four-month learning journey with other new Head Start and Early Head Start Directors. Here you will dig into a wide range of program leadership topics, including effective leadership development, communication and advocacy, operations, and more.



Site Leader Credential

This credential explores topics surrounding day-to-day leadership in Head Start and Early Head Start sites. Participants will work on managing and leading teams, setting tone and culture at the site level, and managing the everyday responsibilities that make up Head Start and Early Head Start programming.



Head Start Manager

The Head Start Manager Credential is designed for general management and will provide learners with information on a number of topics—ranging from becoming an advocate in the Head Start community to innovating within the program. This course will help leaders expand Head Start's reach beyond the program and directly impact their communities!



It's Time to Tell our Stories

*60 Stories for 60 Years:
Voices for Head Start*



[go.nhsa.org/
60stories](https://go.nhsa.org/60stories)

Upcoming Opportunities

Parent and Family Engagement
Conference

December 16 - 19, 2024

San Diego, California

<https://nhsa.org/conference/parent-and-family-engagement-conference/>

