

# Leadership and Management

## Let's Reflect – Building a Team



Developing a team with different views, approaches and personalities can be challenging, but also incredibly rewarding! Fostering a positive and proactive approach to practice, can support leaders in establishing a strong foundation for which quality can be built on.

“Strong childcare teams create achievable goals, respect each team member's work styles, and embrace different backgrounds and perspectives.”

Reggio Academy

Establishing a shared vision and a consistent approach to practice can prompt debate and inevitably a level of conflict. Leaders should support their team by ensuring all voices are heard and valued, maintaining a solution focussed approach. Through debate and exploration, leaders should support their team to make collective decisions that lead to continued improvements in practice and the provision. In addition to this, leaders should recognise the impact of praise and acknowledgement of individuals skills and achievements.

## Task

Consider the questions below and reflect on how you can further develop your team building skills:

- How confident are you in managing conflict within the team?
- Are you familiar with the skills and strategies that could be applied to resolve conflict?
- How do you ensure that staff remain respectful, and solution focused when conflict arise?
- Do you feel that you know your individual team members well?
- Do they know one another well?
- Are they encouraged to celebrate their skills, experiences, and differences?
- Do you ensure that decisions as a team are underpinned by robust procedures and processes e.g., structured team meeting discussions, action planning etc.
- Do you consider how you engage your team, bringing energy and fun to decision making and strategizing.
- Do you feel that enough time and energy is applied to recognising staff's achievements? Big or small?
- Is there more that you could do as a team to motivate and inspire one another?