

Announcing - Now in it's 16th year

The Advanced Leadership Laboratory in Colorado

Presented by the Academy for Leadership Excellence

Leading in the New Era of Head Start

SUNDAY, JULY 10 through FRIDAY, JULY 15, 2011



WHAT

The *Leading in the New Era of Head Start* advanced laboratory experience is designed to meet the ever growing challenges for leaders in Head Start. In the last four and one-half years, the Head Start community has been faced with 1) The Head Start Act of 2007; 2) the ARRA expansion of 2009; 3) very small budget increases; 4) A change in leadership at the national level; 5) the Notice of Proposed Rule Making for the Redesignation of Head Start grantees, and within a short period of time we will know about: 6) proposed changes in the Performance Standards; 7) the fate of ARRA expansion for Head Start and Early Head Start and 8) the general support we can expect from the 112th Congress.

These many changes, along with incredibly high levels of accountability present Head Start leaders across the nation with new and expanded responsibilities, new directions and new and greater challenges. The complexities of the challenges ahead require that Head Start leaders have a broader range of skills and knowledge than ever imagined. *Most importantly, the Head Start leader of the future must be grounded, self-aware and secure, possessing a strong sense of self-competence to meet the challenges ahead.* The 2011 Advanced Leadership Laboratory will focus on the ART (attitudes, beliefs, respect and trust) of leadership skills - those skills that Head Start leaders must have from this point forward to lead their team into a solid and secure future for them and for their Head Start program.

All of the changes Head Start has experienced in the past several years have certainly increased the stress of Head Start leaders; all of the challenges facing Head Start leaders in the coming years certainly add to that stress.

The Advanced Leadership Laboratory is a place where participants can reduce their stress by looking at the soft dimensions of their personal leadership capacity; who they are beneath all the roles they fill and through stress reduction and self exploration, find their center of leadership.

This will be a week of training and reflection like none other - the Advanced Leadership Lab will help you prepare for success as a leader in this - opportunity and challenge rich - new Head Start era. You will leave the event refreshed, with a sense of renewal, a better sense of self and happy that you came. This event is designed to grab your attention, focus your energies and change your approach to leadership, in short - this event will KNOCK YOUR SOCKS OFF!

WHERE

The Christie Lodge - Avon, Colorado



WHEN

9:00 a.m. Sunday, July 10, 2011 through 4:30 p.m. Friday, July 15, 2011

WHO SHOULD COME?

Head Start leaders from across the nation including participants in previous Leadership Lab experiences and anyone who is interested in growing and expanding their confidence as a leader and their leadership skills

WHY COME?

Head Start is in a state of SERIOUS AND ONGOING TRANSFORMATIONAL CHANGE and anyone working in a leadership capacity in Head Start will be affected deeply by these changes.

How do we know that?

Transformational Change occurs when one or more of the following occur for an organization...

- Change involves changing the CULTURE of the organization - the Head Start Act of 2007 specifically impacts the culture of every Head Start organization in the country and expansion further complicates it!
- The rules of doing business change significantly - Head Start grantees are moving from "entitlement" to "designation" in retaining Head Start grants
- The accumulated effect of MANY changes - there are MANY changes in regulations related to accountability and most of the Head Start Performance Standards will be affected by the Act of 2007
- When the change is pervasive - when it impacts 50% or more of your employees and our future requirements will impact ALL our employees
- When it changes corporate governance - and the new regulations stipulate a change in corporate governance
- When it changes corporate ownership - read the requirements in the ACT for "redesignation"
- When it involves changing the business itself - we are headed to focusing primarily on school readiness for the children we serve and we will be redefining our core businesses and changing our markets to a wider range of target groups, options, schedules and services
- When it involves a merger, acquisition or joint venture - consider our newly required in-depth partnerships with local schools for one and child care partnerships for another

Transformational change requires leadership skills that few of us are automatically prepared to deliver. This Advanced Leadership Laboratory will focus on those skills!

SO YOU SHOULD PLAN TO...

- **Come** because you owe it to your organization - you have been entrusted with a position of great responsibility and great importance to your agency and you need to be the best leader you can be in that position.
- **Come** because you owe it to your team members - as a leader others depend on you for direction and guidance and their success is tied to your success and your competence as a leader
- And, **Come** because - MOST OF ALL - you owe it to yourself.

You are accountable first to yourself. Your actions and your behavior, your skills and your capacity to lead are yours alone - to develop, to expand and to perfect. You deserve to be the very best leader possible. Enhanced awareness and enhanced skill development ultimately make the job of being the leader in challenging times less stressful. This event will give you greater insight into your capacity as a leader and the opportunity to expand and enhance those capacities. It will give you a week of opportunities for reflection in a relaxed and inspiring setting and you will leave with a heightened sense of awareness, greater energy to meet the challenges ahead, and a sense of genuine accomplishment for your future

THE FOCUS

A review of the challenges facing Head Start leaders in 2011 and beyond based on the Head Start Act of 2007 and the resulting myriad of changes in rules and standards; the Obama administration and direction from the White House; the Office of Head Start and the many changes reflected in their leadership, including the Head Start Roadmap to Excellence.

- A look at the personal strengths and characteristics necessary to meet those challenges
- Advanced personal growth experiences that help you get in touch with your style and your strengths
- Understanding your brain dominance preferences and how you can use that understanding to manage your team more effectively and more productively
- Understanding your leadership STYLE and how your style may effect those you lead
- A look at how we approach and frame problems - how we might reframe and rethink problem resolution
- Communication skills development that will help foster your ability to communicate ANYTHING to and with your staff back at home
- Understanding how groups develop, and how teams are created - and how to ensure your group is always a team
- And much more ... in the wonderful Colorado setting

Mark your Calendars Now for this OUTSTANDING Leadership Event

Sunday, July 10 through Friday, July 15, 2011

At the Christie Lodge in Avon Colorado (8 miles west of Vail in the scenic Vail Valley)

Registration Fee

Tuition for the six day program is \$1,250.00 includes breakfast each day, breaks and all materials.

For two (2) or more participants from one program, tuition is \$1,200.00 each



YOUR TIME COMMITMENT DECISION

Time is short and we will limit participants in this training event. Apply today by completing the enclosed application. You must decide quickly if you'd like to be a part of this year's group or wait 12 more months. Your application **must reach us by Friday, May 20, 2011** to get top priority. Because the number of participants is limited to no more than 30, we will fill the roster by 5/25/11. **Time is critical.** Decide to invest in yourself and your fellow leaders today!

Lodging 🏠 is at the Christie Lodge, Avon, Colorado - in the Vail/Beavercreek Valley (2 short exits west of Vail). Rates for a condo-like facility (1 queen bed; one queen couch/bed; 1 small bunk bed) are \$93.00 per night plus local taxes. The rooms include a kitchenette, living room area, bedroom and bath. The lodge features indoor and outdoor pools a great moderately priced restaurant and many other amenities.

Transportation is a two-hour drive 🚗 (or transport) through the spectacular Rocky Mountains 🏔️ from the Denver International Airport or there is also a connector to the Vail/Eagle ✈️ Airport. Colorado Mountain Express Transport Vans 🚌 will take you from DIA to Christy Lodge or you can rent a car and drive through the spectacular scenery.

UPON RECEIPT OF YOUR APPLICATION AND DEPOSIT FEES, WE WILL MAIL YOU A PACKET OF INFORMATION WITH ALL THE DETAILS ABOUT LODGING, SCHEDULE AND TRANSPORTATION

The Staff...

The staff for the Advanced Leadership Laboratory™ in Avon is comprised of highly experienced, world-class facilitators that combine deep expertise in facilitation of leadership development and a full understanding of Head Start and the world of early care and education.

The program is under the direction of Barbara Haxton, MHRD and Tim Nolan, Ph.D. Barb has 35 years experience with Head Start - as a Head Start Director, and Executive Director of the Ohio Head Start Association. Tim has been a nationally recognized consultant for 39 years and a Head Start Director for 42 years. He is also the author or co-author of 41 books on leadership, strategic planning and human resource development. Maria Boykin, M.ED, has been working with Head Start for over 15 years and is a nationally recognized consultant and trainer, and Tony Reilly, Ph.D. a long time consultant, rounds out the group bringing skills in teams, organizations and trust.

REGISTRATION FORM

**DEADLINE FOR REGISTRATION TO ENSURE YOUR ACCEPTANCE INTO THE PROGRAM
IS May 20, 2011**

Agency/Organization _____

Address: _____

City: _____ State _____ Zip _____

Phone: _____ Fax: _____ E Mail: _____

Application for the Advanced Leadership Laboratory™, July 10-15, 2011

Application forms must be completed by each individual registering - feel free to duplicate form.

Name: _____ Role/Title _____

Name: _____ Role/Title _____

Name: _____ Role/Title _____

Copy this form, if necessary for additional names

IN ORDER TO ENSURE YOUR SLOT AT THE ADVANCED LEADERSHIP LAB IN 2011

A MINIMUM DEPOSIT OF \$600.00 IS REQUIRED FOR EACH APPLICANT

AT THE TIME OF REGISTRATION. THE BALANCE IS DUE BY June 17, 2011

Deposits are not refundable, but they are transferable.

Registration fee \$1,250.00

\$1,200.00 each for 2 or more

PLEASE INCLUDE A CHECK OR PURCHASE ORDER FOR THE AMOUNT NECESSARY TO ENSURE YOUR SLOT OR SLOTS FOR THIS EVENT. CHECKS AND/OR PURCHASE ORDERS SHOULD BE MADE OUT TO

THE ACADEMY FOR LEADERSHIP EXCELLENCE

FOR INFORMATION, CALL 937-435-1113

Mail Application to

THE ACADEMY FOR LEADERSHIP EXCELLENCE

144 WESTPARK ROAD

DAYTON, OH 45459

-or- fax Registration to: 937-435-5411 - or - email to: haxton@ohsai.org Purchase orders accepted