



Early Childhood Education Team Effectiveness program

The overall aim of our Team Effectiveness program is to enhance and strengthen the day-to-day activities of the team to enable delivery of an educational program of the highest quality for the children and families at your Centre. The program's primary aims are:

- Support the team to work together to achieve the objectives of the educational program, including links with the National Quality Framework
- Encourage the staff to develop greater insights into themselves and their work
- Improve trust, conflict resolution, morale and comradery
- Develop the team's commitment to achieving the desired results for children and families
- To assist the leadership team to better support their staff and develop a high-performing team



The program facilitates achieving the highest possible service standards in accordance with the National Quality Framework with a focus on the following:

Quality Area Four – Staffing Arrangements

Standard 4.2

Educators, co-ordinators and staff members are respectful and ethical.

Quality Area Seven – Leadership and Service Management

Standard 7.1

Effective leadership promotes a positive organisational culture and builds a professional learning community.

Standard 7.2

There is a commitment to continuous improvement.

The foundations of the program are designed around the following key areas:

Trust

Trust is at the foundation of teamwork and is critical for a team to function well. Where there is trust, team members will be vulnerable with each other, acknowledge and address their mistakes, and ask for help.

Conflict

Trust gives the team the ability to conduct unfiltered, passionate discussions about key issues. In teams where issues and concerns are not resolved, issues can fester and back-room discussions result. In teams where team members do not openly and comfortably air their opinions, inferior decisions and actions can occur.

Commitment

Without direction, it is difficult for team members to commit to decisions and this can create ambiguity, inconsistency and doubt. Lack of direction and commitment can make staff, particularly 'star employees', disgruntled.

Accountability

When teams don't commit to a clear plan of action, even the most focused members of staff hesitate to call their peers on actions and behaviours that may seem counterproductive to the overall good of the team and program.

Results

Some team members will naturally put their own needs ahead of the collective goals of the team, particularly when individuals are not held accountable. If a team has lost sight of the need for achievement of positive outcomes for children and families, the quality of the service and business goals can ultimately suffer.

For further information please contact
Andrew Alford on 03 9826 0122 or
andrew.alford@mcarthur.com.au

McArthur
Talent Architects