

Building and Empowering Your Team to Thrive



Reduce Stress and Burnout by Establishing and Leading an
Effective Team

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Maybe one or more of these statements sounds familiar...

- ✓ Your team is growing and you want to pick up skills for the next stage
- ✓ You've expanded your operation and feel stretched too thin
- ✓ You're struggling to find, or keep, the right people
- ✓ You feel like you're doing everything yourself
- ✓ Your staff seem stressed, disengaged, or burning out
- ✓ You want to build a team that can thrive without you doing it all

Our Roadmap to a Developing a Thriving Team



1. The Burnout Challenge

Understanding burnout in childcare



2. Purpose & Clarity

Defining your leadership identity



3. Hiring the Right People

Values-based recruitment strategies



4. Team Structure

Clarity as a gift through position descriptions



5. Delegating & Boundaries

Practices for sustainable leadership

Childcare and Burnout In Canada

70%

experiencing high burnout and stress

33%

Burn out often or extremely often

1 in 3

Kootenay providers struggling with sustainability

Three Dimensions of Burnout (MBI-ES):

Emotional Exhaustion • Depersonalization • Reduced Accomplishment

Recognizing Burnout Before It Becomes a Crisis

Emotional Exhaustion

- Feeling drained and depleted
- Dreading coming to work
- Chronic fatigue, irritability

Depersonalization

- Emotional detachment from work
- Cynicism toward children or families
- "Going through the motions"

Reduced Accomplishment

- Feeling ineffective and stuck
- Loss of passion and purpose
- Self-doubt and disengagement

Based on the Maslach Burnout Inventory — Educators Survey (MBI-ES)

Burnout is not a personal failing. It is a systemic and structural issue, and the most powerful structural intervention you can impact most easily is building a strong, supported team.

Strong Teams Are the Most Powerful Buffer Against Burnout

Research shows that when childcare providers work in a supportive, well-structured team:



Social support from colleagues directly enables staff to practice better self-care



Team culture and structure are directly associated with lower burnout



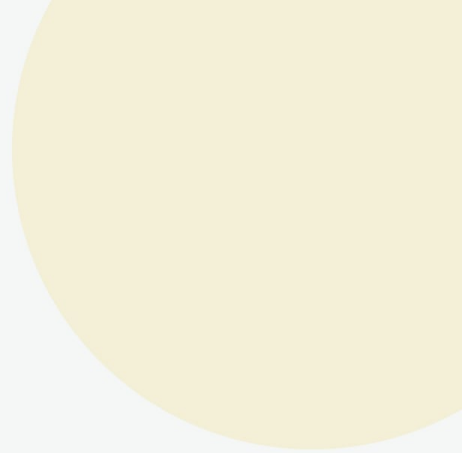
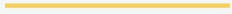
Collective efficacy — the shared belief that "we can do this together" builds resilience and job satisfaction



The cost of replacing one teacher is **\$4,800-\$54,000** — retention is a financial and human priority

The question isn't whether to invest in your team. It's how.

10 Minute Break



Pillar 1- Leading with Purpose and Clarity

What does it mean to lead with purpose?



Connecting your daily work to a **larger mission** that matters



Knowing the difference between **managing tasks** and **leading people**



Understanding your own **strengths, triggers, and growth edges**



Creating an environment where your team feels **safe, seen, and supported**

"Leadership Is More About Clarity Than Control" — Mark Goulston

Leadership that lacks clarity creates anxiety. Leadership with clarity creates confidence.

Empathy and Clarity: Friends that Work Together

Kindness in Leadership

- ♥ Seeing the person behind the role
- ♥ Showing empathy and genuine care
- ♥ Building trust through relationship
- ♥ Affirming effort and value

Clarity in Leadership

- 🎯 Setting clear expectations
- 🎯 Giving honest, timely feedback
- 🎯 Explaining decisions transparently
- 🎯 Defining what success looks like

Together, kindness + clarity = a culture where people feel supported AND know what's expected of them.

Pillar 2- Hiring the Right People

Why values-based hiring matters:

- ★ **Skills can be taught. Values cannot.**
- ★ A misaligned hire disrupts team culture, morale, and children's experience
- ★ The right hire multiplies your team's capacity; the wrong one drains it
- ★ Hiring to your core values is the foundation of a thriving team culture

Hire for competency + values and workstyle. Consider where the learning curve can be.

Pillar 3 – Team Structure and Position Descriptions

Why structure matters:



Role confusion is one of the **most common and preventable** sources of workplace stress



When staff don't know what's expected of them, **anxiety and conflict increase**



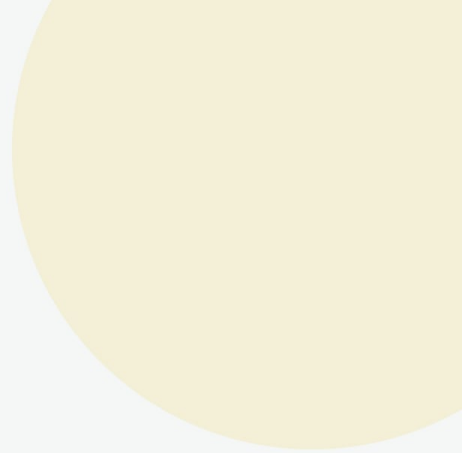
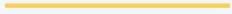
Clear position descriptions create **psychological safety and accountability**



Structure enables delegation, **you can't delegate what isn't defined**

"Clarity is kindness."

10 Minute Break



Pillar 4- Delegate with Purpose, Not Pressure

1

Know WHO

Match tasks to strengths and development goals.
Understand your team's capacity.

2

Define WHAT and HOW

Set clear expectations, provide necessary resources, establish timelines, and define standards.

3

Explain WHY

Connect the task to the bigger mission. Purpose matters for engagement and motivation.

4

Reward and Recognize

Acknowledge effort and outcomes. Build trust through genuine appreciation.

Delegation without support is dumping. Delegation with support is empowerment.

Pillar 5- Creating Cultural and Psychological Safety Through Boundaries

1

Time Boundaries

2

Role Boundaries

3

Emotional
Boundaries

4

Communication
Boundaries

Boundaries are not selfish, they are necessary

Your Take Home Tools

👥 Team Health Assessment .

🛡️ Burnout Barometer

⚡ 30 Day Action Plan



Recap

Burnout is real
and it is powerful

Strong teams
reduce burnout

Purposeful
leadership builds
safety, positive
culture and
motivation

Having the right
people on the
team matters




Role clarity
prevents stress

Delegating effectively empowers staff

Boundaries protect everything and
everyone, and are a leadership
responsibility

When Staff Thrive, Children Thrive

The children in your care deserve educators who are

-  **Energized** — not running on empty
-  **Purposeful** — connected to why this work matters
-  **Supported** — part of a team that has each other's backs

That starts with you — and the team you build around you.

Thank you

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Questions? Let's keep the conversation going