

KIDBIZ NEWSLETTER  
August 2012

*A Newsletter for Early Childhood & Child Care Professionals*

Brought to you by:  
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*What a MAGICAL conference! In case you missed it, the NAFCC Conference in Atlanta had the BEST keynotes I think we've ever had (see their info below), super sessions including meetings with federal level representatives, lots of hot topics, leadership training, fabulous curriculum workshops, and Zumba and Yoga too! The board did a flash mob to Barry Manilow's "One Voice" that had people in tears. Everyone logged some major mileage for the Pedometer Challenge. We revealed the new Standards, and new membership benefits with Child Care Daily App and Aflac. Wow, what a week! It's taken me until today to fully recover and unpack! DO NOT miss it next year!!! We'll be in Arizona at a beautiful, family friendly resort and if you think this year was special wait til you see what we're cooking up for next year!*

*My article today is based on a portion of the Association Leadership training I did at preconference. It's part of my new Leadership series of half and full day trainings perfect for board retreats or preconference sessions.*

*Hug a kid for me!  
Patricia*

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Break the Mold  
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In his book, *Creating Magic*, author Lee Cockerell shares, "Your job as a leader is to figure out what the organization *should* look like, not just to do your best within the existing design." As someone who "thinks outside the box" in everything I do, these words really resonated. I think you could substitute just about any part of your life for the word "organization" and it would still be true. Why work so hard to keep your family,

home, child care business, or relationships what others exactly as they've always been? Chances are, you'll experience a lot more success in all these areas if you take a chance and try something new.

To break the mold of how you do business, or work on a board, there are some basic elements you can focus on to help you find a new direction. They are:

1. Be clear about who is responsible for what.

People not only need to know their own responsibilities, but who is responsible for what so they know who to go to with every issue. Without this, you get the "Somebody Syndrome" – people saying, "Somebody should have done this...!"

2. Remember that responsibility and authority go hand in hand.

Take time to figure who the person closest to the issue is and be sure they have the power to make decisions to get the job done. You don't want to hinder someone from doing a job well because they don't have the power to make a good decision! And remember, as Cockerell puts it, "As a leader you are *always* responsible for the outcome."

3. Make every position count.

Does every position have value? Are there things that can be outsourced or eliminated? Are there position that should be added to add value to the organization? If no substantial work was accomplished in a position, it might not be the *person* but the *position* that is the problem.

4. Eliminate overwork.

Consider what frustrations exist, is there a layer you can add that will eliminate this frustration? A new position to take that task on? A task that could be eliminated?

5. Rethink the meeting structure.

Keep only important issues on the agenda, smaller ones can be shared by email or phone calls. Start meetings on time whether everyone is there or not, word will get out and they will eventually make it on time! Ask at each meeting – *What is our next action?* People want to leave feeling something was accomplished, and that there is a clear plan for what is to be done.

6. Anyone can take responsibility for change.

People on the front lines often have the most passion and best ideas for change.

7. Be prepared to take risks.

There are two responses to change that can keep an organization from growth. They are: "But this is the way we've always done it!" and "But we've never done it that way before!" When taking a risk with change, ask yourself – is the decision reversible? If not, be sure on your choice; if it is, then take a chance because you can always change it back.

8. Expect resistance.

Because people naturally resist change, great leaders orient their people to not only expect it but to welcome it and initiate it!

9. Don't try and win every battle.

Work *with* your team, not against them. And remember, people learn from mistakes. Having this point of view makes it easier to take a chance on another person's idea even when you don't agree. Either you will learn you made a mistake because it turned out good, or they will learn when it goes wrong. In the end, either way, learning has taken place and that's always a positive thing.

10. You're never really done.

Re-evaluate the structure often, be forward thinking and don't become the old timer who resists change. Let your team grow and change will be inevitable, so embrace it!

In order to lead others successfully, you need to be more than an idea person, you need to be a people person. The people in your organization are how the ideas will get put into action so take the time to listen to them, inspire them, motivate them and teach them. Forget how it was done before and take a good look around you and a long look ahead and create your own roadmap to success!

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Tips and Tricks

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Gearing up for the new school year:

-As the bigger kids get to go off to the "big school" little ones like to feel a part of this migration as well. Plan for a back-to-school time for your kids even if they've been with you all summer. Have a "Friends" week where everyone gets to know more about each other. Send home a list of "school supplies" for them to shop for with their parents (make it simple and inexpensive like pencils, crayons and construction paper). Create a bulletin board of everyone's birthdays that you'll get to celebrate in the next year. Make "My School Family" scrapbooks out of construction paper with photos of their friends, and have each child draw or scribble in each other's books too.

-With all the kids, big and little, acknowledge that another school year has passed and this means they are ready for new learning. Have them help you to go through all the toys and activities in the room and sort them. Take out what they have outgrown and find out what will challenge them that you can add.

-If you care only for children younger than kindergarten and you have some kids going off to this big school, take a field trip before school starts so the younger friends will get

to see where their big friend is going off to, celebrate this step for the older child and reassure the younger ones that they are not simply disappearing!

-Take some time to simply observe your kids. Just like the teachers do in elementary school, use this time to see what these kids can do and make a record of it. It will help you in creating your lesson plans for the remainder of the year and give you a mid year check point when you do an evaluation to share with the parents in the New Year.

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IN THE NEWS  
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**Jason Kotecki and Enrique Feldman were the NAFCC keynotes and were fantastic – check out their books and see where they’re speaking next!**

Jason’s site – [www.kimandjason.com](http://www.kimandjason.com)

Enrique’s site – <http://www.famefoundation.org/enrique.html>

**You missed the flash mob at NAFCC this year? Don’t miss out next year, get your spot secured with our layaway plan TODAY!**

We’re pulling out all the stops next year and you don’t want to miss it! Our theme is “Building Relationships That Last A Lifetime” and reflects one of the strengths of family child care. We’ll have sessions focusing on social/emotional health, as well as networking sessions that build relationships between attendees. They’ll be a President’s Challenge to promote health and fitness, and many, many surprises! Be a part of the action and start your layaway plan today, visit [www.nafcc.org](http://www.nafcc.org).

**Child Care Daily App**

This is great new product that allows providers/teachers to track a child’s daily activity and share it with parents in real time with a simple click. They gave a great presentation at the NAFCC Conference and it’s so easy to use even I got it! NAFCC Members get a big discount too, so access them through our website for the best deal – [www.nafcc.org](http://www.nafcc.org). You can check them out at [www.childcaredailyapp.com](http://www.childcaredailyapp.com).

***A few more sponsors and exhibitors you’ve got to check out...***

**Renee Sherkness** – She lead a fantastic morning yoga workout and also did workshops on how to teach yoga to children through stories. Check out her storybooks and bring her to your next conference – visit [www.reneesherkness.webs.com](http://www.reneesherkness.webs.com)

**My Family Exercise** – These great e-books by Jeff Wise were one of our pedometer prizes, they teach you activities that grown-ups and kids can do together. Great for families, and child care families – visit [www.myfamilyexercise.com](http://www.myfamilyexercise.com)

**Care.com** – Get your name out where everyone can find you, put a FREE posting on Care.com and reach not only the parents in your area, but those moving in from other

states. Also a great resource for finding subs to work in your center, care providers for your aging parents and much more – visit [www.care.com](http://www.care.com)

**Souns for Literacy** – Check out this wonderful literacy program, the materials are FREE and can make a real difference in effectively introducing literacy based activities to your program – visit [www.souns@counterpane.org](http://www.souns@counterpane.org)

**Kid Carpet** – Find dozens of fun carpets for your environment, from circle time carpets to play time, they've got them all – visit [www.kidcarpet.com](http://www.kidcarpet.com)

**Day Care Tools** – A great resource for contracts, policies and tons of forms needed in your business – visit [www.DayCareTools.com](http://www.DayCareTools.com)

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THIS MONTH'S SALE ITEMS  
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**August Sale Item – KIDBIZ Trainer's Guide – From Babysitter to Business Owner - \$20 OFF!**

This half day training includes the power point, lecture notes, outline and handouts and covers all the topics providers need to get their business running smoothly and professionally: Professionalism, Marketing & Interviews and Creating a Parent Handbook (Contracts & Policies). Can be done as a half day session or broken into three workshop presentations. KIDBIZ Trainers Guides allow you to bring Patricia's trainings to your facility at a price that fits your budget!

**Regular Price - \$75 Sale Price - \$55**

**September Sale Item – From Babysitter to Business Owner – 10% Off!**

Patricia's first book, hailed by CCR&R's across the country as "The Family Child Care Bible!" Whether you're new to child care, or have years of experience, this book will provide you with a new point of view for your business, raise your professionalism, and get you on track for success! Every aspect of your business is included: Professionalism, Curriculum, Working with Parents, Marketing & Interviews, Parent Handbook, Fieldtrips and Environments. Make a commitment to improve your business and get your copy today!

**Regular Price - \$17.95 Sale Price - \$16.15**

**Order yours today at: [www.patriciadischler.com](http://www.patriciadischler.com) or [www.KIDBIZResources.com](http://www.KIDBIZResources.com)!**

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UPCOMING EVENTS  
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September 22, 2012  
St. Cloud, Minnesota  
Pamper the Provider Conference

Keynote: *Teaching Outside the Box*

Workshops: Policies & More: *Creating a Parent Handbook, From Braggers to Biters*

St. Cloud Civic Center

For more information: call Theresa at 952-345-8117 or visit [www.providerschoice.com](http://www.providerschoice.com)

September 29, 2012

Edgerton, Wisconsin

Edgerton Book Festival

Presentation: *Because I Loved You: Trusting In A Stranger For The Sake Of A Child*

Edgerton's Tri-County Community Center

For more information call Kathy Citta at 608-289-1220.

October 13, 2012

Ocean City, Maryland

Maryland Family Child Care Association Annual Conference

Keynote: *Crazy for Kids*

Workshops: *Controlling the Craziness,*

*Teaching the Three Cs: Creativity, Curiosity & Courtesy*

Carousel Oceanfront Hotel and Condos

For more information: call Janice at 301-498-1516 or visit [www.msfccca.org](http://www.msfccca.org)

October 20, 2012

Hayward, Wisconsin

Northwest Connection Family Services Annual Conference

Workshops: *NAFCC Accreditation, Tea Party Celebrations*

Hayward Wesleyan Church

For more information call Jacqueline at 715-634-2299 or visit [www.wisconsinchild.org](http://www.wisconsinchild.org)

- To learn more about bringing me to your child's school to inspire the emerging writers there check out [www.patriciadischler.com/school.htm](http://www.patriciadischler.com/school.htm)
- If you are a member of a group planning a training event and would like to book one of my keynotes or workshops, visit the Lecture page on my website and contact me for availability. Visit [www.patriciadischler.com/lecture.htm](http://www.patriciadischler.com/lecture.htm).

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and *The Patty Cake Kids & The Lost Imagination Cap*.

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