


# Leading with Empathy, Support & Encouragement

Copyright 2020© Stonegate Training. All rights reserved.



## *'Leading with Empathy, Support and Encouragement'*

Debbie Garvey  
13<sup>th</sup> June 2020

**Stonegate Training**  
EARLY YEARS · CHILDCARE · PLAYWORK

---

---

---

---

---

---

---

---

Copyright 2020© Stonegate Training. All rights reserved.



### *Slide 2: A bit about me...*

### *Slide 3: A little context*



**Stonegate Training**  
EARLY YEARS · CHILDCARE · PLAYWORK

---

---

---

---


---

---

---

---

Copyright 2020© Stonegate Training. All rights reserved.



### *It isn't about children???*

- Every child needs at least one adult who is irrationally crazy about him or her. (Bronfenbrenner)
- What a child can do today with assistance, she will be able to do by herself tomorrow (Vygotsky)
- The greatest gifts we can give our children, are the roots of responsibility and the wings of independence (Montessori)
- Children are active participants in their own development. Reflecting the intrinsic human drive to explore and master one's environment. (Shonkoff and Phillips 2000, p.27)

**Stonegate Training**  
EARLY YEARS · CHILDCARE · PLAYWORK

---

---

---

---

---

---

---

---

# Leading with Empathy, Support & Encouragement



---

---

---


---

---

---

---

---

**Support, Empathy & Encouragement** 

When children need support or development, caring, supportive and effective ECCE practitioners consider a range of ways to support, challenge and evolve the child's learning and development.

On the whole, these interventions, strategies and plans are seen as a positive move forward. ECCE practitioners understand the limitations, make allowances for ages/stages of development, previous experience, outside influences or factors etc. and offer appropriate, helpful and positive support.

Any support or interventions are seen as learning experiences, a chance to develop skills, knowledge or understanding etc. or an opportunity to extend an already present ability even further. (Garvey 2017, p.52)

**Stonegate Training**  
EARLY YEARS . CHILDCARE . PLAYWORK

Copyright 2020© Stonegate Training. All rights reserved.

---

---

---


---

---

---

---

---

***If that's what we do when children struggle?*** 

***What do we do when adults struggle?***

**Stonegate Training**  
EARLY YEARS . CHILDCARE . PLAYWORK

Copyright 2020© Stonegate Training. All rights reserved.

---

---

---

---

---


---

---

---


# Leading with Empathy, Support & Encouragement

**A 'Positive Performance Management Model'**  
(Garvey, 2017)



... chapters in the following order:

1. Recruitment and selection
2. Induction
3. Continuing professional development (CPD)
4. Peer observation
5. Supervision and one-to-one sessions
6. Appraisal
7. Sickness monitoring
8. Support and challenge
9. Promotion, demotion, resignation/dismissal.



**Stonegate Training**  
EARLY YEARS · CHILDCARE · PLAYWORK

Copyright 2020 © Stonegate Training. All rights reserved.

---

---

---


---

---

---

---

---



... [easy] to see how knowledge of ECCE (Early Childhood, Care & Education), our practice with young children and the growing research base that is influencing our sector can support our work with adults.

That is not to say we should treat adults like children, but the more research I undertake into leading and managing adults, the more I am convinced that ECCE knowledge and understanding is a very solid grounding for transferable skills into leading and managing adults...

(Garvey 2017, p.21)

---

---

---

---

---

---

---

---



**What does that mean???**

**Stonegate Training**  
EARLY YEARS · CHILDCARE · PLAYWORK

Copyright 2020 © Stonegate Training. All rights reserved.



---

---

---

---

---

---

---

---

# Leading with Empathy, Support & Encouragement

## ***But... It isn't about children??? (is it???)***



- EveryONE needs SOMEONE who is irrationally crazy about him or her. (Bronfenbrenner)
- What SOMEONE can do today with assistance, SHE will be able to do by herself tomorrow (Vygotsky)
- The greatest gifts we can give ANYONE, are the roots of responsibility and the wings of independence (Montessori)
- WE are active participants in OUR own development. Reflecting the intrinsic human drive to explore and master one's environment. (Shonkoff and Phillips 2000, p.27)

Stonegate Training  
EARLY YEARS · CHILDCARE · PLAYWORK

---

---

---

---

---

---

---

---

## ***In a nutshell...***



In other words, in ECCE we have understanding and knowledge ... self-esteem, confidence, identity and self-belief (or indeed lack of), for example. The question is how to transfer these skills, knowledge and understanding into supporting adults.

... this is about having the access to appropriate support, challenge or encouragement, which may change as circumstances, skills, knowledge, understanding and practice change. And at all times, this should be undertaken with compassion, respect, empathy and understanding.

(adapted from Garvey 2017, p.42 & p.53)

Stonegate Training  
EARLY YEARS · CHILDCARE · PLAYWORK

---

---

---

---

---

---

---

---



### Connect with Me

 [info@stonegatetraining.co.uk](mailto:info@stonegatetraining.co.uk)

 [@stonegstraining](https://twitter.com/stonegstraining)

 [www.stonegatetraining.co.uk](http://www.stonegatetraining.co.uk)

Stonegate Training  
EARLY YEARS · CHILDCARE · PLAYWORK

---

---

---

---

---

---

---

---