



Happy Holidays

To:

You and those you hold most dear to your heart!

May you be blessed with beautiful memories.

From:

The Kentucky Training and Technical Assistance Office Staff

Recession Tip: Communicate

Exchange Every Day - December 1, 2009

When there is a river in your growing up, you probably always hear it. Ann Zwinger

"Leading a team through tough times calls for open and frequent communication from the top." This is the advice of Alan Tuck in his article, "[Out Run the Recession](#)", in Stanford Social Innovation Review (Winter 2010; www.ssireview.org). Even though he was addressing nonprofit organizations, I think his advice holds to for all early childhood organizations. "People need to know that their leaders have a handle on the problem, as well as a plan for how to weather or even fix the problem. They want to know where they stand and what the organization's prospects are. They also need to know when and how those prospects change, and what they themselves can do to help." In addition, staff members more than ever appreciate small gestures from their leaders, such as frequent praise when they redouble efforts or tighten belts. Staff members may also welcome extra help on the front line from their leaders. They admire and trust not just strategic commitment, but operation commitment."

Our Pledge: The KY T/TA State Office pledges to provide timely, current, and interesting monthly newsletters for the Head Start and Early Head Start communities and others interested in the field. In keeping with our mission to be more "green," we will provide our easy to read newsletter via email.

We would like to hear from you and encourage your suggestions for newsletter content. Contact the editor: Christine Killen

<mailto:@stginternational.com>

STG International, Inc – Member of the Head Start National Training & Technical Assistance Network

Kentucky Head Start T/TA State Office

We have a variety of modalities for delivering training and resources to you and your staff. We believe this variety offers you cost-effective and time savings options for your staff development. These methods are:

1. **Cluster training:** We bring multiple grantees and/or child care partners together on-site at a host grantee for group training experiences. The clusters are targeted toward topics related to our state, regional, and national Office of Head Start priorities and needs.
2. **Webinar training:** We give you computer registration information for you to log in online while calling in, as well. You have only to travel to your computer! You will watch the presentation online while listening to our presenter guide you through the session via the telephone.
3. **Conference call networking:** We will offer content area specific conference calls so Head Start/EHS professionals around the state can network with one another and build capacity with targeted discussion topics related to resources, current research, and Head Start best practices. We may also invite guest speakers from OHS and/or the ECE community to provide expertise and Q & A information.
4. **State and Regional Head Start conferences:** We will also offer targeted sessions at the Head Start conferences that are tied to state needs and OHS regional and national priorities, needs, and initiatives.

The KY T/TA Office works closely with your assigned GPSS to ensure we meet your training needs and interests.