

Sharpen the Moment

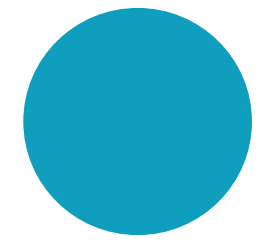
Everyday Leadership Skills

MELISSA BLOTTER



Session Agenda

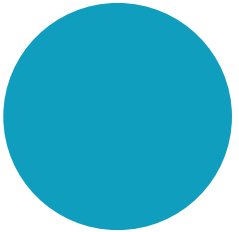
- Moments That Matter
- The 5:1 Leadership Ratio
- Leadership Across the Lifecycle
- Everyday Connection Strategies
- Your Sharpening Challenge



Moments That Matter

- Small interactions shape big decisions
- Retention is built in patterns, not events
- Every moment is a leadership decision

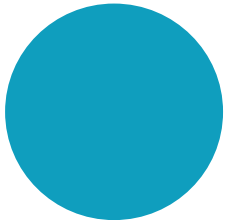




Who is one leader you would follow again?



Type ONE quality they consistently
demonstrated into the chatbox



The slide features four decorative circles: a medium blue circle in the top-left, a large dark blue circle in the top-right, a large dark blue circle in the bottom-left, and a medium blue circle in the bottom-right.

Leadership Is a Daily Practice

Built through consistent
leadership behaviors

The Gottman 5:1 Ratio

Leaders shape the emotional climate

- **FIVE positive interactions** to every **ONE negative interaction**
- Applies in workplaces, with families, and in classrooms
- Positive interactions build **loyalty**, **trust**, and **psychological safety**



What Counts As A Positive Interaction?

Positive Deposits

- Recognition
- Follow-through
- Encouragement
- Curiosity
- Appreciation

Not Deposits

- Silence
- Neutral interactions
- Assumptions
- Transactional communication



Leadership Moments Across the Lifecycle



Families
Staff

Leadership Moments Across the Lifecycle



Entry

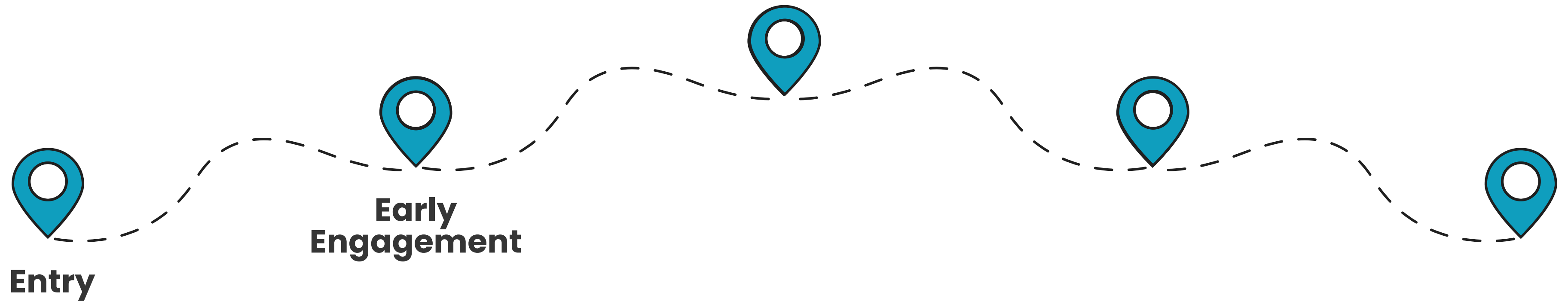
Families

Inquiry – Tour – Enrollment

Staff

Interview – Hiring Decision – Start Date

Leadership Moments Across the Lifecycle



Families First Day – Intro to Teachers

Staff Onboarding Week – Team Welcome

Leadership Moments Across the Lifecycle



Families Daily Communication – Class Transitions

Staff Daily Check-ins – Observation & Feedback

Leadership Moments Across the Lifecycle



Families Family Conferences – Celebrations

Staff Professional Development – Promotion Path

The Lifecycle Experience Map



Families Graduation – Withdrawal Process

Staff Exit Interview – Farewell & Transition



Interaction Activity

Sharpening Your Leadership Lens

Which of these are positive or negative interactions?

Type P or N in the chat.

Interaction Activity

Sharpening Your Leadership Lens



Saying – "I noticed how patiently you handled that parent conversation."

Saying "We've already talked about this."

Observing a classroom and never following up.

Covering a classroom so someone can take a break.

Talking about concerns in front of other parents.

Reflection Moment

What Gets in the Way?

Barriers to Positive Interactions:

- Time
- Stress
- Disconnected
- Habit
- Competing priorities





Everyday Moments Build Leadership

Five Leadership Habits That Cost Nothing

- ✓ Use names
- ✓ Follow through
- ✓ Notice effort
- ✓ Ask one more question
- ✓ Celebrate progress

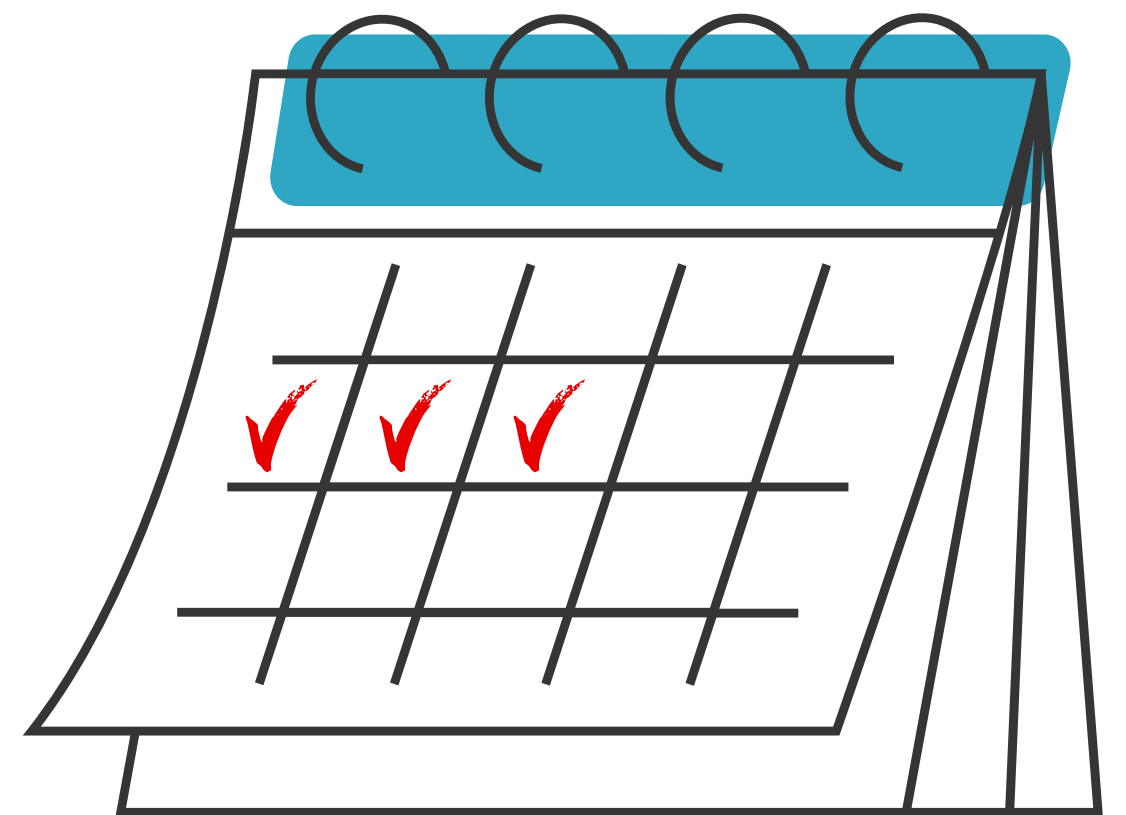
These are leadership behaviors – not extras



Leadership Sharpening Challenge

Track your interactions with staff and families:

- *Are you offering 5 positive interactions for every 1 negative?*
- *Who did I intentionally connect with?*
- *Where did I miss a moment?*



Thank You

Scan the QR code for
additional resources



Let's stay connected!



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