

The *Leadership* Conference 2025



Community
Child Care

Vision into Practice

WOMINJEKA | WELCOM

Leading with
purpose in early
years and OSHC

Wednesday 23 July

WELCOME TO COUNTRY



Thane Garvey
Wurundjeri Tribe
Land Corporation





Acknowledgement of Country

Community Child Care Association (CCC) acknowledges Aboriginal and Torres Strait Islander peoples as the First Peoples of this nation and the Traditional Custodians of the land on which we work.

We recognise their continuing connection to culture, land, water and community. We pay our respects to Elders past and present. We acknowledge the strength of family connection and kinship within Aboriginal and Torres Strait Islander communities and their ongoing dedication to educating and caring for children. Sovereignty of these lands was never ceded.

We would like to thank Yorta Yorta and Gunnai artist Dixon Patten for creating this artwork which depicts CCC's cultural learning journey

Daniela Kavoukas

Introduction & welcome



THE LEADERSHIP CONFERENCE 2025 – PROGRAM AT A GLANCE

| | | | | |
|-----------------|--|--|--|---|
| 8.45am – 9.30am | WEDNESDAY 23 July 2025 9.30am–4.30pm | | | |
| | ARRIVAL TEA AND COFFEE; REGISTRATIONS OPEN | | | |
| 9.30am | Conference start and Welcome to Country Introduction and welcome | | | |
| 9.45am | KEYNOTE | Searching for wins | Bec Goddard OAM | Inaugural AFLW Premiership coach of the Adelaide Crows |
| 10.45am | MORNING TEA | | | |
| 11.00am | FIRESIDE CHAT | Inspiring change for excellence in practice | Anthony Morris, Kylie Seadon and Aisha Grewal | Community Child Care Association |
| 12.00pm | STRETCH/ ACTIVITY BREAK | | | |
| 12.10pm | CAMPFIRE SESSION | The elephant in the room: employee wellbeing and retention | Dr Patrick Aouad | CU Health |
| 12.30pm | LUNCH BREAK | | | |
| 1.15pm | PANEL SESSION | Passing down knowledge and wisdom from one generation to the next | Sharon Goodwin, Shelli Giosis and Mariella Raval | Community Child Care Association, Delta Road Preschool, Perry Street Child Care Centre and Elizabeth Gorman Memorial Kindergarten |
| 2.00pm | KEYNOTE | Understanding AI in the education sector | Dr Kobi Leins | Info Sphere Education |
| 3.00pm | AFTERNOON TEA | | | |
| 3.15pm | PLENARY | Meaningful engagement with families and communities – a culturally responsive approach | Rhonda Livingstone | ACECQA's Leadership, Quality and Regulatory Support Group |
| 4.15pm – 4.30pm | REFLECTIONS, PRIZE WINNERS ANNOUNCED AND CLOSE | | | |



FIRESIDE CHAT

Anthony Morris, Kylie Seadon and Aisha Grewal

Inspiring change for
excellence in practice



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FIRESIDE CHAT

**Anthony Morris,
Kylie Seadon and
Aisha Grewal**

**Inspiring change for
excellence in practice**



Outcomes for the session

- Leading with clarity and purpose
- Discuss the barriers to implementing change
- Highlight the enablers that will inspire team members to contribute effectively to change
- Ideas to get the best out of your team



What does leading with clarity and purpose mean to you?



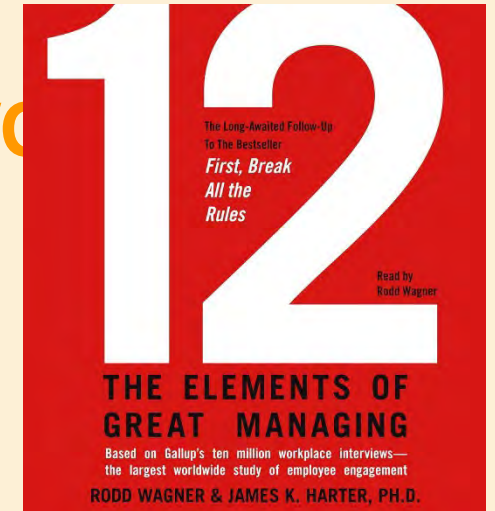
- Clarity is foundational for performance
 - Lead with a shared vision
- Clear expectations results in greater engagement



Have you ever been in a role where you didn't understand the expectations? How did you feel?

“I know what is expected of me at work”

A key driver of engagement



Clarity is more than task lists

Shared understanding of roles, values and vision



Finding the Vision

- Identify Shared Values and Goals
- Define the Purpose
- Foster Collaboration and Communication



- Clarity of Vision
 - Informed
- Clearly Communicated



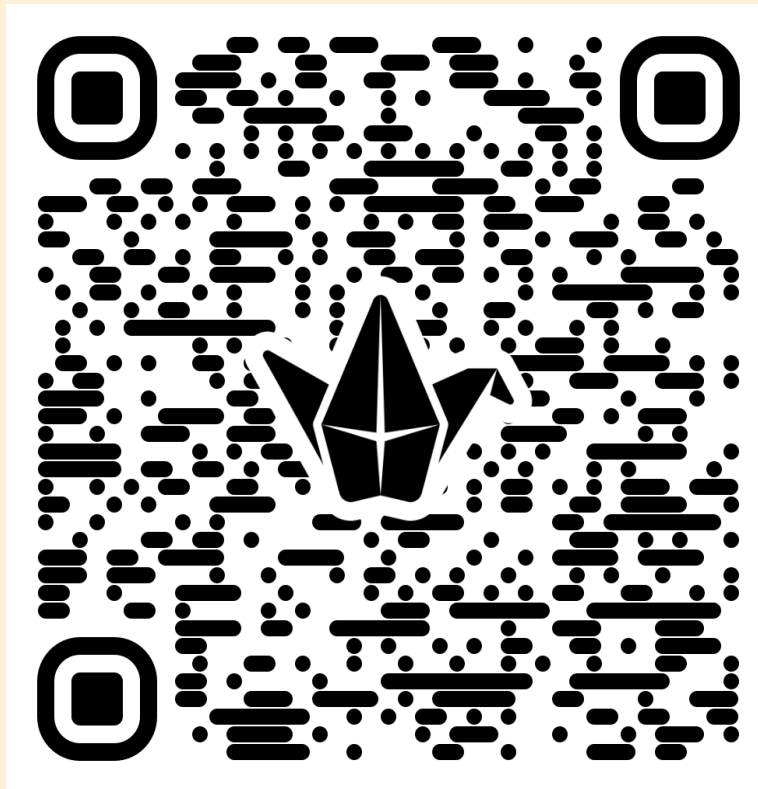
- How is change communicated to your team?
- Is it presented with enthusiasm and optimism, or with a sense of fatigue or negativity?
- Do you utilize inspiring and motivating language in your communication, or do you tend to adopt a fearbased style?



What are the barriers to implementing change?



Please share the barriers you have experienced with us via Padlet. If you like someone else's comment, click the love heart.



Some of the common barriers:

Staff

Resources and Funding

Change is scary



Change Narrative

Losing momentum and direction



Building and maintaining relational Trust

- Respect
- Personal Regard
- Integrity
- Competence
- Commitment
- Accountability



We often look at the team as the problem
when resistance occurs, but leadership
plays a big role in removing or
reinforcing barriers.



What are the barriers for implementing change?

- Resistance to change
- Lack of clear communication
- Ineffective/ poor leadership support
 - Low team engagement
- Inadequate training and resources
 - Unrealistic expectations



What are the enablers that will inspire team members to contribute effectively to the change?



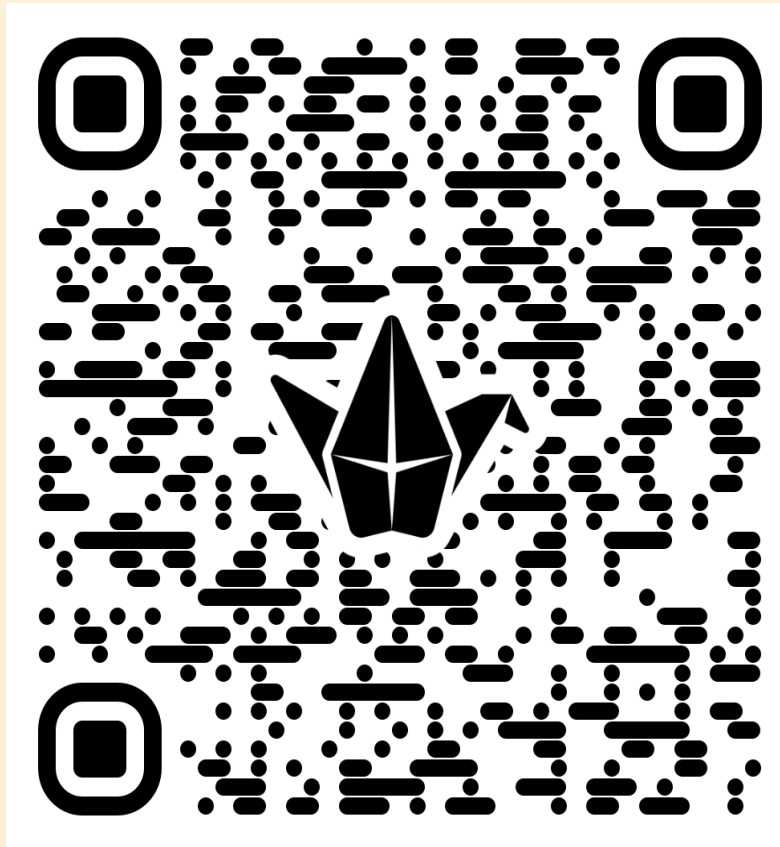
- Empowering your team to be involved
- Open and transparent communication
 - Supportive and strong leadership
 - Recognition and acknowledgement
- Build a culture of collaboration and autonomy



How can you get the best out of your team?



Please share how you've gotten the best out of your team with us via Padlet. If you like someone else's comment, click the heart.



Distributed Leadership Working to strengths

Shared or distributed leadership involves creating a collaborative leadership culture where leadership is not just positional but about drawing on each team members strengths and expertise. In education and care services, a shared leadership model can result in a team of educators who are committed to a culture of learning, respect and teamwork (Waniganayake, Rodd & Gibbs, 2015)



Supporting the Team's Health and Wellbeing

- Time
- Support
- Resources
- Professional Learning
- Personal support and Development



- Build trust through empathy and authenticity
 - Share your own vulnerabilities
 - Be present and attentive
 - Recognition matters



Anthony's thoughts

What is your Leadership Philosophy?



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Be flexible and value intersectionality



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- Lead with clarity and vision
 - Begin with the why
- Ensure there is a shared understanding
 - Define roles and goals together
- Reflect, recognise and acknowledge





Education and care consultancy

Want to support better staff wellbeing and satisfaction at your service?

Ask us about our Staff Engagement Survey



An easy and confidential way for your team to share insights and concerns



Find out what is going well and what you could do better in your workplace.

Gain insights into how supported your staff feel and what they think is missing.

Compare what similar services are saying compared to you!

Reach out to our friendly consultants to find out more:

(03) 9486 3455
reception@cccinc.org.au



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Do you know we offer Professional Learning in relation to developing your team?

Managing your Service

Collaborative teaching: Teaching as a team

Professionalism & Communication



Nurturing your dream team

Understanding the QIP and Exceeding themes of the NQS

Educational Leadership





STOP

KEEP



START



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References

Wagner, R., & Harter, J. K. (2006). *12: The elements of great managing*. Gallup Press

Klarica, A. J. (2022). *The Performance Mindset*. John Wiley & Sons Australia

Goffee, R., & Jones, G. (2006). *Why should anyone be led by you?* Harvard Business School Press.

Waniganayake, M., Rodd, J. & Gibbs, L. (2015). Thinking and learning about leadership: Early childhood research from Australia, Finland and Norway. Community child care Co-operative: Marrickville



Dr Patrick Aouad

The elephant in the room:
employee wellbeing and
retention



The elephant in the room: employee wellbeing and retention

A Critical Imperative

Expert Analysis & Strategic Solutions

Dr Patrick Aouad

CEO & Founder

CU Health

The Stakes Are High

200,000+

Professionals employed

Across Australian
early education sector

1.3M

Children affected

Quality of early learning depends on
educator wellbeing

Critical

Sector sustainability

Current challenges threaten long-
term viability



The Problems

Three Critical Challenges Facing the Sector

Problem 1

Escalating Turnover and Burnout Crisis

80%

Report high stress levels

Early childhood educators (ECA,
2023)

30%

Annual turnover rates

In some services (ACECQA, 2022)

55%

Considered leaving

Due to burnout in past year (ELAC,
2023)

70%

Cannot fill vacancies

Services struggling with shortages
(Mitchell Institute, 2022)



Problem 2

Remuneration and Conditions

Current Pay Reality

Average salary:
AU\$49,000-AU\$70,000

Contributing Factors

- Primary driver of workforce exodus (CELA, 2022)
- Limited professional development opportunities



Problem 3

Significant Mental Health & Wellbeing Impact

Higher rates of anxiety and depression

Than national average (Beyond Blue, 2021)

52% report mental health deterioration

Due to work pressures (ECA, 2023)

Emotional exhaustion from exposure

Challenging behaviours and parental demands

Limited access to tailored support

Wellbeing Services specific to workforce



The Solutions

Strategic Pathways to Transformation

Solution 1 (long game)

Strategic Workforce Investment

25% pay rise across all levels

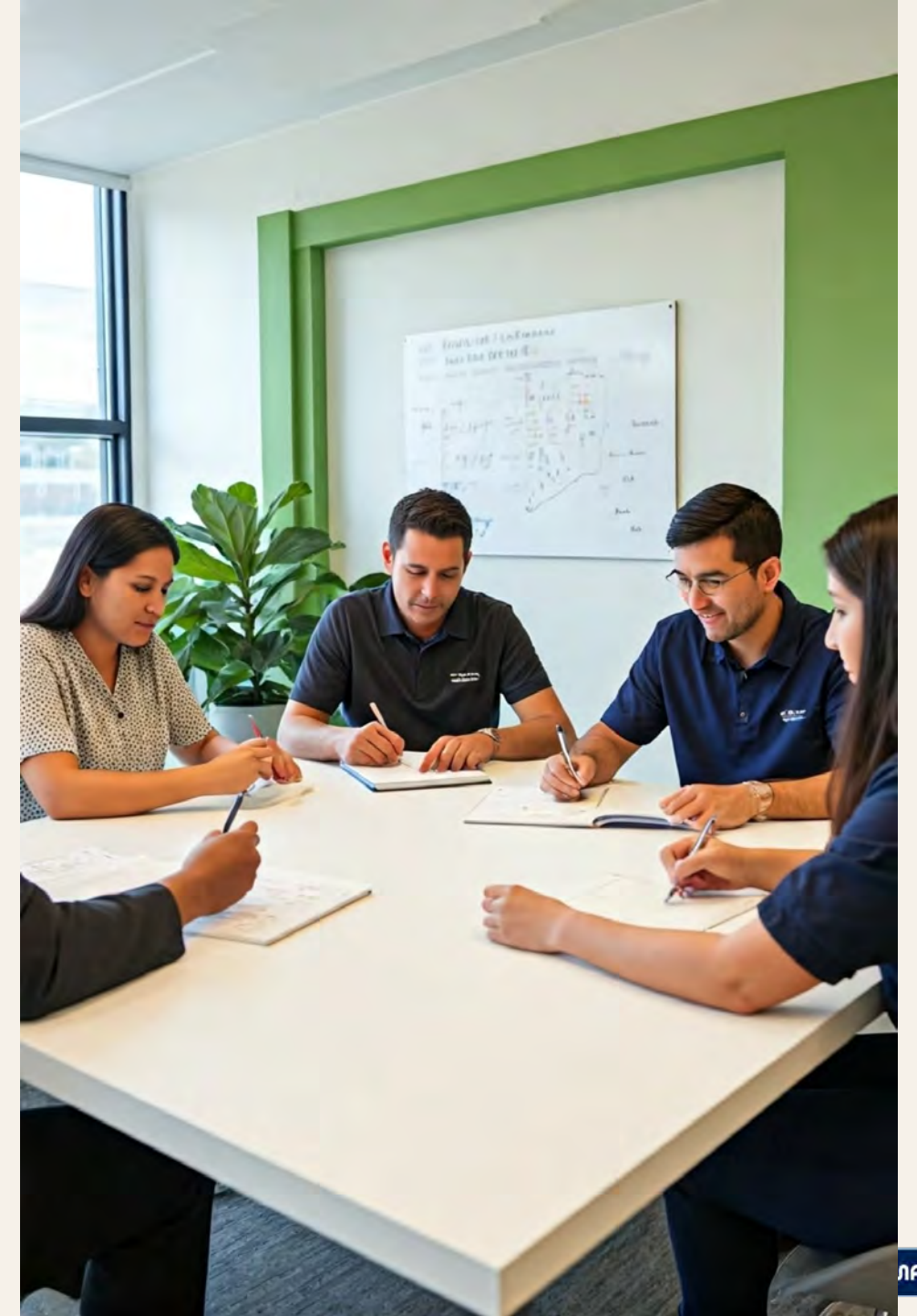
Match comparable professions like aged care

AUD \$100M development fund

National professional development and upskilling

Enhanced supervision ratios

Reduce individual educator workload by 15%



Solution 2 (long game)

Sector -Wide Systemic Change

1 10% federal funding increase

Childcare subsidies directly linked to improved wages

2 Streamline regulatory processes

Reduce administrative burden on educators by 20%

3 National campaign launch

Elevate professional status of early childhood educators

4 Tripartite committee by 2025

Government, unions, providers oversee sector reform



Solution 3

Comprehensive Wellbeing Support

1

Physical & mental health access during and outside of business hours.

2

Mandatory wellbeing training

All leaders focus on stress reduction and psychological safety.

3

Non-negotiable wellbeing budget.

Needs to be high enough to make an impact ~\$300/employee/year.

4

Outcomes monitoring

Burnout scores, engagement scores, retention rates.



Employees' personal challenges compound with their work challenges

Lifestyle factors

- Dietary
- Exercise
- Social life
- Recreational habits

Physical health concerns

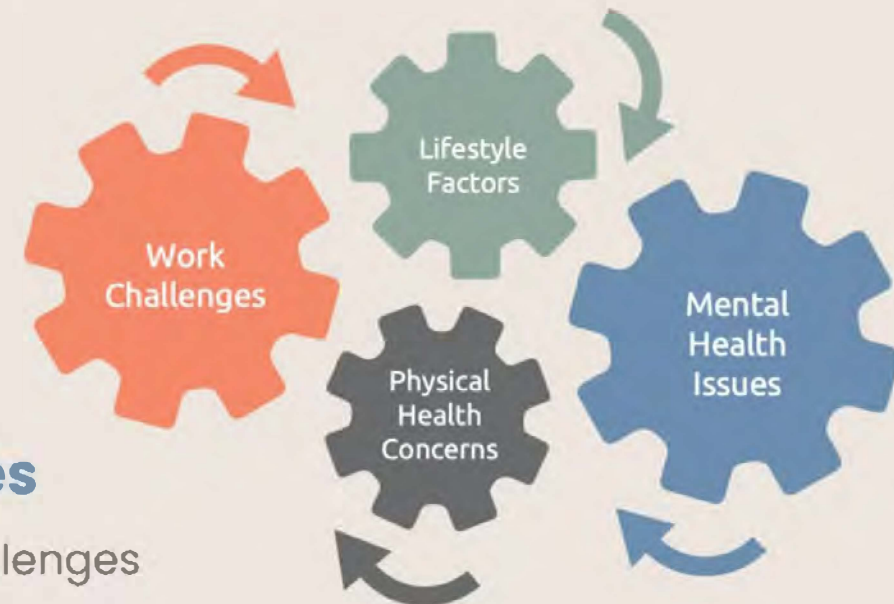
- Pain
- Disorders
- Disease
- Chronic illness
- Family planning
- Sleep dysregulation

Work Challenges

- Burn-out
- Work conflict
- Heavy workloads
- Long hours
- Meeting deadlines

Mental health issues

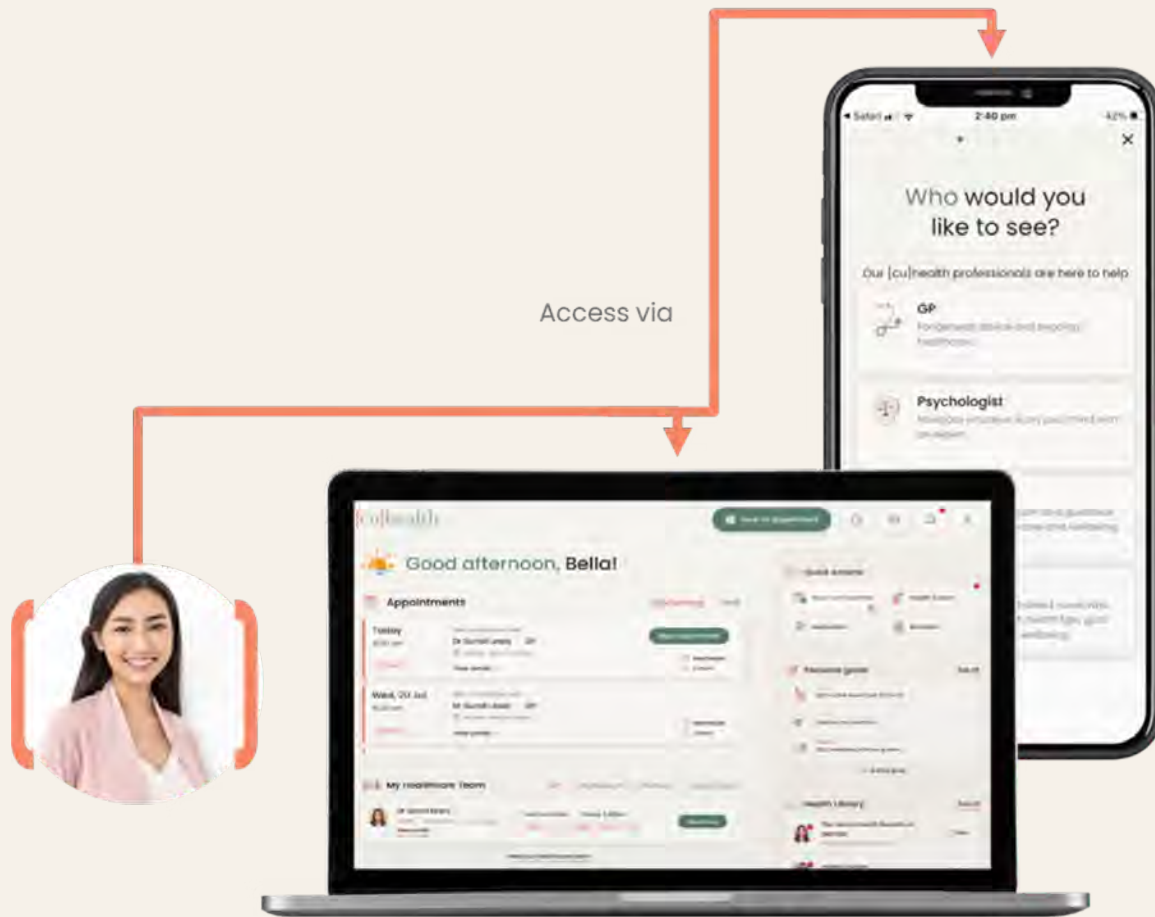
- Work / personal life challenges
- Anxiety
- Depression
- Disorders
- Addictive behaviours



The majority of unsupported employees are suffering or just enduring



(cu)health connect us



- Anywhere, on desktop or mobile devices
- Unlimited virtual appointments
- Baseline health and wellbeing assessment
- Preventative and personalised wellbeing plans
- Annual health checks
- Prescriptions
- Health Coach chat feature
- Consistent and collaborative healthcare team
- Dedicated Client and Member Experience Support Team
- De-stigmatised help
- Onsite health clinics (vaccines, health checks & more)

ROI to the business



Investing in Educators Investing in Australia's Future

1.3 M

Children benefit

From quality early learning

\$3 : \$1

Return on investment

Every \$1 invested in early childhood

Urgent

Action required

Collaborative effort needed now

A thriving, well -supported workforce is foundational for national economic and social prosperity.

The future of Australian early education depends on urgent, collaborative action today.

Scan Below



In the **Message** section write: CCC



LUNCH TIME

**Big
THANKS** to the Treacy Centre!



PANEL SESSION

Sharon Goodwin
ShelliGiosis
Mariella Raval

Passing down knowledge and
wisdom from one generation
to the next



QUESTION 1:

What are some misconceptions about education and care that you've encountered throughout your career?

How do you actively work to change these perceptions?



QUESTION 2:

What are the key qualities that make a successful educator in today's environment?

How can those qualities be nurtured in both new recruits and seasoned professionals?



QUESTION 3:

What lessons have you learned about balancing traditional methods with innovative tools and resources?



QUESTION 4:

In your view, what does an ideal future look like for education and care, and what role do you think the professionals in this field should play in shaping that future?

What lessons from the past do you think will be most important in achieving that vision?



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TELL US WHAT YOU THINK!

It is important to us to hear your feedback about your experience today. Your insights help us improve all areas of what we do!

All completed surveys go into the draw for a chance to WIN a prize* – Winner will be announced at the conclusion of the conference.

Scan to have your say –
it only takes 5 mins!



Your coffee fix at The Leadership Conference
is thanks to:



You could WIN one of these fantastic prizes from our partners:



1 x \$100 Bunnings voucher and merch hamper



3 x \$100 eftpos gift card



1 x COS work essentials gift basket (packed with stationery, art supplies, sweet treats and more!)

1 x All Fresh fruit basket

**Terms and conditions apply.*



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NOON GUDGIN | THANK YOU

