

ANNEX A

LEADERSHIP BOOSTER

Leadership Booster is a new leadership programme designed to strengthen the core leadership competencies of centre leaders who have been in the role for at least three years. This interactive and engaging course introduces participants to a range of skills such as building inclusivity, communication, decision-making and developing people. A key feature of the programme is a curated learning journey to another sector to gain different perspectives on best management practices. Led by experienced facilitators, Leadership Booster goes beyond theory, focusing on practical application and personal growth. Participants will be encouraged to reflect on their leadership identity, challenge existing mindsets, and connect with a community of fellow centre leaders.

FREQUENTLY ASKED QUESTIONS

1. Why was Leadership Booster developed?

After the introduction of the Leadership Development Framework (LDF) in 2022, ECDA reviewed the existing leadership Continuing Professional Development (CPD) training provisions to identify possible gaps. It was noted that the current CPD for centre leaders may not sufficiently cater to centre leaders at different stages of their leadership journey, e.g. newly appointed centre leaders attend the same courses as those who have been in the role for many years although their learning needs may differ. Hence, Leadership Booster was jointly developed with the National Institute of Early Childhood Development (NIEC) to address the professional needs of experienced centre leaders. It differs from existing leadership provisions as it is designed to be highly interactive and involves peer learning in a community of fellow centre leaders.

2. Who should sign up for the Leadership Booster?

Leadership Booster is for experienced centre leaders (with at least three years of in-role experience) who would like to enhance their core leadership skills and wishes to be part of a community of centre leaders.

3. How is Leadership Booster differentiated from other existing leadership training by NIEC and/or ECDA?

Leadership Booster covers two out of three of the LDF clusters (i.e. core, and strategic and administrative leadership) to enhance centre leaders' competence in communication and managing staff and stakeholders. It focuses on experiential learning and peer-centred interactions guided by experienced facilitators. In terms of format, the sessions are designed as six half-day sessions over four months to allow participants to take away what they have learned from each session, apply it at their centres and share their experiences at the next session. There is also a learning journey to a non-early childhood organisation and a fireside chat in each run to broaden EC leaders' perspectives on leadership and management.

4. Leadership Booster targets centre leaders with at least three years of in-role experience. How about leadership training for centre leaders with less than three years of in-role experience?

Centre leaders with less than three years in-role experience can attend the Leadership Series, a suite of classroom-based CPD courses which cover topics relating to curricular and pedagogy leadership, core leadership, as well as strategic and administrative leadership skills. They can also attend the Inquiry-based Action Projects (IBAP) workshops which are helmed by ECDA Fellows¹ to guide participants

¹ The ECDA Fellows are a select group of exemplary early childhood professionals with high levels of leadership and professional expertise. They work closely with ECDA to drive quality improvements of the sector, develop sector-wide resources, inspire and contribute to the professional growth of the current and next generation of early childhood leaders.

in managing real issues faced on the ground. Most IBAP workshops also include a coaching / mentoring element.