

# How do we remain financially viable?

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June O'Sullivan  
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# Leadership is key to success

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“Leadership is concerned with creating the conditions in which all members of the organisation can give of their best in a climate of commitment and challenge. Leadership helps an organisation to work well.”





# Those who work for a Leader

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- Are more productive
- Produce higher quality work
- Are more motivated
- Go that extra mile
- Embrace change and take on new challenges readily
- Operate in an environment based on trust and mutual respect
- Work together as a team to support their leader
- Learn from their mistakes and strive for better next time
- Look forward to coming to work
- Are aiming for future goals

*Larkin 2008*



# Produce a Business Plan

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# Identify Your Income Sources

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# Do Your Marketing

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# Tell The Staff What You Expect

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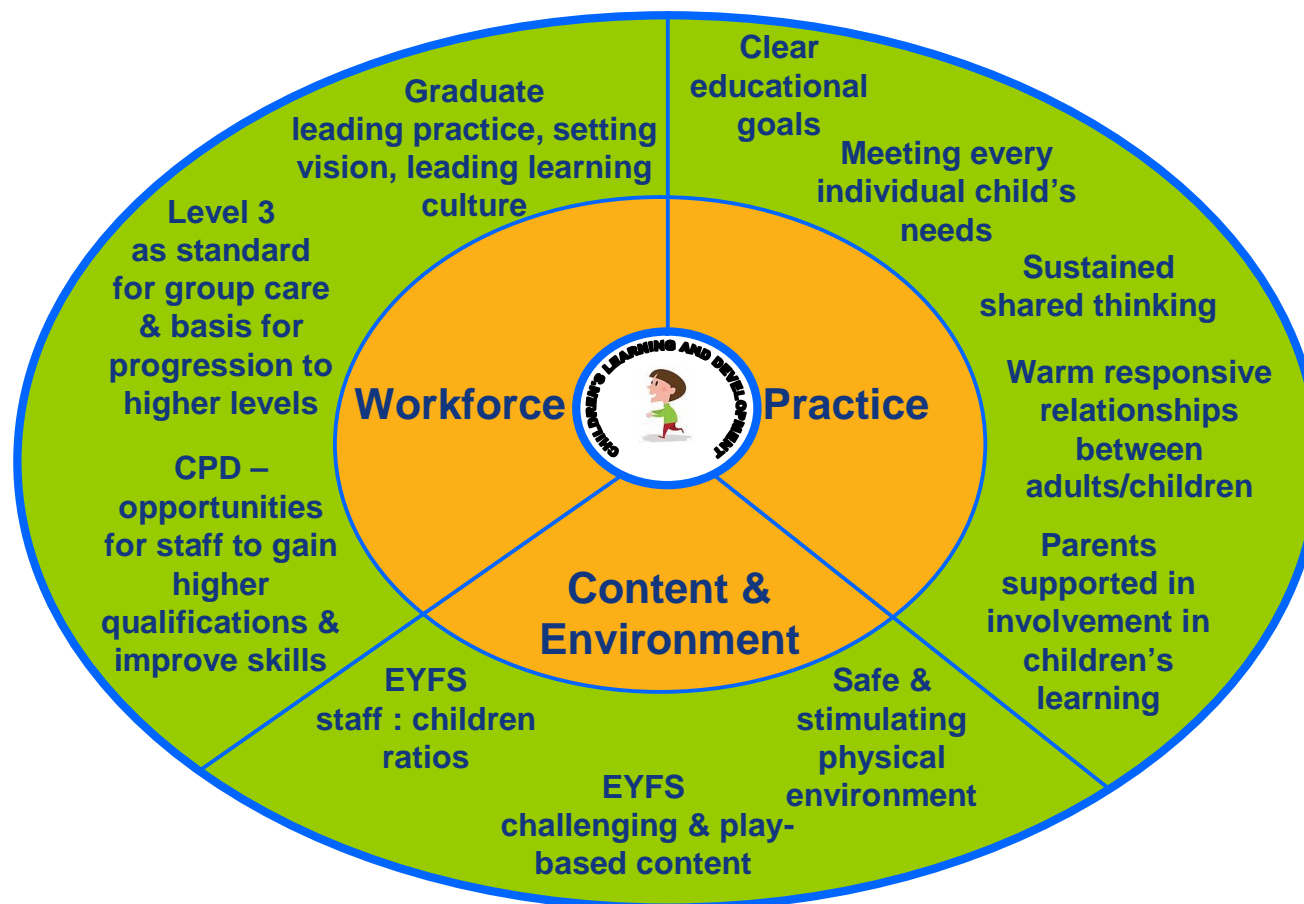




# Be Customer Focused



# Run a High Quality Service





# Nurture & Manage Staff

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- Wellbeing Programme
- Employer Assistance
- Pension
- Attendance Policy
- Performance Management



# Keep your eye on the ball

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## Key Metrics for Survival

- Revenue
- Expenditure
- Occupancy
- Debt
- Staff Costs



# Identify social impact

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# Consider Growth and Investment

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# What Do You Need to Know?

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- Child development knowledge and how children learn?
- Knowledge of the sector
- How to run a business?
- How to create a happy learning atmosphere?
- What constitutes high standards?
- How to implement and embed these standards?
- How to make decisions?
- How to plan and organise strategically and operationally?
- How to lead, manage, motivate and extend staff?
- How to lead in the community?



# Get on the bus





Thank you

For more information contact:

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