

# Leading from the Inside Out

*An Institute for New and Seasoned Leaders, Managers and Supervisors*



**Monday, August 10 - Tuesday, August 11, 2026**

## LEADING FROM THE INSIDE OUT

*An Institute for New and Seasoned Leaders, Managers and Supervisors*

*Providing excellent leadership and supervision for employees is challenging work. Newer leaders often lack the knowledge of best practices in leadership and supervision, and seasoned leaders have their own unique challenges in supporting employees with the proper balance of support and accountability. This two-day institute is designed for managers and supervisors at any point in their careers, from first-time supervisors still finding their footing to long-tenured leaders looking to sharpen their approach. The training covers areas that matter every day in a Head Start program: emotional intelligence and self-regulation, building a strong program culture with teamwork, healthy communication and conflict resolution, and supervising employees for optimal performance, conduct, and quality. The institute will provide space to think honestly about your own leadership and supervision skills and to learn alongside peers from around the state, and you will leave with practical strategies to implement in your work.*

**Registration now open**

### ***Paul Behrman, Walnut Leadership***

Paul Behrman is a national consultant, trainer, and keynote speaker with lived experience and deep expertise in leadership and management, and a passion for people and service leadership. He routinely presents for capacity crowds at Head Start events at the national, regional, state, and program level, and specializes in emotional intelligence, workplace culture and communication, and best practices in supervision. For more than 20 years, he served as Director for Champlain Valley Head Start in Vermont and as Chair for Vermont Head Start Association.



### **Self-Regulated Leadership with Emotional Intelligence**

Leading with emotional intelligence provides the foundation for relationships, trust, and high-functioning organizational cultures. Using the EI model introduced by Daniel Goleman, this session explores how leaders can minimize reactive stress responses and engage with humility, compassion, and truth in even the most challenging situations.

### **Elevating Program Culture, Communication, Conflict Resolution, and Teamwork**

People working in a positive workplace culture are healthier, more productive, more engaged, and more likely to stay. This session examines the key elements of strong program culture and the communication practices and structural choices that make people feel valued and want to come to work each day.

### **Supervising Employees for Optimal Performance, Conduct, and Quality**

Research from Gallup confirms that people don't quit their jobs — they quit their supervisors. This session reviews the principles of outstanding supervision, including the right balance of support and accountability, the character of effective supervisors, and how to handle performance challenges before and when the going gets tough.

## Learning Outcomes

- Participants will identify the mindset and self-regulation practices that enable leaders to choose their best responses rather than reacting from ego in challenging situations.
- Participants will explore empathy and social skills as tools for supporting staff well-being and cultivating a healthy organizational culture.
- Participants will examine the elements of positive workplace culture and strategies for building engagement, morale, and retention.
- Participants will apply principles of effective supervision, including the balance of support and accountability that helps employees reach their full potential.
- Participants will discuss how to handle difficult situations around employee performance and behavior with confidence and consistency.

### ***Great supervision starts with great self-awareness.***

This institute will challenge you to look inward, think honestly about your own leadership alongside peers who understand the work, and return home with practical strategies to implement.

## **Event Agenda**

### **Monday, August 10**

#### **9:30 am to 4:30 pm**

- Registration opens at 8:30 am
- Session - 9:30 am to 12:00 pm
- Lunch (*provided*) - 12:00 pm to 1:30 pm
- Session - 1:30 pm to 4:30 pm

### **Tuesday, August 11**

#### **9:00 am to 2:00 pm**

- Session - 9:00 am to 12:00 pm
- Lunch (*provided*) - 12:00 pm to 1:00 pm
- Session - 1:00 pm to 2:00 pm