



Consultation Services

The **Early Childhood Community Development Centre (ECCDC)** is proud to offer a range of professional consulting services to community groups, government, and early learning and child care organizations. Let us help you achieve your maximum potential through our in-depth knowledge and understanding of organization development and the early learning and child care industry. **ECCDC** senior staff bring forty plus years of experience to this work and our comprehensive list of consulting and facilitation services provide creative, proven-effective solutions. Take a look at some of what we can offer:

Professionalism and Relationships

- Developing and Implementing Networks
Personalized support in establishing, developing, and/or facilitating Networks
- Developing and Implementing Mentoring Programs
Consultation and/or facilitation on the development and implementation of mentoring programs
- Professional Development Planning
Community wide and specialized training for owners, administrators, supervisors, frontline early learning and child care staff and the development of long term training plans for individuals and/or staff
- Conflict Resolution Services
Confidential consultation on identifying and resolving source of professional conflict

Organizational and Group Performance

- Program Administration Scale
Consultation & training to administrators & supervisors on the use of the Program Administration Scale (Teri N. Talan & Paula Jorde Bloom) as a self assessment tool
- Strategic planning, policy development and process improvement
Consultation on policy development and process improvements, and/or facilitation of strategic planning activities
- Organizational Review
Provide in-depth review of organization including on-site observation and assessment, document review, and group and individual consultations to determine the strengths and needs of the organization and ways to strengthen into the future
- Team Dynamics
Consult and coach on challenges with group dynamics and strategies to strengthen relationships and organizational culture, and improve individual and group performance

- Staff Meetings
Consultation on design and facilitation of effective staff meetings
- Board Development
Consultation, training and facilitation designed to clarify roles & responsibilities of the board of directors and enhance board member engagement and effectiveness
- Policy Governance
Introduction to policy governance, facilitation of policies and coaching to support its implementation into the organization

Connections with the Community

- Conference Planning, Registration and Marketing Services
Planning and execution of events and conferences of all sizes for organizations operating in the public, private, and non-profit sectors; including facility, speaker, tradeshow, media and financial management
- Community Surveying & Consultation
Consultation and/or facilitation on community surveying and information gathering (i.e. Forums, Focus Groups, meetings, etc...)
- Capacity Building and Developing Partnerships
Consultation on current status and needs of organization and identification of ways to partner, collaborate and share resources/costs in order to improve agency and community capacity

Optimizing Child Development

- Environmental design and learning environment enhancements
Consultation and assessment of room arrangement, classroom scheduling, and educational materials for creating rich learning environments for children, families and staff
- Curriculum and Program Planning
Support for staff in developing developmentally appropriate, engaging, play based learning experiences for children