



## BUILDING A TEAM THAT **R.O.C.K.S**

2024 Innovation Invitational  
Lincoln, NE  
Tuesday, March 5, 2024

# Who Am I...

**LaRon Henderson**  
Program Quality Director



# What we believe

## **Vision**

Collective for Youth's vision is to develop a community of thriving out of school time partners who are empowered to ignite the imagination and grow the minds of youth

## **Mission**

Collective for Youth is a connector for advocacy, resources, and training for out of school time providers in Omaha, Nebraska.



## What we do:



Growing a thriving community of  
out of school time providers

## Our System Priorities:

- Partnership support
- Quality Improvement
- Professional Development
- Collective Fundraising and grant management
- Data Collection including measurement of Youth Outcomes

# Today's Objectives

- To familiarize and bring awareness to the elements of R.O.C.K.S to build a high-quality team.

# Preparing For Your Journey...

- **Being Grateful**

- On a piece of paper, note, or computer, take a few minutes to consider these 3 things.
  1. Write down 10 things you're grateful for.
  2. Send 3 people in your life love.
  3. Set your intentions for how you want to feel in the next 60 minutes.

# Building a team that R.O.C.K.S

- Follow the story and real-world application to the 5 elements to build a team that R.O.C.K.S
  - **R**: Removing personal roadblocks
  - **O**: Observing for understanding
  - **C**: Coaching to build trust/relationships
  - **K**: 'Kultivate' your culture
  - **S**: Staying Consistent

# R: Removing Personal Roadblocks

"You don't always have to go through stuff. It is okay to go around or just get over it."

Mary Jo Garner





# O: Observing for Understanding

---

"The key to good decision making is not knowledge. It is understanding. We are swimming in the former. We are desperately lacking in the latter."

Malcom Gladwell

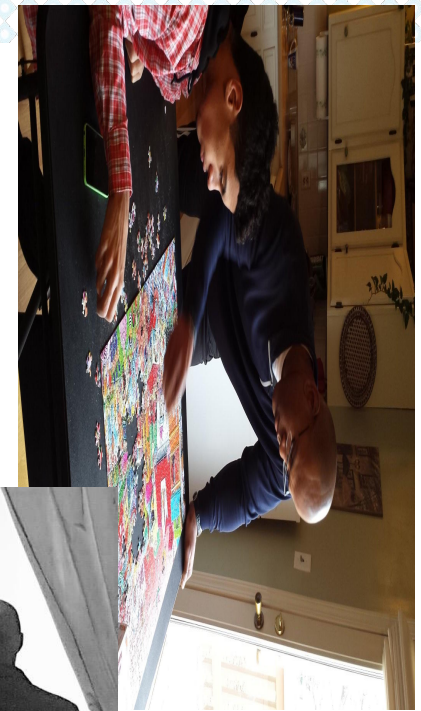
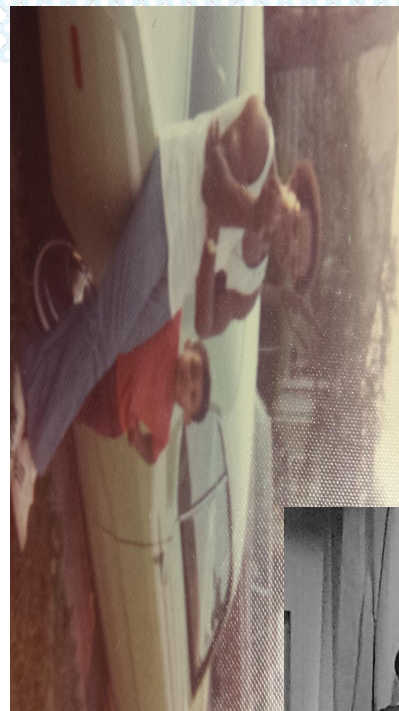


---

## C: Coaching to Build Trust/Relationships

"Trust is not built in big, sweeping moments. It's built in tiny moments every day."

Brene' Brown



# K: 'Kultivate' Your Culture

"Vulnerability doesn't come after trust, it precedes it. Leaping into the unknown, when done alongside others, causes the solid ground of trust to materialize beneath our feet."

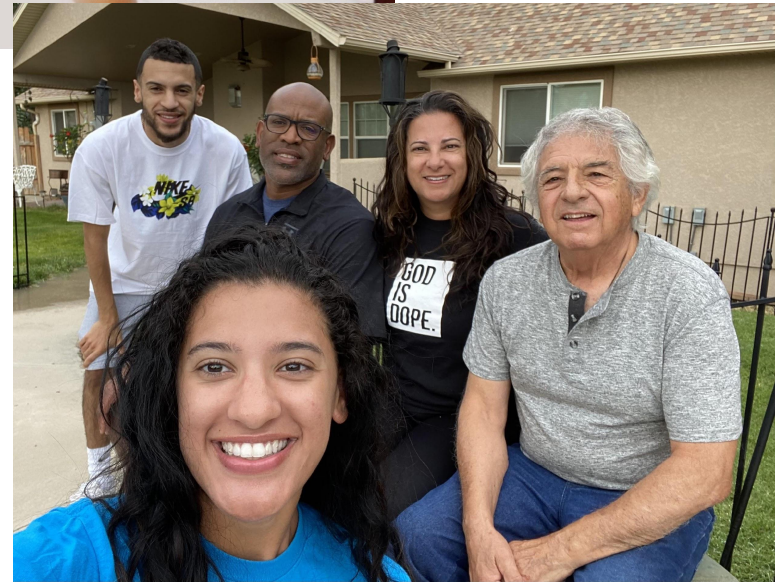
Daniel Coyle



# S: Staying Consistent

"Getting an audience is hard. Sustaining an audience is hard. It demands a consistency of thought, of purpose and of action over a long period of time."

Bruce Springsteen



# A Deeper Dive

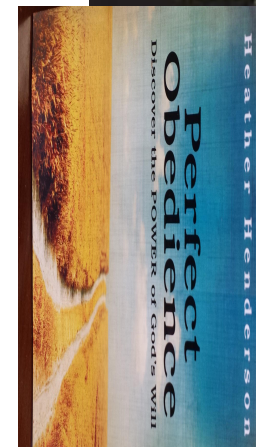
- Podcast
  - *The Collective*
    - Follow us on Spotify!
- Books that LaRon and Family have authored...
  - It Takes An Ecosystem
  - Kingdom Princess
  - Perfect Obedience



*Kingdom Princess*  
Developing yourself from the inside out



Heather Henderson



**Questions?**



Growing a thriving community of  
out of school time providers

## Collective for Youth Feedback Form



Please do not hesitate to reach out!

LaRon: [lhenderson@collectiveforyouth.org](mailto:lhenderson@collectiveforyouth.org)