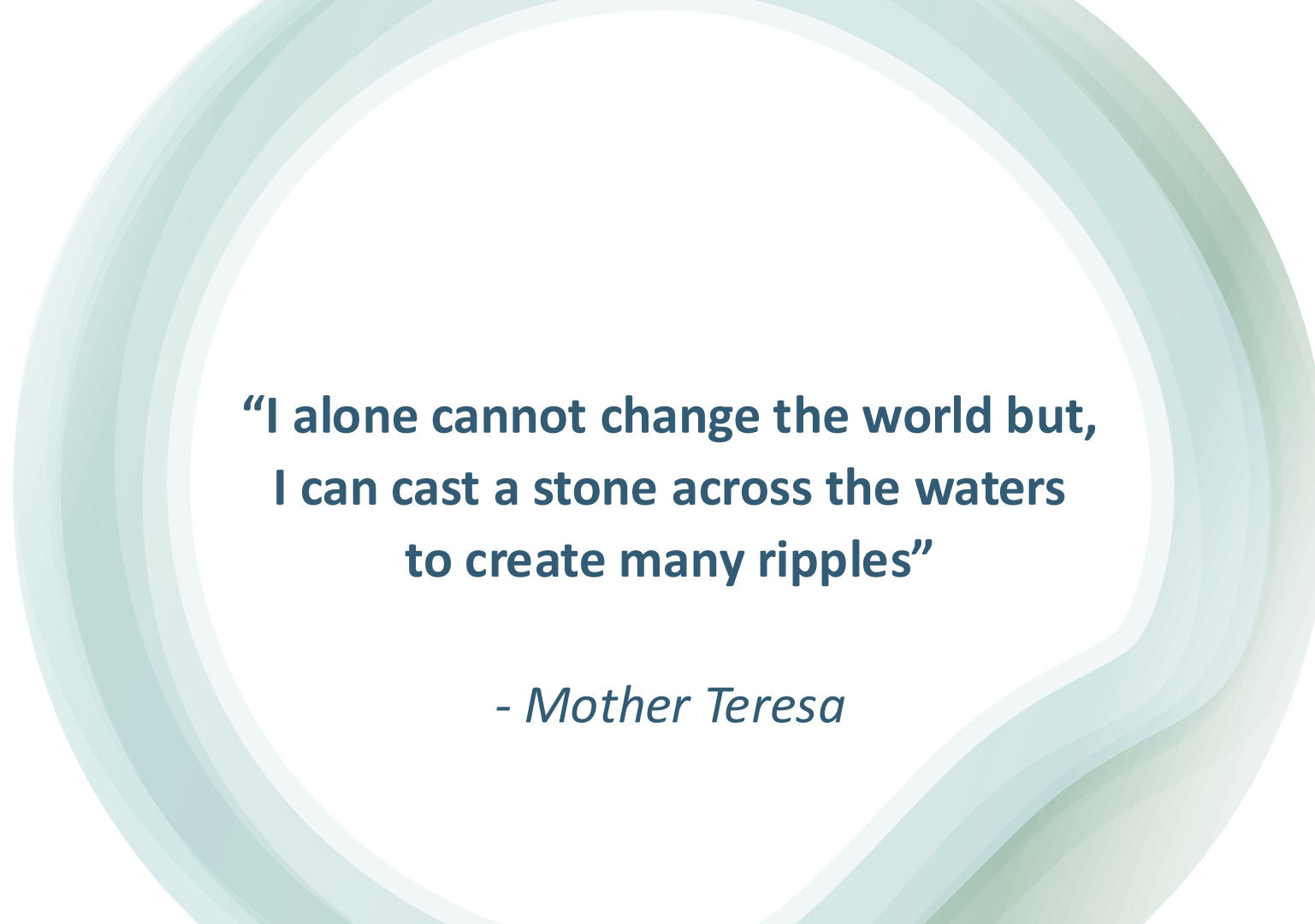

Connected by Care & Unified by Need

Karen Lum
Founder & Facilitator







**“I alone cannot change the world but,
I can cast a stone across the waters
to create many ripples”**

- Mother Teresa



Karen Lum

- 26 YEARS – FACILITATOR, SPEAKER & CURRICULUM DESIGNER
 - PEOPLE & CULTURE
 - LEADERSHIP
 - MANAGEMENT/Self-MANAGEMENT
 - COMMUNICATIONS
 - CUSTOMER EXPERIENCE
- CERTIFIED CO-ACTIVE BUSINESS COACH
- ROOTS IN NON-PROFIT SECTOR – YOUTH PROGRAMS TRAINER / LIFE-SKILLS FACILITATOR
- 13 YEARS - PEOPLE MANAGER
- 11 YEARS SUPPORTING LEADERS & TEAMS WORLDWIDE THROUGH K. LUM CONSULTING



**MOST IMPORTANT
ROLE IN LIFE...**

- **RAISING AN AWESOME HUMAN!**
- **FULL-TIME BUSINESS OWNER & SINGLE MOM**

**We
are
here
because...**

- **we know there is more to be done**
- **we know we can make a difference**
- **we know more collaboration is key**
- **we know the more we understand, the more effective we can be**
- **we know the effort we put forth DOES matter**

**In order to
make change at
the next level...**

We've got to continue to understand...

- **the issues at hand**
- **the roadblocks**
- **the successes**
- **the realities of all involved**
- **the resources to leverage**
- **the stories that do not serve us**

This Summit is full of OPPORTUNITIES to...

CONNECT

SHARE

PROBLEM SOLVE

LEARN

COLLABORATE

LISTEN

STRATEGIZE

Childcare provider



**Please STAND UP
if you represent...**

**Employer in Montana in an
industry other than childcare**



**Please STAND UP
if you represent...**

Government employee/entity



Please **STAND UP**
if you represent...

**Household with children
under 5 years old**



**Please STAND UP
if you represent...**

**Household with children
over 5 years old**



**Please STAND UP
if you represent...**

Community member



**Please STAND UP
if you represent...**

**The issues of childcare
in this state impact you**



**Please
STAND UP
if...**

Summit Format

Session Track Key: **GENERAL** **EMPLOYER**
COMMUNITY PROVIDER

Guidelines for Sharing & Collaborating

When you are in breakouts or small groups today,
remember these guidelines

1. Play Full-Out

2. Acknowledge others

3. Stay Curious

Connect & Share in Small Groups

*Get ready...
you are going to move 😊*

*Build a small group of
approximately 6 people from
different tables*

*AKA: do not form a group with
your tablemates*

Connect & Share in Small Groups

Each person please share
the following with your
small group...

1. *Your name*
2. *Organization/Role*
3. *How does childcare play a role in your personal or professional life?*
4. *#1 outcome you are craving from the Summit*

Connect & Share in Small Groups

NEXT STEP:

***Using the large index card at
your table & marker:***

***Capture a high-level summary of
the Summit outcomes that were
shared***

***(please print clearly so I can read
them 😊)***



SCARCITY MINDSET

Persistent
focus on
what is
missing

Heightened
anxiety about
risks / not
enough

Difficulty
envisioning
innovative
solutions

Leads to
short term
coping VS.
long term
solutions

ABUNDANCE MINDSET

There are
resources for
everyone /
always a
solution

Easily
motivated &
ready for
action

More apt to
collaborate

Can see
connections
& solve
problems

Here's the
deal...

Changing your perspective isn't likely to
change the current realities,

BUT what it can do is change your *behavior* –
and changing your *behavior* CAN CHANGE
OUTCOMES!



MINDSET EXERCISE

INDIVIDUALLY, on your handout:

*Take a few minutes to capture
your responses to the prompts*

MINDSET EXERCISE



MINDSET: The Superpower of Change Makers

Our mindset is a powerful tool; especially when we find ourselves facing significant challenges or executing on BIG visions. Scarcity mindset vs. Abundance mindset is a powerful concept that influences how individuals perceive and respond to limitations, resources, and opportunities. When individuals and teams embrace an abundance mindset it has been shown to change behaviors and lead to increased problem solving, motivation and collaboration. (Source: UW Medicine.org)

In what ways do you think scarcity mindset contributes to the current shortage of childcare services in communities across Montana?

What role do you think community partnerships and resource-sharing play in fostering an abundance mindset to expand childcare availability and accessibility? What are your ideas?

Question #1

In what ways do you think the scarcity mindset contributes to the current shortage of childcare services in communities across Montana?

Question #2

What role do you think community partnerships and resource-sharing play in fostering an abundance mindset to expand childcare availability and accessibility?

MINDSET EXERCISE

***Now, with the individuals seated
at your table:***

***1. Quick round of introductions if
needed***

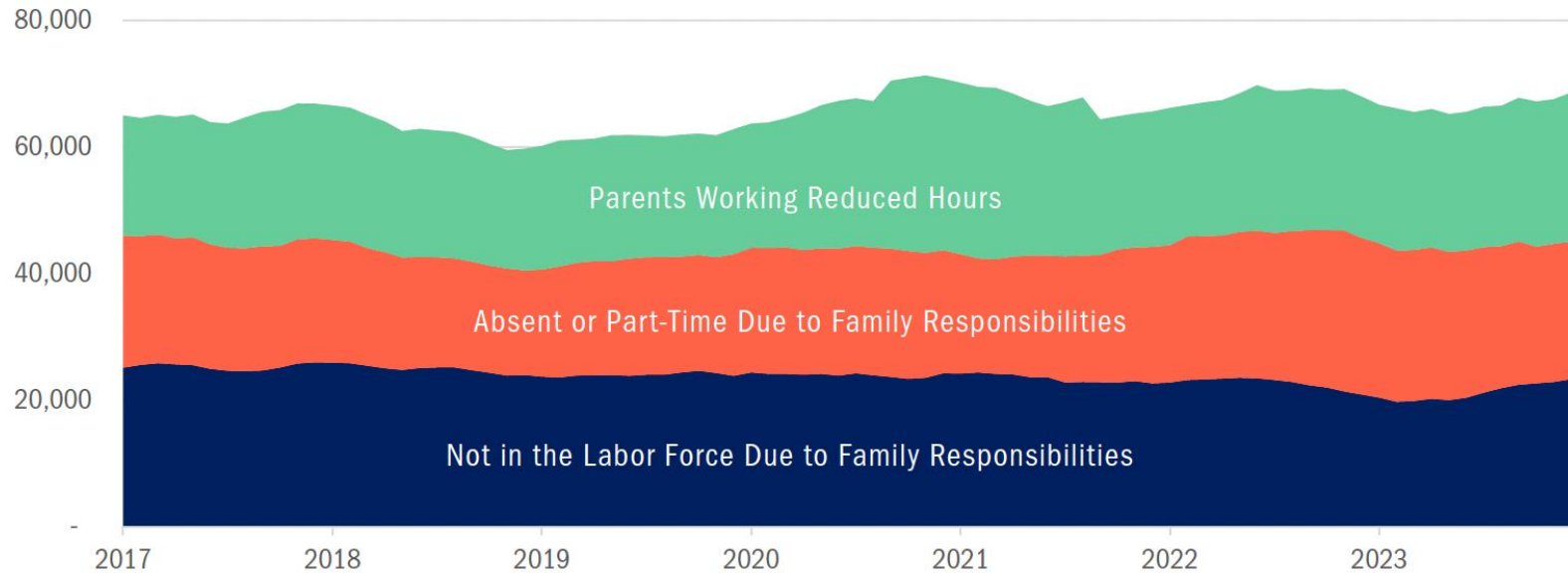
***2. Each person, discuss both
questions – your impressions and
thoughts with one another***






**Licensed childcare capacity
only meets about 44% of the
estimated demand**

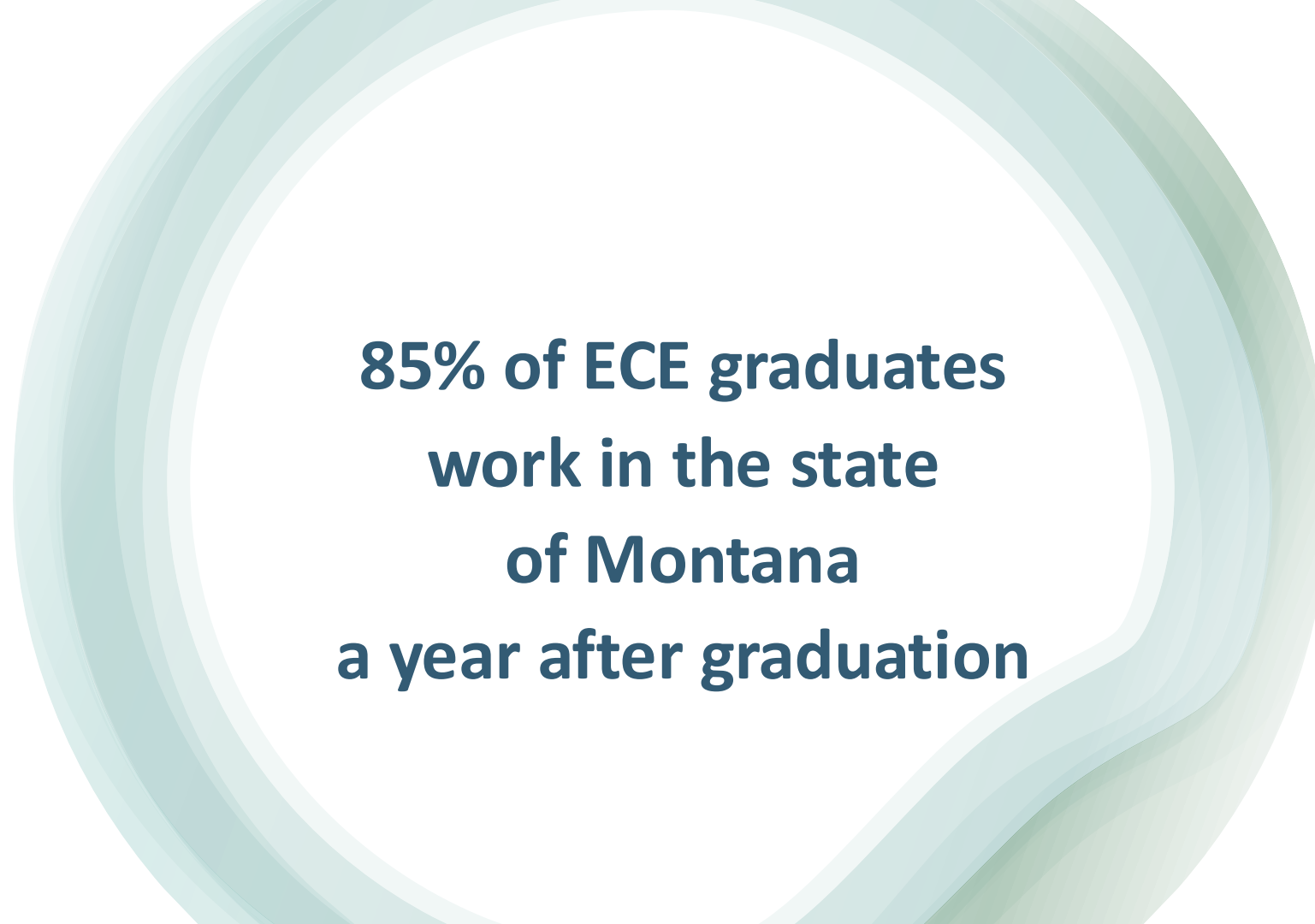
Over 66,000 parents unable to fully engage in the workforce




Source: MTDLI analysis of Current Population Survey microdata from IPUMS through December 2023.



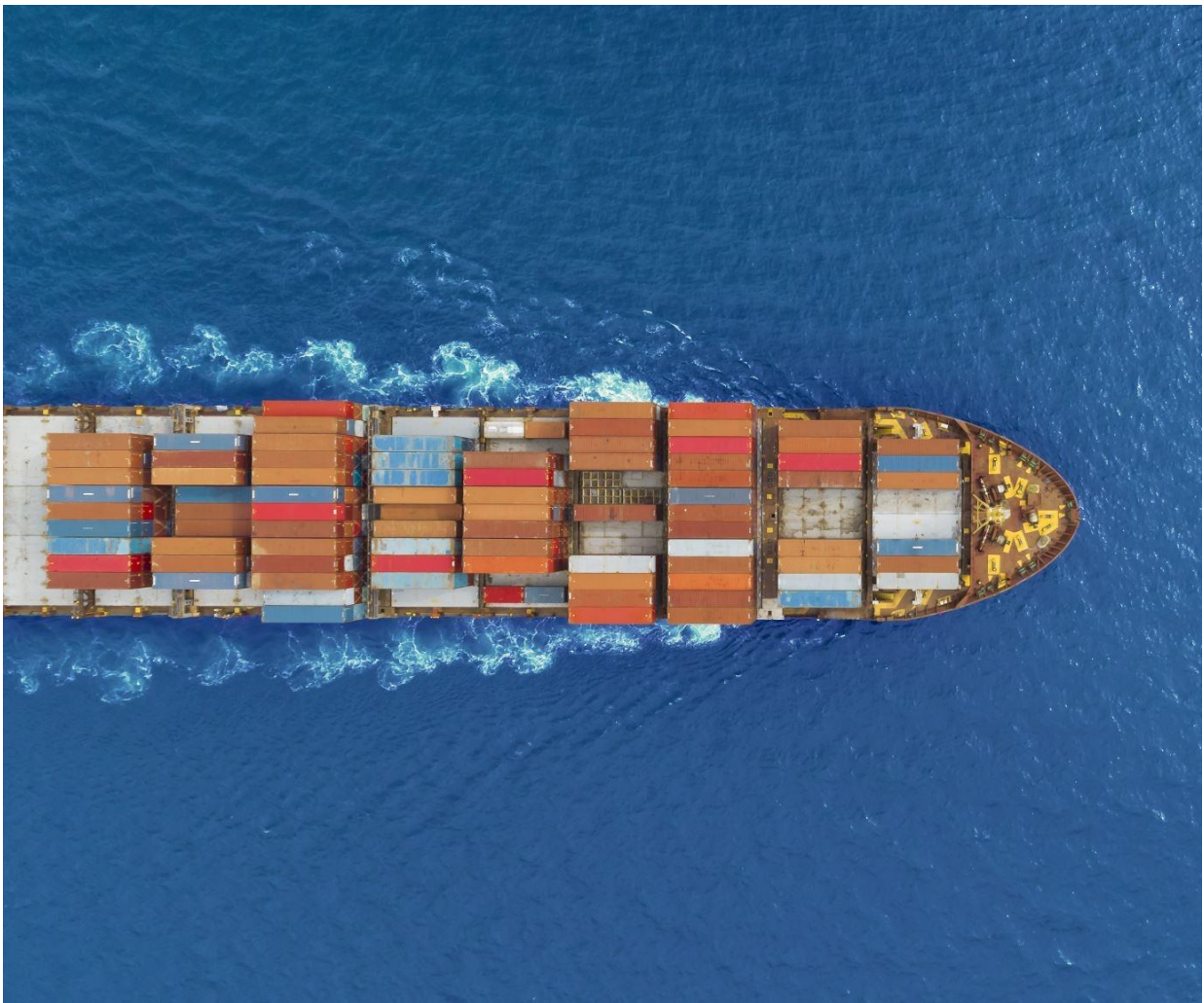
**Post-secondary education
institutions are an important
contributor to early childhood
education workforce**



**85% of ECE graduates
work in the state
of Montana
a year after graduation**



**High levels of
collaboration and
community organization
are needed to innovate
and leverage resources**





MICRO-
MOVEMENTS
MATTER

*It takes many purposeful, efforts
and actions to gain momentum
and shift a cause of this size and
complexity. And...*

... it's worth it!



MICRO-
MOVEMENTS
MATTER

What you do matters.

How you show up matters.

How you collaborate can change everything.

Let's document some of our micromovements to date!



MICRO- MOVEMENTS ACTIVITY

1. Think of TWO different efforts you have individually made (or will make) to support the childcare movement in Montana

2. Distribute 2 paper strips to each person



MICRO- MOVEMENTS ACTIVITY

3. Using a marker or pen, write your name & an effort you have made (or will make) to support the childcare movement in Montana, on each paper strip

4. Each person should end up with 2 strips and each strip includes your name and a different effort (micromovement) you have made/will make



MICRO-
MOVEMENTS
MATTER

*Now, to see the impact of all
these individual efforts...*

*Use the glue dots on your
tables to build your paper strips
into **ONE MASSIVE** paper chain!*

USE IT ALL AS FUEL

As you work together to learn, innovate, collaborate & experiment, remember to use all the experiences as FUEL...

Keep your fire lit within for this important cause that needs you and your contributions.





k.lum

CONSULTING

www.klumconsulting.com



@klumconsulting



