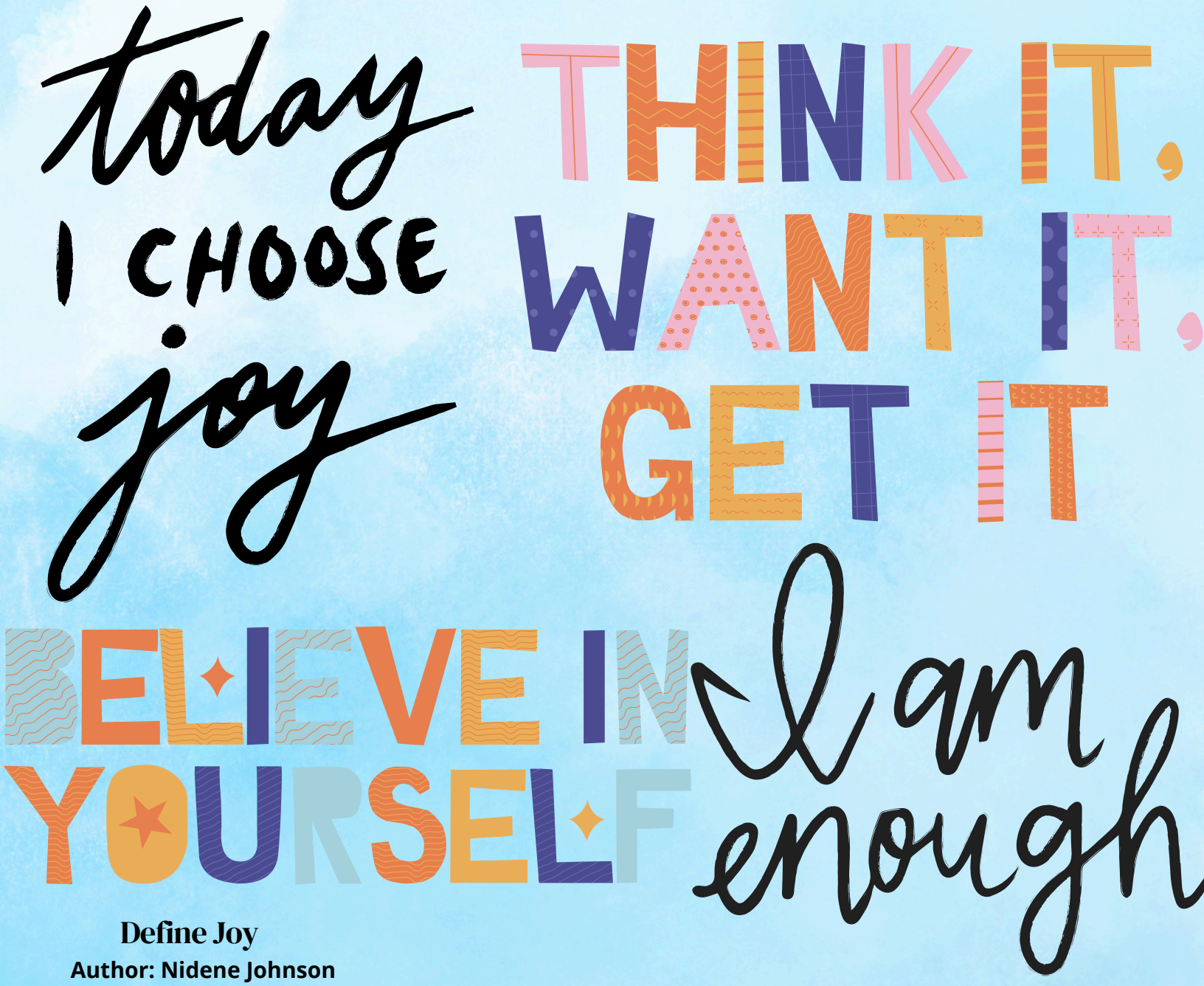
Joyful Organizations Working Group

Issue No. 1| Spring 2025



Define Joy

Author: Nidene Johnson

Joy. What is joy? What do we see as joy? How can we ensure joy is in our lives? Are we joyful in our everyday routines? If we struggle to find joy, how can we lessen the struggle?

Introducting the newest World Forum Foundation working group-Joyful Organizations! We have asked these types of questions for several months. Everyone from a different corner of their own universe had different joys. So, what's your joy?

Joyful Organizations

WORLD FORUM FOUNDATION™

The Joyful Organization!

Inspires Joyful Leaders

Leaders are invitational, open to ideas and people, who create clarity, support growth and remove obstacles to success for their teams.

Nurtures Human Potential

Joyful Organizations develop cultures where team members thrive, sharing their unique gifts and talents in work where they fully contribute and engage.

Creates Joyful Environments

Spaces of beauty provide joyful play for children and adults. Joyful spaces encourage discovery, welcome unique ideas, and offer comfort in flexible and natural surroundings.



Shares Vision and Mission

Stakeholders collaborate for shared vision and mission, with broad input and representation from a wide range of engaged community members.

Governs for Engagement

Leaders in many roles engage to govern at all levels throughout the organization. Governance shapes a flexible structure through which missions and people grow and achieve.

Builds Sustainable Financial Foundations

Joyful organizations develop key resources to support their work. With high levels of stability in place, organizations achieve joy of a well - fulfilled mission.

A Working Group of the World Forum on Early Care and Education

Joyful Questions to ask yourself

How do you inspire joyful leaders?

How do you nurture human potential?

How do you create joyful environments?

How do you share your vision and mission?

How do you govern for engagement?

How do you build sustainable financial foundations?



The Senses of Joy

The Senses of Joy

Lead with joy, let senses guide,
Feel the world both far and wide.

See the stories, unconfined,
In every face, a world to find.

Hear the voices, soft or strong,
Listen deep, where hearts belong.

Taste the sweetness, laughter bright,
A spark that turns the dark to light.

Feel the warmth of love's embrace,
A gentle touch, a peaceful place.

Smell the lightness, fresh and bright,
The scent of hope, of pure delight.

Lead with joy in all you do,
And joy will find its way to you.

Inspires Joyful Leaders

Leaders are invitational, open to ideas and people, who create clarity, support growth and remove obstacles to success for their teams.



Author: Mariëlla Carr

1. **Hiring extra staff to allow educators valuable time "off the floor" to engage in professional development opportunities**
2. **Circle of Security Facilitator support for staff to ensure supports are in place**
3. **Being passionate about forest school and other ideas by taking necessary training and taking the lead on projects**
4. **Joining your local childcare organization through committees and advocating for quality childcare in your community**

COSP









Shares Vision and Mission

Stakeholders collaborate for shared vision and mission, with broad input and representation from a wide range of engaged community members.

Do you regularly engage with your Board of Directors?
Do you regularly engage with all families?
Do you regularly engage with the community?



Self-Reflection gives space for joy to grow

Author: Angel Stoddard

This activity will help you reflect on how effectively you communicate and embody your center's vision and mission in daily practice.

Find a quiet space where you will be uninterrupted for at least 10 minutes.

Personal connection-take a few minutes to write down in your leadership journal *why* your program's vision and mission are meaningful to you.

Current practices-Reflect on ways you intentionally weave the vision and mission into meetings, policies, or daily interactions. Jot a few ideas down in your journal.

Impact-Think about a recent situation where you actively used the vision and mission to guide a decision or conversation. How did it influence the outcome?

Growth opportunity-Identify one area where you can more intentionally communicate or reinforce the vision and mission. What is one actionable step you can take this week to strengthen alignment with your team?

CLOSING THOUGHT:

Jot down one sentence that captures how you want others to experience your leadership in relation to the Centre's vision and mission. Keep it as a guiding reminder in your daily work.

Nurtures Human Potential

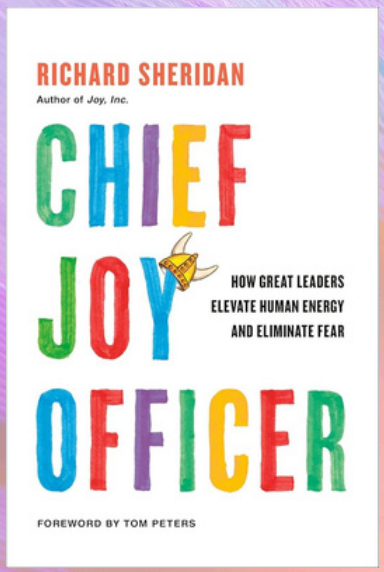


Joyful organizations develop cultures where team members thrive, sharing their unique gifts and talents in work where they fully contribute and engage.



Educators bring "themselves" to the program Meaning...their passions, visions, ideas, expertise, clubs, environmental design, initiatives (planning bake sales, cultural dances, family events, staff events

For a deep dive, read *Chief Joy Officer: How Great Leaders Elevate Human Energy and Eliminate Fear* by Richard Sheridan (2018). From the author, "I began to believe that a pursuit of joy was not only possible but sustainable. Later I would come to learn that joy was the only thing that truly mattered."



Governs for Engagement

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Creates Joyful Environments

Spaces of beauty provide joyful play for children and adults. Joyful spaces encourage discovery, welcome unique ideas, and offer comfort in flexible and natural surroundings





Physical environments matter-create spaces that are warm, engaging, and rich in sensory experiences. Take a walk around your program. Where is natural lighting brightening a space? How many cozy corners can you find for the children? Are there any for the adults? Go on a scavenger hunt for playful materials that invite curiosity and comfort. Notice how the children interact with those materials.

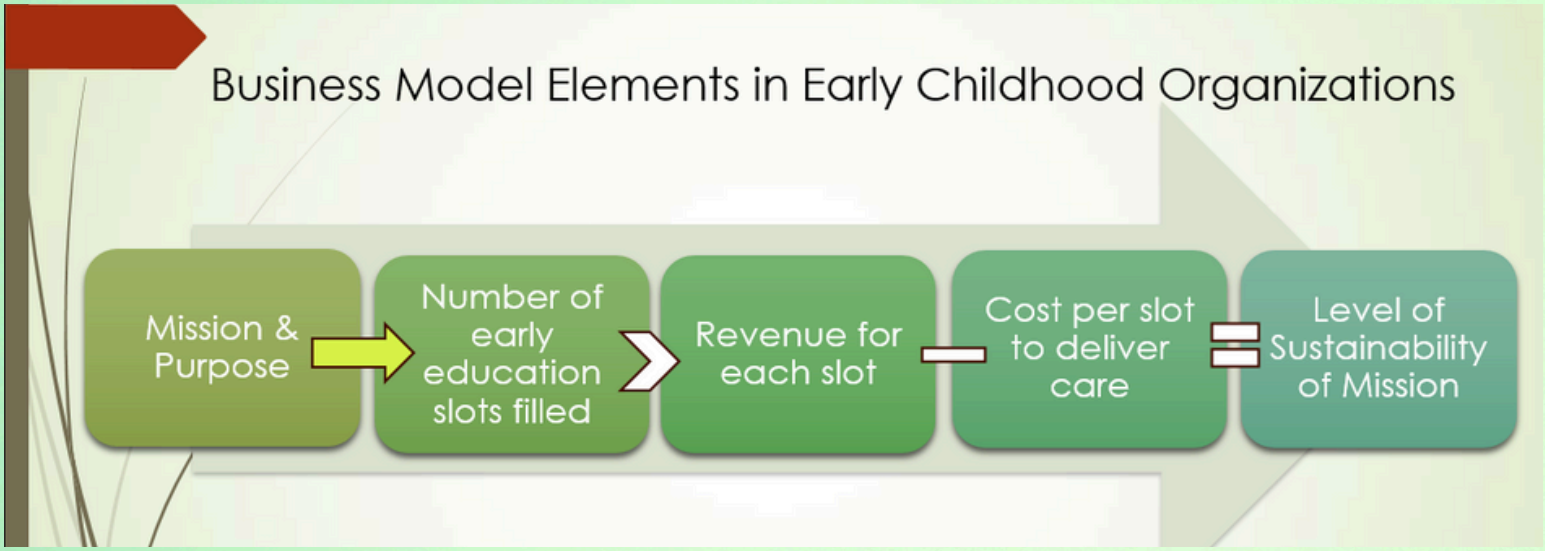


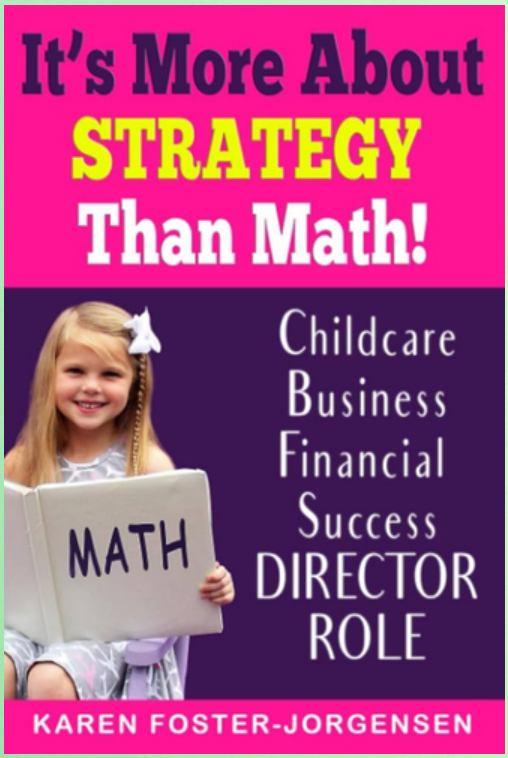




Builds Sustainable Financial Foundations

Joyful organizations develop key resources to support their work. With high levels of stability in place, organizations achieve joy of a well-fulfilled mission.







PRACTICE GRATITUDE. JOY IS BOLSTERED WHEN WE WANT, APPRECIATE, AND TREASURE WHAT WE ALREADY HAVE.



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Send us how you "joy" in your everyday tasks to be featured in our upcoming newsletter!

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