

Early Childhood Investigations Webinars

**Speaker**  
**Karen Foster-Jorgensen**  
 Innovation Champion, Business Strategist  
 for Early Childhood Director Success  
 ChildCareDirector.com

**The Joyous Equation:**  
**Purpose + People + Prosperity =**  
**Vibrant Early Childhood Organizations**

Free Webinar  
 Live & Recorded

Meet us on May 13, 2026  
 At 2:00pm to 3:30pm EST  
 @ [ecwebinars.com/joyous](https://www.ecwebinars.com/joyous)

Powered by **Free** Certificates of Attendance

The Joyous Leadership Collaboratory  
 Community ChildCareDirector.com

**Welcome to  
The Joyous  
Equation....**

*...Where you build your path  
to a Joyous Organization!*

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**The Joyous Equation**  
 Purpose + People + Prosperity

Creating Vibrant Early Childhood Organizations

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Each light matters

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Each light matters...  
...but they are not always aligned

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What happens when we align the light?

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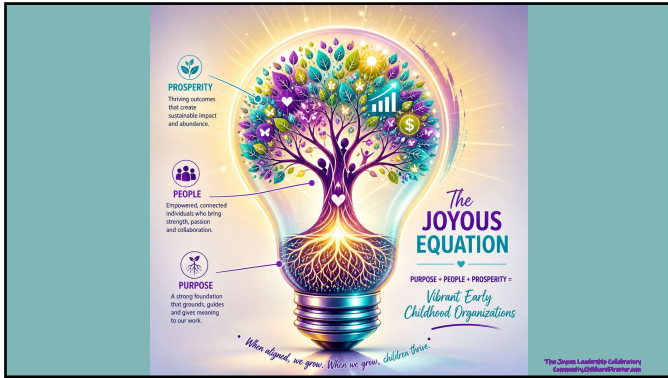
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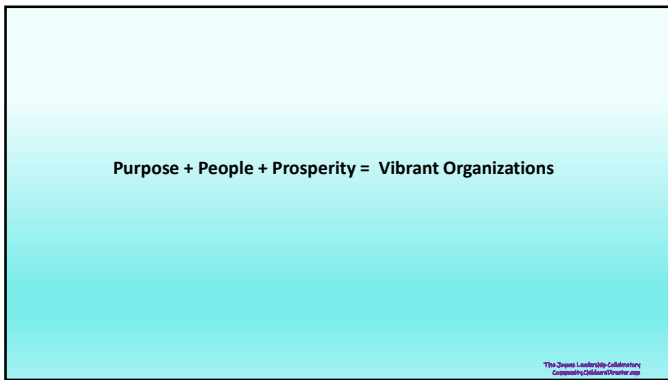
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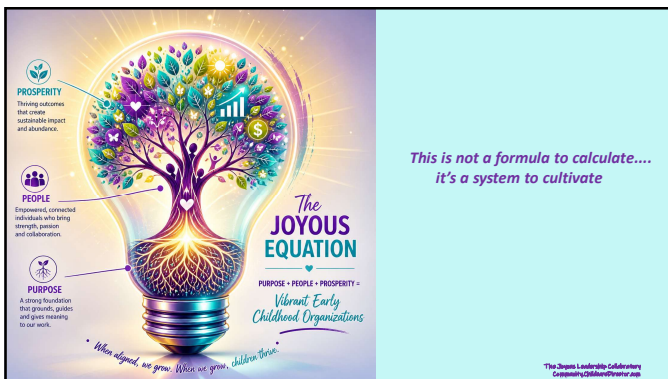
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Joy is not built on....

- ...smiles every moment
- ...feeling challenge-free
- ...24/7 pizza parties
- ...balloons every morning
- ...endless positive reinforcement
- ...avoiding hard conversations

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## Joy is a Strategic Foundation

It shapes how people stay, grow, contribute, and lead

*"Leaders do not move into more joyful, effective leadership by accident. They move upward through intentional practices that restore clarity, focus, and energy - even when external demands remain high."*

"Joy is a Leadership Practice, Not a Personality Trait" Exchange Voices, 2026  
By Karen Foster-Jorgensen, The Joyous Leadership Collaboratory™

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### Potential Leadership Cycles

**The Downward Leadership Cycle**



When demands outpace clarity and energy, leadership feels heavier.

**The Upward Leadership Cycle**



Joy emerges through clarity, progress, and meaningful engagement.

**Intentional Leadership Practices**  
Reflect • Prioritize • Learn • Restore

*Joy is not a personality trait. It emerges through intentional leadership practices that shape clarity, energy, and engagement over time.*

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Poll #1



Which of these stands out most as a leadership challenge right now?

- Securing staff engagement and retention
- Balancing multiple demands
- Maintaining a positive organizational culture
- Achieving financial sustainability
- Feeling energized and supported as a leader

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Poll #1



What is challenging us?

- Securing staff engagement and retention
- Balancing multiple demands
- Maintaining a positive organizational culture
- Achieving financial sustainability
- Feeling energized and supported as a leader

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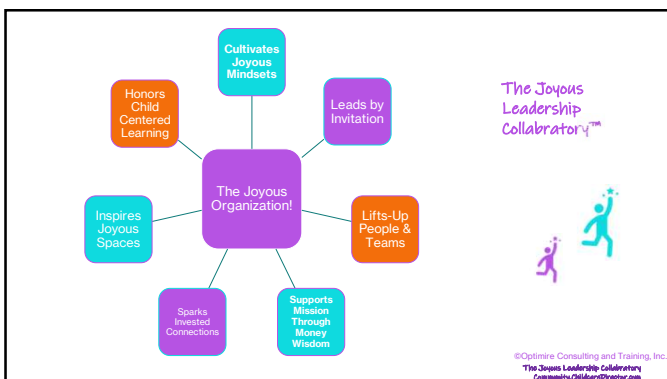
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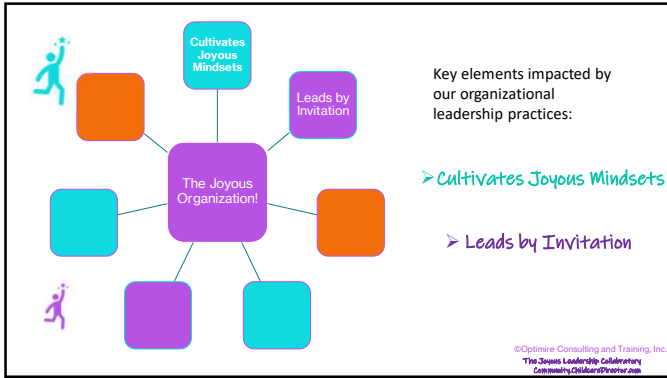
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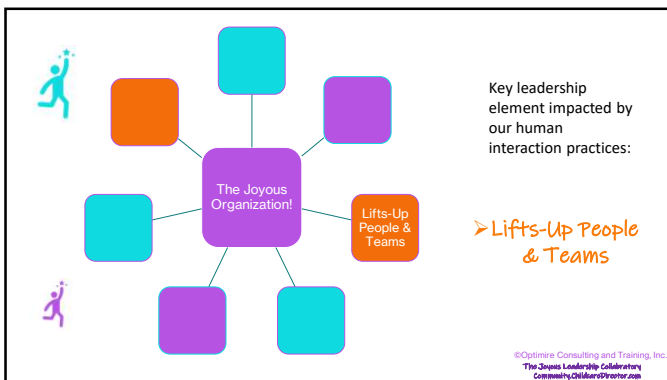
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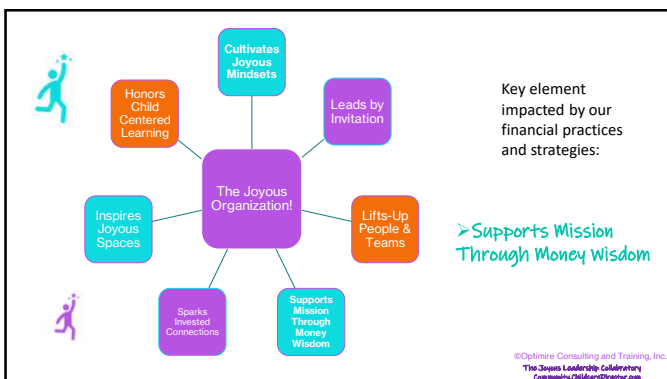
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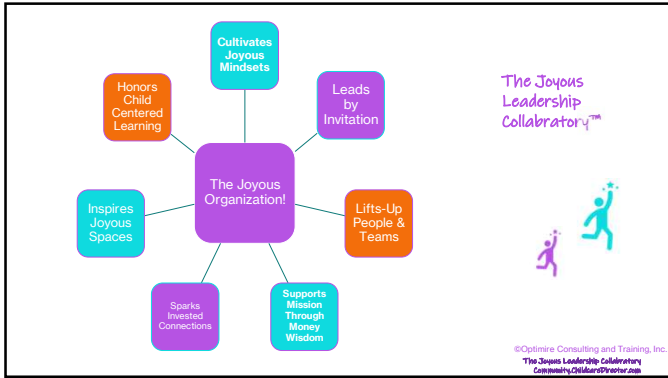
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Poll #2

Which area is strongest in your organization today?

- . Purpose (clear mission and direction)
- . People (engaged team and relationships)
- . Prosperity (financial stability and strategy)
- . Leadership (mindset and invitational practices)
- . Not sure / It's mixed



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Poll #2

What is already strong in our organizations?

- . Purpose (clear mission and direction)
- . People (engaged team and relationships)
- . Prosperity (financial stability and strategy)
- . Leadership (mindset and invitational practices)
- . Not sure / It's mixed



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The Joyous Equation

Purpose + People + Prosperity  
=

Vibrant Early Childhood Organizations

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Why each one matters...

Purpose  
+ People  
+ Prosperity

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When the balance is off...

...in early childhood organizations, we often see patterns like these:

Strong purpose + weak prosperity → burnout

Strong prosperity + weak people → turnover

Strong people + unclear purpose → drift

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How we strengthen...

*Purpose*

"Why" of the work - Our mission - Our shared values



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*Purpose anchors the work...*

- Why the work matters
- What we refuse to lose sight of
- What anchors decisions under pressure



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*When Purpose is strong...*

- We feel the clarity
- Alignment flows naturally
- Meaning comes alive



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How we strengthen...

# People

Who is our team? - How do we inspire? - How do we create opportunity?



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## People Carry the Work...

- Relationships matter
- Engagement matters
- Everyday leadership matters



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## When People are strong...

- Energy replaces exhaustion
- Trust builds for leaders and coworkers
- Commitment is earned and genuine



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How we strengthen...

# Prosperity

Do we know our costs to deliver quality? - Do we keep our slots filled?



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Prosperity sustains the work...



- Financial priorities match values
- Decisions are made with strong financial data
- Long-term stability becomes real
- Resources are built with purpose



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When Prosperity is strong...

- Stability protects the mission
- Competence builds confidence
- Leadership is stronger, steadier, and more sustainable



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Individually, each matters...

Purpose  
People  
Prosperity

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When they are intentionally aligned...

...the magic happens!



Purpose + People + Prosperity = Vibrant Organizations

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Where do you see your organization today...  
...let's ponder this together

What is one area you would like to strengthen?

Purpose  
People  
Prosperity

What becomes possible when you achieve this?

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Poll #3



After today's exploration, where will you focus first?

- Clarifying purpose and direction for your organization
- Building your own mindset and leadership practices
- Strengthening your team's growth and engagement
- Improving financial clarity, sustainability and strategy
- Managing your time and priorities

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Poll #3



Where will we focus next?

- Clarifying purpose and direction for your organization
- Building your own mindset and leadership practices
- Strengthening your team's growth and engagement
- Improving financial clarity, sustainability and strategy
- Managing your time and priorities

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**PROSPERITY**  
Thinking outcomes that create sustainable impact and abundance.

**PEOPLE**  
Empowered, connected individuals who bring strength, passion and collaboration.

**PURPOSE**  
A strong foundation that grounds, guides and gives meaning to our work.

**The JOYOUS EQUATION**  
PURPOSE + PEOPLE + PROSPERITY =  
Vibrant Early Childhood Organizations

*When aligned, we grow. When we grow, children thrive.*

*The Joyous Equation is not a formula to calculate.... it is a system to cultivate*

*Organizations become what leaders repeatedly cultivate*

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Every policy shapes people.



Every interaction shapes culture

Every leadership choice shapes the experience of children, families, and teams.

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*Vibrant organizations are not built all at once...*

They are strengthened through:

- intentional leadership
- aligned decisions
- meaningful relationships
- financial clarity
- consistent small steps



*And yes...  
this growth is very doable for you!*

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*Joyous organizations  
... are built intentionally – one  
aligned decision at a time.*



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In the Joyous Organization, together we....

Build with Purpose  
Lead with Joy  
Sustain with Confidence

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Setting your vibrant organization in motion today...

The first part of our Joyous Equation  
I want to strengthen is \_\_\_\_\_  
because \_\_\_\_\_!



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To continue to build your vibrant organization.... Here's the path!

- Reflect on your organization's strengths
- Connect with our upcoming conversation
- Set your course of action

Today's conversation sparked something in you...



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Purpose + People + Prosperity =  
Vibrant Organizations  
Join the Conversation May 20 11:00 EDT



Save your spot to build your Joyous Organization:

[Community.ChildcareDirector.com/Vibrant](https://Community.ChildcareDirector.com/Vibrant)



Or email Karen at [karenfj@childcaredirector.com](mailto:karenfj@childcaredirector.com)  
to join a conversation

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# THE JOYOUS EQUATION

Purpose + People + Prosperity

THE SIMPLE BUT POWERFUL FORMULA FOR A THRIVING ORGANIZATION



## PURPOSE

The foundation that gives meaning and direction.



## PEOPLE

The relationships, energy, and daily actions that bring it to life.



## PROSPERITY

The natural result of alignment and intention.

This is not a formula to calculate. It's a system to cultivate. ♥

JOYOUS COMMUNICATIONS

Inspire. Connect. Grow. Together. ♥

WHERE ARE YOUR Lights Today?



## PURPOSE

How clear is our shared purpose right now?

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## PEOPLE

Where are our strongest connections?

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## PROSPERITY

What is currently growing well?

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## ONE SMALL STEP

What is one action you can take this week to align your organization?

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When Purpose leads and People connect, Prosperity naturally follows.