



EXCELLENCE IN
EARLY CHILDHOOD
EDUCATION AWARDS



A new prestigious
awards program to
recognise your service,
programs, activities,
team & your dedication
to early learning.



EXCELLENCE IN EARLY CHILDHOOD EDUCATION AWARDS

Rewarding Excellence in Early Childhood Education

Welcome to the 2019 Excellence in Early Childhood Education Awards. This program shines a light on best practice and will raise the profile of the sector. Dedicated professionals continue to improve their skills and qualifications and do a fantastic job for young children – this is your chance for your service and staff to be recognised and celebrated.

The program is already the highlight of the early childhood education's calendar, promoting excellence of large, small, regional, metropolitan, private and community services, as well as individuals and teams. It identifies activities and the talents who contribute in making early childhood education of benefit for future generations.

There are many ways to nominate. It could be that you present your annual children's educational program in your service; or you introduce some activities around the themes in this booklet. You may wish to present a special week or a series of planned activities during the year. There are categories for every service within early childhood education and care.

Services are invited to submit for one or more categories by answering the criteria questions. The winners are chosen by a panel of independent expert judges that is representative of the diversity and expertise of early childhood education. The sector's judges will have the knowledge and experience to assess each entry according to stated objectives.

The finalists will be invited to the Awards Presentation Evening that brings the sector together with services, associations, dignitaries and sponsors collectively acknowledging the commitment of services, their staff, families and communities that services young children.

This is your opportunity to be involved in the largest and most celebrated event for early childhood education.

Steve Loe
Awards Manager
Excellence in
Early Childhood
Education Awards

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Be Recognised as a Leading Service in the Excellence Awards

Excellence in Early Childhood Education Awards is your opportunity to showcase your service to your local community in the largest celebration for the early childhood education & care sector. It is a way to be acknowledged for the valuable contribution you and your team make to the development of our children.

Important Dates

1st August 2018 – 31st July 2019	Activity Period for Eligible Activities and Programs
31st July 2019	Awards entries close
13th September 2019	Finalists announced
26th October 2019	National Celebration Dinner

Any service in NSW may enter

Excellence in Early Childhood Education Awards is open to all NSW services and being involved is as simple as submitting an entry that relates to any of the categories included in the booklet.

It could be for a single activity or you may submit your entire annual educational program!

The criteria for each category are outlined so that entries will focus on organisations, teams, individuals, initiatives and providers.

It's all about giving children exciting and interactive learning experiences and then being recognised.



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2019 Themes

There are six themes that are encompassed in these awards. They are all relevant in the programming of annual activities for outstanding services. Some initial suggestions are provided to stimulate ideas, but you are encouraged to develop activities and programs that suit your service. Be creative and make it work for your children, the families and the local community of which you are part.

Your service may celebrate with a special planned week or include activities throughout the year.

Theme 1	Extending your service to the community
Theme 2	Keeping our environment alive
Theme 3	The power of families
Theme 4	The world of multiculturalism
Theme 5	Children's health and wellbeing
Theme 6	Inclusivity practices - Everyone is welcome

How do you become involved?

1. Review the themes and decide if you will develop special activities or continue your current educational program.
2. Activities or programs must have been presented between 1st August 2018 - 31st July 2019.
3. Review the award categories and decide what categories best suit your service and activities.
4. Each entry should respond to all specific questions requested within the category criteria.
5. Ensure you include quality photos (at least 2MB each) that can illustrate the category selected.
6. Include additional supporting material such as reports, testimonials and/or press cuttings to back up statements made in your submission. (All entries and material will remain confidential and will be viewed only by judges and managers of the awards).
7. Entries will **not** be returned, and will be destroyed after judging unless clearly stated within the entry. Where this request is made, it is the services' responsibility to collect their entry at their own expense.
8. Get ready to celebrate at the Awards & Celebration Dinner.





Theme 1

Extending Your Service to the Community

Each service is part of a much wider community. It is one of a range of services that supports families with children. When educators develop links, share information, and work in collaboration with other community organisations they are better able to achieve the best outcomes for children using the service. The impact of communities on a child's development and attitudes can be profound, with community figures offering different outlooks and perspectives and backgrounds, offering varied learning opportunities to children. Community involvement also forms an important part of the running of early childhood services, with community members forming a large part of the attendance base for services, and many centre staff also being members of the local community.

Suggestions and Ideas

- Invite members of different community businesses to talk to the children.
- Visit local community spaces, such as parks, libraries or shopping centres.
- Produce songs, acts or plays with the children to be performed in community areas.
- Send media releases to local media sources or invite media to provide coverage of special activities.
- Have members of local emergency service organisations visit the service, discussing their role in the community.
- The children visit a local nursing home, sing songs for the residents and make and give gifts.
- Invite politicians, business people or community organisation members to be involved with your service.
- Co-ordinate a fundraiser for a local charity and have a special presentation with the organisation.
- Create your own posters in your centre using your own establishment and children to highlight positive skills for the children. Some examples: Hand washing, sun safety, personal hygiene and friendships





Theme 2

Keeping our environment alive

Services have the opportunity to contribute to a better future for their local community through the implementation of sustainable practices for their environment. This can be achieved by educating staff, parents and children about their environmental impact, and how changes in attitude, practice and behaviour can have profound positive implications for the future.

Services play an integral role in developing a connection to the environment. They are able to help children, understand and promote sustainability, as well as develop lifelong practices that they can use at the Services and in their community life as they grow up.

It is about learning to care for our world together.

Suggestions and Ideas

- Create gardens with the children of the service to help offset the carbon footprint.
- Measure rainfall with a rain gauge and watch an electricity meter turning backwards as the panels feed back into the grid.
- Create a worm farm, compost bin or vegetable garden.
- Upcycle equipment and activities for the children to use, teaching them not to just throw things out.
- Look for ways to recycle or reuse resources consumed by the service.
- Create a colour-coded waste system.
- Help clean local community areas, such as parks and reserves.
- Create energy/water saving officer roles for the children, encouraging sustainability awareness with the children.
- Special themed events, entertainers or speakers around the environmental theme.
- Find out what businesses are doing regarding sustainability and share this with the children.





Theme 3

The power of families

Families are the single most powerful influence in the early development of a child. The benefits of involving families in the activities of the service are plentiful. Effective relationships between families and educators are fundamental to the quality of education and care that the children receive.

Families can provide invaluable information about children's interests, strengths, abilities as well as feedback that assists the service's team to develop improvement plans that are practical and focussed on meeting the needs of all children and their families.

Suggestions and Ideas

- Create an activity or performance for the children to display for their parents at the service premises.
- Create an art exhibition displaying artworks made by the children for families to attend.
- Hold a sports carnival involving parent/child teams for all activities.
- Host a show-and-tell for parents to come in and discuss interesting occupations or hobbies with the children.
- Have the children create a gift for each of their family members.
- Host a Family, Parents or Grandparents Day with the children.
- Invite parents to the service to talk to the children about their occupations.
- Provide up-to-date information regarding the service for children to take home to parents.
- Host a multicultural themed day where families from different cultures prepare food or a presentation to the children.





Theme 4

The world of multiculturalism

From birth children experience living and learning with others in a range of communities. These might include families, local communities or early childhood settings. Having a positive sense of identity and experiencing respectful, responsive relationships strengthens children's interest and skills in being and becoming active contributors to their world. When children participate collaboratively in everyday routines, events and experiences and have opportunities to contribute to decisions, they learn to live interdependently.

Experiences of relationships and participation in communities contribute to children's belonging, being and becoming. Having a positive sense of identity and experiencing respectful, responsive relationships strengthens children's interest and skills in being, and becoming active contributors to their world.

Suggestions and Ideas

- Celebrate different cultures within the service and community.
- Encourage language diversity by singing songs and teaching words in other languages.
- Educate children on the impact of human activities in different parts of the world.
- Read picture books about different cultures and compare to their own cultures.
- Invite parents / extended family members / community members to show and tell about their cultures and traditions.
- Explore culinary traditions from other countries and cultures.
- Have families make a recipe from another culture and bring it to the centre for a cultural morning tea / lunch or afternoon tea experience.
- Explore and decorate your centre / rooms using traditional decorations. Use recycled material, authentic or reproduced copies to decorate the centre. Discuss which culture uses each tradition, for example how important origami is to people in Japan.
- Explore the holiday and traditions celebrated by different countries and cultures.
- Explore and teach children simple words in other languages.





Theme 5

Children's health and wellbeing

Good nutrition is essential to the growth and development of happy, healthy children. A varied diet high in nutritional value is the key in helping children resist illness and develop mentally and physically. Children's wellbeing and health needs are unique. Dietary requirements need to meet both daily activity and their needs for natural growth and development.

It is recommended that in conjunction with regular, suitable physical activity, a diet low in salt, and high in iron, calcium with adequate amounts of water intake is the best way to optimise the development of every child and develop positive attitudes to health and nutrition.

Suggestions and Ideas

- Develop a healthy eating model (e.g., a pyramid) with the children displaying different food groups and their recommended consumption levels.
- Involve the children in activities outlining their favourite healthy meals.
- Create an activity in which children are involved in the preparation of a nutritionally sound, simple meal.
- Create a recipe book for the families for healthy snack ideas.
- Challenge the children to bring nutritional food from home and discuss their benefits.
- Have the children create a shopping list of healthy nutritional food and then go shopping altogether.
- Set up an obstacle course inside or outside which challenges and highlights the strengths of the child.
- Teach and encourage the 12 Fundamental Movement Skills such as hopping, jumping and throwing.
- Hold sport days at the service to encourage physical activity.
- Allow the children to go outside to have a run with no structure or agenda.





Theme 6

Inclusivity practices - Everyone is welcome

By facilitating participation by all children attending a service, a supportive, multi-faceted environment is created which caters to the needs of all children. Inclusive practice ensures that all children are engaged in developmental activities, maximising the potential of each child.

The inclusion of all children, their backgrounds and abilities, offer a variety of perspectives on attitudes, education, and lifestyle. An appreciation of other ways of life is key to the development of well-rounded modern children, meaning that cultural inclusivity enhances children's understanding and interaction with those around them.

Suggestions and Ideas

- Have a disabled community member visit and talk to children on their experiences.
- Invite different charity groups to talk about their organisation to the children.
- Provide opportunities for children to engage with people from the community and special needs, understanding we are different but the same.
- Promote support to the extended community to increase the children's knowledge of various needs; such as the Cancer Council, Red Nose Day, Genes for Jeans, NAIDOC Week, Purple Day.
- Hold a session that explains to children the different special needs people.
- Hold a concert with children combining with special school children.
- Provide old magazines and ask the children to cut out images of people who look different and discuss their differences.





Australian Childcare Alliance
New South Wales

TRAINEE OF THE YEAR AWARDS

ARE YOU A TRAINEE IN EITHER OF THE BELOW QUALIFICATIONS?

- **CHC30113 Certificate III in Early Childhood Education and Care, or**
- **CHC50113 Diploma of Early Childhood Education and Care**

ARE YOU DISPLAYING AN OUTSTANDING COMMITMENT TO YOUR TRAINING AND MAKING A DIFFERENCE TO THE SECTOR?

IF SO APPLY TODAY!



ELIGIBILITY CRITERIA

- Must be enrolled or completed the CHC30113 Certificate III in Early Childhood Education and Care or CHC50113 Diploma of Early Childhood Education and Care qualification after 1 July 2018 with Kool Kids Training College in NSW;
- Have (or had prior to completion) a registered training contract with the NSW Department of Industry;
- Have submitted a completed application form via the online link provided by Kool Kids Training College (RTO 40636) by 30/9/19.

ENQUIRIES

Request a trainee awards application form by emailing info@eecc.com.au
Ph: 1300 048 133



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AND CARE COLLEGE
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EXCELLENCE IN EARLY CHILDHOOD EDUCATION AWARDS

There is no feeling more exciting and rewarding, for you and your team, than your service being announced as an award winner. This is the opportunity to be recognised and express your appreciation to your team for a job well done.

These awards acknowledge the efforts of all services, in regional and metropolitan areas, small and large alike. There is a large variety of categories in these awards to accommodate for each individual service's strengths and Excellence in Early Childhood Education Awards programs.

Entering is easy!

- EACH CATEGORY MUST BE SUBMITTED SEPARATELY.
- Complete the Official Entry Form.
- Answer the relevant Criteria Questions.
- Include at least four different high resolution photographs as part of your entry.
- Other promotional information may also be included.
- Send your entries to:

Excellence in Early Childhood Education Awards
PO Box H211
Hurlstone Park, NSW 2193

How the program works

The program begins with The Official Awards Reference Manual and Awards Entry Form being made available through it being distributed via email and post to services throughout New South Wales.

Services use The Official Awards Reference Manual to develop activities and events that revolve around the year's themes. They may also submit an entry for any activity or program from their educational calendar they have conducted during the year.

Services are encouraged to involve their community, promote their service in the media and create participation with parents and families.

From their activities during the year, services are invited to submit an application for The Excellence in Early Childhood Education.

The Categories

The high-profile Awards program aims to deliver a program that is cohesive across the entire early childhood education industry, developing and reinforcing the industry identity and assisting operators in cross-development of opportunities between services and suppliers.

The Award categories are all-inclusive, being open to all New South Wales Early Childhood Education services, their managers, personnel and support service providers.





Excellence in Early Childhood Education Award Categories

Excellence Awards

1. Large Private Metropolitan Service (40 places or more)
2. Large Private Regional Service (40 places or more)
3. Small Private Metropolitan Service (39 places or less)
4. Small Private Regional Service (39 places or less)
5. Large Community Metropolitan Service (40 places or more)
6. Large Community Regional Service (40 places or more)
7. Small Community Metropolitan Service (39 places or less)
8. Small Community Regional Service (39 places or less)
9. Group Excellence Award (for a group of two or more services)

Program Excellence Awards

10. Educational Program Excellence – Metropolitan Service
11. Educational Program Excellence – Regional Service
12. Community Involvement Excellence
13. Environmental Program Excellence
14. Family Involvement Program Excellence
15. Multicultural Program Excellence
16. Children's Wellbeing & Health Program Excellence
17. Inclusivity Practices Program Excellence

Trainee of the Year Awards

- Certificate III in Early Childhood Education and Care
- Diploma of Early Childhood Education and Care

Refer to previous page for details.

Services Excellence Awards

18. Excellence in Training & Development
19. Excellence in Indoor Learning Environment
20. Excellence in Outdoor Learning Environment
21. Excellence in Food & Menu design
22. Excellence in Product or Innovation

Excellence Awards for Teams

23. Team Excellence Award – Metropolitan Large Service
24. Team Excellence Award – Regional Large Service
25. Team Excellence Award – Metropolitan Small Service
26. Team Excellence Award – Regional Small Service
27. Team Excellence Award – Franchise
28. Team Excellence Award – Corporate Organisation

Excellence Awards for Individuals

29. Female Educator Excellence Award
30. Male Educator Excellence Award
31. Educator Leader Excellence Award
32. Service Support Person Excellence Award
33. Young Female Educator Excellence Award
34. Young Male Educator Excellence Award
35. Personality of the Year Excellence Award
36. Hall of Fame Excellence Award





Official Awards Entry Form

- The Official Entry Form must be included as the front page for each category entry
- Services may enter as many categories as they wish.
- Services must provide a separate entry for each awards category being entered.

1. Category Please refer to the category list.

Category Number: _____ Category Name: _____

Name of nominee (categories 29-36): _____

2. Your Details

All fields are mandatory to become eligible for the awards.

Service Name: _____

Contact Name: _____ Position: _____

Address: _____

Suburb: _____ State: _____ Postcode: _____

Email: _____

Website: _____

Service Phone: _____ Mobile: _____

3. Criteria Questions

Answer each category question and include a copy of this form on the cover of each category entered.

4. Photos

Every entry must include four different photos **relevant to the category**. This could include members of your team integrating with children or community members and they must be relevant to the category.

Photos will be used for the presentation evening. **Every category you enter must have separate photos.**

Submitting photos via email

Photos may be submitted via email or included in your entry.

1. Photos must be emailed to: awards@precedent.net
2. "Childhood Education Photos" must be in the subject field.
3. Name of service and category must be included in the email
4. Contact name and phone number must be included in the email.
5. Emails larger than 5MB will NOT be accepted.



5. Sending your completed entry

Post to:

Childhood Education Awards
PO Box H211, Hurlstone Park NSW 2193

Deliver to:

Precedent Productions
Level 1, 30 Floss St, Hurlstone Park NSW 2193

Entries Close: Wednesday 31st July, 2019

For further information, call (02) 8363 3333 or email awards@precedent.net



Excellence Awards

Each category selected requires a separate entry form.

Categories

1. Large Private Metropolitan Service Excellence Award (40 places or more)
2. Large Private Regional Service Excellence Award (40 places or more)
3. Small Private Metropolitan Service Excellence Award (39 places or less)
4. Small Private Regional Service Award (39 places or less)
5. Large Community Metropolitan Service Excellence Award (40 places or more)
6. Large Community Regional Service Excellence Award (40 places or more)
7. Small Community Metropolitan Service Excellence Award (39 places or less)
8. Small Community Regional Service Excellence Award (39 places or less)
9. Group Excellence Award
This award is open to services with two or more services in NSW and is designed to recognise a forward-thinking group which has shown outstanding success in delivering high quality childcare, well trained and motivated staff, inspirational values, focus across the group and financial success.

Criteria Questions

Address the following criteria questions ensuring your answers relate to the relevant category entered.

1. Describe your service including type of service, number of places, age range of children, number of staff. Also include the history and values of the service.
2. Describe your service's approach to education and care.
3. Outline involvement with families and the community.
4. How do you ensure high-quality care and education?
5. What are the plans for your service in the future?
6. Outline the strengths of your service and why you believe it should win this award.

Photos & Supporting Material

Include four photos relevant to each category entered. Supporting material may also be included.

Program Excellence Awards

The following categories are for one or more programs conducted between 1st August 2018 – 31st July 2019. Categories 10 & 11 refer to the overall educational program that includes all six themes.

Each category selected requires a separate entry form.

Categories

10. Educational Program Excellence – Metropolitan Service
11. Educational Program Excellence – Regional Service
12. Community Involvement Excellence
13. Environmental Program Excellence
14. Family Involvement Program Excellence
15. Multicultural Program Excellence
16. Children's Health & Wellbeing Program Excellence
17. Inclusivity Practices Program Excellence

Criteria Questions

Address the following criteria questions ensuring your answers relate to the relevant category entered.

1. Describe the aims of your program
2. What activities did your program involve?
3. What were the benefits and outcomes for children?
4. Outline the benefits to the community
5. Outline how the team were involved
6. Why was your program successful?

Photos & Supporting Material

Include four photos relevant to each category entered. Supporting material may also be included.



Service Excellence Awards

Categories

Each category selected requires a separate entry form.

18. Excellence in Training & Development

This award acknowledges and rewards exceptional commitment to training and developing staff. The Award recognises an outstanding service that is making an exceptional contribution to enhancing training within early childhood learning.

19. Excellence in Indoor Learning Environment

This Award will be presented to a service which has created an indoor environment that most inspires and excites children. The service will show how they actively involve children in their learning, as well as celebrate their achievements.

20. Excellence in Outdoor Learning Environment

This award will be presented to a service which has created an outdoor 'living classroom' that inspires and excites children. This includes areas that promote physical well-being, creativity and first-hand learning experiences for children.

21. Excellence in Food & Menu

This award will be made to a service, that shows exceptional ability in providing well-balanced, nutritious and delicious food, that considers individual needs of children, giving special attention to allergies, sensitivities, cultures and food hygiene.

22. Excellence in Product or Innovation

Awarded to a business that has introduced to the early childhood education sector the most exciting product or innovation that has benefited services or children over the past two years.

Criteria Questions

Address the following criteria questions ensuring your answers relate to the relevant category entered.

1. Describe the initiative relevant to the category.
2. How has this initiative improved your service?
3. Outline how the team were involved.
4. What are the outcomes for children, families and staff?
5. Why was your initiative successful?

Photos & Supporting Material

Include four photos relevant to each category entered. Supporting material may also be included.

Excellence Awards for Teams

These awards go to the teams that have developed and maintained an excellent standard of early childhood learning showing exceptional group values and a commitment to working together for the common good.

You may only enter ONE of the categories listed below.

Categories

- 23. Excellence Team Award – Metropolitan Large Service
- 24. Excellence Team Award – Regional Large Service
- 25. Excellence Team Award – Metropolitan Small Service
- 26. Excellence Team Award – Regional Small Service
- 27. Excellence Team Award – Franchise
- 28. Excellence Team Award – Large Corporate Organisation

Criteria Questions

Address the following criteria questions ensuring your answers relate to the relevant category entered.

1. Explain the service's philosophy around building and retaining a high-quality team.
2. What does the team structure look like; and explain each role?
3. What are the service's practices for recruitment, induction and their availability of training and development?
4. How motivated are your team – what evidence do you have?
5. What progression opportunities are there in the service?
6. Outline your service's success during the past year and how the team has contributed to it.

Photos & Supporting Material

Include four photos relevant to each category entered. Supporting material may also be included.



Excellence Awards for Individuals

Categories

Each category selected requires a separate entry form.

29. Female Educator Excellence Award

The early childhood education sector depends on the very best educators for its current and future success. This award will be presented to a female educator who has shown outstanding care in developing a thriving, high quality service which delivers a superb educational program for children.

30. Male Educator Excellence Award

The early childhood education sector depends on the very best educators for its current and future success. This award will be presented to a male educator who has shown outstanding care in developing a thriving, high quality service which delivers a superb education program for children.

31. Educator Leader Excellence Award

This Award will go to an Educator who shows the leadership skills required to provide a safe and stimulating environment for children, excellent ability to support and develop other team members, an ability to observe, assess and track children's learning and development, someone who has a high degree of integrity and empathy when dealing with children and is an excellent verbal and written communicator.

32. Service Support Person Excellence Award

This Award goes to a person who excels in their position that supports the success of the daily activities of the service. This could be an administration clerk, cook, parent or volunteer.

33. Young Female Educator Excellence Award

This Award will be given to a young female under the age of 25, who delivers the very best standard of childcare every day. This individual shows that they excel in their personal and team roles, and exhibits enthusiasm, professionalism, confidence and a shining commitment to their on-going career development.

34. Young Male Educator Excellence Award

This Award will be given to a young male under the age of 25, who delivers the very best standard of childcare every day. This individual shows that they excel in their personal and team roles, and exhibits enthusiasm, professionalism, confidence and a shining commitment to their on-going career development.

35. Personality of the Year Excellence Award

We're looking for the person whose great personality and energy has made a real difference in their own centre in ways which are truly inspiring and memorable. This person will actively promote excellent care for their children, peace of mind for parents and a happy working environment.

Criteria Questions

Address the following criteria questions ensuring your answers relate to the relevant category entered.

1. How long has the nominee been employed at the service?
2. What are the nominee's main responsibilities?
3. List the nominee's qualification and training experience.
4. Outline the nominee's positive contribution they have had on the service.
5. What impact has this person had on children, families, the local community, their colleagues and the early childhood education industry?

Photos & Supporting Material

Include four photos relevant to each category entered. Supporting material may also be included.

Hall of Fame Excellence Award

Category

36. Hall of Fame Excellence Award

This Award recognises a person who has dedicated a significant portion of his or her life to creating outstanding service for children in their early years, and who has provided leadership and inspiration to others. Nominations from services or parents will be accepted by the judges. More than one Hall of Fame Excellence Award may be presented annually.

Guidelines

- Nominated people should have a proven and established record of accomplishment and achievement in the early childhood education and care industry.
- Have a good reputation and enjoy the respect of the industry generally.
- Have contributed significantly to the advancement of the industry
- Have built, or significantly contributed, to the industry through successful and innovative programs.
- Be a pioneer / legend in the industry and recognised for a lifetime of achievement in early childhood education and care industry.
- Have been involved in early childhood education and care industry within NSW for more than 15 years.

Criteria Questions

Address the following criteria questions ensuring your answers relate to the relevant category entered.

1. Outline the nominee's roles and responsibilities during their career in early childhood education and care.
2. How long have they been involved in the industry?
3. What impact has this person had on children, families, the local community and their colleagues?
4. Outline how has the nominee has made a difference to the early childhood education and care industry?

Photos & Supporting Material

Include four photos relevant to each category entered. Supporting material may also be included.

Awards Presentation Dinner

The Excellence in Early Childhood Education Awards to be held at the Shangri-La Sydney on Saturday 26th October 2019 is the culmination of a year's hard work, educating children, with a fitting conclusion celebrated in style. Services, staff, sponsors and dignitaries are invited to attend the Awards Presentation Dinner, where winners are announced and the entire industry is brought together to celebrate all things early childhood education.

Services will be enriched with an overwhelmingly positive response. The program aims to leave a constructive impact on many aspects of the services, including:

- Boosting morale and confidence
- Lifting professionalism
- Giving a sense of pride and purpose
- Strengthening teams
- Providing opportunities for staff collaboration
- Providing a sense of achievement

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