



SCHOOLS OF EXCELLENCE

How Ashriel Huber Overcame Her Limiting Beliefs and Elevated her Leadership



“There's a better way to reach kids, and there's a better way to run a business. But it doesn't happen unless we get people together in a group who can recognize the same thing, and say, 'Hey, we can do it better.’”

ASHRIEL HUBER
A Child's Touch



About Ashriel & Her Business:

Ashriel Huber is the owner of A Child's Touch, a Christian preschool in Thornton, Colorado that has been in operation since 1977. Ashriel took over the center as a second-generation legacy owner and has since maintained its trusted reputation within the community through exemplary leadership. The school serves children aged 6 weeks through 6 years and is known for its extensive campus with 15+ playgrounds across more than an acre of land.

CHALLENGES

“I was that girl that if something really dramatic happened at the center, it would pull me down.”

Ashriel took on the ownership of A Child's Touch, a Christian preschool in Thornton, Colorado that had been in operation since 1977. As the second-generation legacy owner of such a well-respected school in her community, she was excited for the opportunity but also felt she had enormous shoes to fill. Her self-doubt stemmed from the belief that she just wasn't capable of filling her role in a way that commanded excellence like the owner before her.

Ashriel's limiting belief cast a shadow over her leadership at the center. The school lacked certain important processes and procedures, and key administrators were leaving, creating the perfect storm of stress and overwhelm for Ashriel and her remaining team members. Despite recognizing these issues, Ashriel lacked the confidence to find solutions and take action.

Compounding on the operational challenges in her center, Ashriel struggled to find balance in her role as an owner. Despite having two small children of her own to care for at home, she felt like she was living at her center. Although school ended at six, she often found herself leaving well after the doors closed due to self-induced pressure to be present and work harder than everyone else. Not only did she believe it was her duty to stay, but she also lacked trust in her team to carry out tasks that should have been their responsibility.

Overworked and overwhelmed, Ashriel was incapable of regulating her emotions and serving as a role model for her team and staff. Instead of handling difficult situations with calm and poise, she couldn't help but to get swept up in the drama happening in her center, leaving little time for mentorship and connection. As a result, relationships between team members were strained, and they felt underappreciated in their roles.

By 2022, Ashriel was at a loss for what to do. She knew the kind of leader she wanted to be, but she wasn't sure how to get there.

Fortunately, it wasn't long after that she came across a life-changing opportunity for her center. While attending a conference with a friend, she was introduced to Chanie Wilschanski and the **Schools of Excellence Owner's HQ membership program**. Realizing it could be the solution she had been looking for, she decided to apply.

“I think out of all my limiting beliefs, the main one was that I wasn't enough—that I wouldn't be enough to fill that [owner] role in a way that commanded excellence, met people where they were at, and made a difference in a tangible way.”

Challenges

- Held the limiting belief she wasn't good enough to be a leader.
- Lacked the confidence to find solutions & take action.
- Struggled to find a balance & delegate to team members.
- Neglected the needs of her staff, causing tension within the center.

Solution

- Worked through her self-limiting mindset.
- Implemented a regular gratitude practice & one-on-ones with staff.
- Took on an active role in her team's development.
- Took accountability for her impact as a leader.

Results

- Believed in her ability to lead her center.
- Strengthened her relationship with her staff.
- Gained trust in her team & reduced her time spent at school.
- Transformed the way she carries herself in & outside her center.

SOLUTION

“There are other things I need to be working on that nobody else can do. That was a kind of wake up moment.”

The Schools of Excellence Owner's HQ program turned out to be exactly what Ashriel and her center needed. Between the individualized coaching, online training, and support from other leaders she received as a member, she started to experience a significant shift in the way she viewed herself as a leader. She realized her limiting beliefs about her abilities and worth were self-fulfilling prophecies, and that to elevate her leadership and strengthen her center's culture, she needed to start acting as if she already believed she was as capable as the owner before her.

Putting one foot in front of the other, Ashriel began to take action in her center. One of the most impactful initiatives she implemented was a gratitude practice, which she hoped would make her team feel more supported and appreciated. For example, when onboarding new staff members, she created personalized keychains welcoming them to the team. She also prioritized holding one-on-one check-ins with staff members as often as possible, which created the opportunity to get to know them on a deeper level.

Ashriel also made it a priority to take on an active role in the personal and professional development of her staff. Using the six performance keys she learned in Owner's HQ, she started evaluating their performance on a regular basis. Together, they not only identified strengths and areas for improvement, but also set goals to foster growth—such as finding creative ways to integrate nature into their lives and classrooms.

Another significant change Ashriel made to her leadership was learning to delegate consistently. Through talking with other owners in the Owner's HQ program, she realized that she needed to prioritize the leadership tasks that only she, as the center's owner, could perform—like addressing the operational and retention issues in her center. This meant letting go of control and allowing her team to take charge of their own responsibilities.

Finally, the supportive community Ashriel found within Owner's HQ helped her examine her impact as a leader and learn to take accountability for her actions and influence. Without the overwhelming feeling of loneliness she had been experiencing, she felt more grounded in her experience and could focus on regulating her emotions in the face of stressful situations.

“I realized that if I'm saying I'm not good enough or smart enough, then you know what? I'm not going to be good enough—I'm not going to be smart enough—because I put my own limits there.”

RESULTS

“Even my accountant has noticed a difference in me. She told me 'I don't know what it is, but you seem like you're ready to lead.’”

Ashriel's experience in the Schools of Excellence Owner's HQ transformed her leadership. Not only did she gain access to coaching and resources that informed new solutions for her center, but she also gained confidence in her capabilities as a leader. Rather than compare herself to the previous owner, Ashriel now recognizes her own unique strengths, and she understands that following in the old owner's footsteps doesn't mean she has to wear the same shoes. She can be her own kind of leader and be just as valuable to the community.

Since implementing a regular gratitude practice, Ashriel has seen a change in her staff members' demeanor and the dynamic of her relationships with them. While she had always known the psychological benefits of gratitude, prioritizing it in her center produced tangible results she had never expected. Her staff has appreciated getting noticed and are more willing to open up to her. This has not only improved the overall quality of their relationships, but has also made it easier for Ashriel to have difficult conversations when the need arises.

Between Ashriel's individual mindset work and investing in the growth of her team, she now trusts in her team's ability to manage their own responsibilities. This has both empowered them and freed up time in Ashriel's schedule. As a result, she no longer stays at the school past close and even stays home in the morning to conduct coaching calls instead of going into her office. She also has more time to focus on the tasks unique to her role as the owner—like systems and processes, developing a strong team, and building a legacy for her center.

By learning to take accountability, regulate her emotions, and believe in herself, Ashriel is a more confident and resilient leader. She's experienced such a significant transformation that everyone in her life has seen a shift in her demeanor. Whether it's her husband noting a difference in her ability to stay present at home—or her accountant noticing a change in how she carries herself—it's clear that Ashriel isn't the same person she was when she first entered Owner's HQ.

With her newfound conviction in her ability to lead, Ashriel is excited for the future. She wants to continue improving processes and systems, deepening relationships with her team, and creating a healthier learning environment for the children at her center. She now understands that every step forward is progress, and she truly believes that the work she does every day is something to be proud of.

“I feel different. I feel like a leader. I feel like someone who is supposed to be there—who's going towards something—and I'm not in it alone.”



SCHOOLS OF EXCELLENCE

**Get resources and support,
take action, and make a
positive impact on
your center.**

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