

case study | Ysgol Ty Coch Special School

Background

David Jenkins was appointed his first headship as Head of Ysgol Ty Coch, a school catering for children with severe learning difficulties and those with Autistic Spectrum Disorders, in the spring term of 2014-2015.

Naturally, David wanted to hit the ground running with the staff and start both the role and academic year with a bang. He set two INSET days for early January, giving himself a fighting chance of familiarising himself with the school.

The Solution

The first step on the path to personal and team development requires a firm understanding of self – strengths, weaknesses, communication style, expectations and needs – and of the difference between self and others. Only with this knowledge can one learn to play to one's own and others' strengths and build effective, responsible and respectful working relationships.

Steve Lloyd, one of the team of facilitators at The Colour Works, was called in to join over 100 staff members, including Teaching Assistants, cleaners, cooks, admin, caretakers and teachers, for a day's experiential workshop.

Client needs

“To gain a collective understanding of the staff as individuals as well as a team”
“To establish a set of core values that resonated with the whole team”
“To discover, as a Headteacher new to the school, what's working and what isn't”

Whole Team Workshop

The commissioned workshop would:

- Inject the staff with a new sense of purpose and self-worth
- Improve interpersonal relationships and people management techniques
- Discover individual values and principles alongside a collective vision
- Aid David in engaging with and getting to know his staff

All staff were introduced to the colourful Insights Discovery model of behaviours in the morning. Having previously completed the 20-minute online evaluator, each delegate was also given their own unique Discovery profile.

Staff immediately began to realise and reflect upon themselves, and everyone's eyes were officially opened to how different we all are and how, in order to ensure we get the best from each other, we may have to adapt our style to better meet their needs.

“Steve had everyone hooked approx. 3 minutes in! The theory caught everyone's attention immediately.”

When he applied the practical activities and an explanation of the colour model, the room became so loud with laughter, professional discussion and the occasional high pitch scream that I knew the results would be powerful.”

The afternoon saw a range of highly engaging and practical activities used to ascertain individual values and principles, which were found to be remarkably similar across the board. All contributions were valued and a feel-good factor reigned.

The Senior Leadership Team then worked with Steve to pull these themes into a collective and shared set of core principles and values which resonated with every individual member of staff.

The Results

David and his team of staff coined their shared values as 'Our RECIPE for Excellence' which supported their already established mission statement of 'learning together'. Underpinning this recipe was an acknowledgement by all the staff that TEAMWORK is so important, and a commitment to working better together with this knowledge safely bedded in.



Testimonials

“It sounds so simple, but the effect has been profound. Thank you Steve and The Colour Works!”

“The contents and approach of the colour model resonated loudly with me on a personal level and continues to shape my leadership practice and conduct 8 years later.”

*David Jenkins
Headteacher
Ysgol Ty Coch Special School*

The Colour Works International
Peartree Business Centre Cobham
Road, Ferndown
BH21 7PT
office@thecolourworks.com
Tel 0345 045 0933