



# C-me helps to build effective leadership within Schools



"I firmly believe that to be effective leaders, we need to know ourselves and understand the strengths and weaknesses of those we lead. Working with C-me has given us a language to use that is clear and simple. Their staff are friendly and fun, as well as professional and perceptive. I would highly recommend using them'. – Julian Dutnall, Headteacher, Frances Bardsley Academy for Girls.



## ABOUT

The Frances Bardsley Academy for Girls is part of the LIFE Education Trust.

As a successful school on the outskirts of London, we are fortunate to serve a diverse community. The Academy is recognised as a 'Good' school, with Outstanding features. We have a dedicated team of staff who strive to ensure the best possible education for those in our care. We believe in tradition, community, achievement, and innovation.

As part of our staff's Continual Professional Development programme, we evaluate our own strengths and areas for development in order to support staff while improving their awareness of both themselves and others.

We felt that a better understanding of the way we operate as individuals would be conducive to a more effective team of staff.

## THE CHALLENGE

Initially, as a newly constructed Senior Leadership Team we were confident that C-me would be able to provide us with a bespoke training session which would allow us to look at how we operate. We first established a need to identify how we operate as individuals, and the initial questionnaire allowed staff to reflect on their own approaches to work. Following this we were keen to complete a training session, to identify how we operate as a team.



## THE SOLUTION

In order to give sufficient time to the programme, we were able to book a 2-hour session with the professionals at C-me who were able to deliver activities which enabled the leadership team to develop a detailed understanding of how the programme works.

Immediately we were able to engage with the ideas and recognise the rationale. This was enlightening for all of the leadership team, with a few surprises and some interesting discussions, facilitated brilliantly by the C-me team. We were particularly impressed by the way the session was delivered and the way our facilitators responded to questions. Immediately, we knew that this sort of training would be invaluable for our middle leaders.



We were impressed by the quality of communication, the clarity of the programme, and the way the 'colour wheel' enabled us to ascertain the profile of our team.



### WHY C-ME?

Having researched a number of alternatives, after speaking with the team at C-me we were confident that their knowledge of our type of institution would be most suitable for us. We were impressed by the quality of communication, the clarity of the programme and the way the 'colour wheel' enabled us to ascertain the profile of our team. Middle Leaders have already requested that we make this CPD a priority for their teams.

### RESULTS / BENEFITS

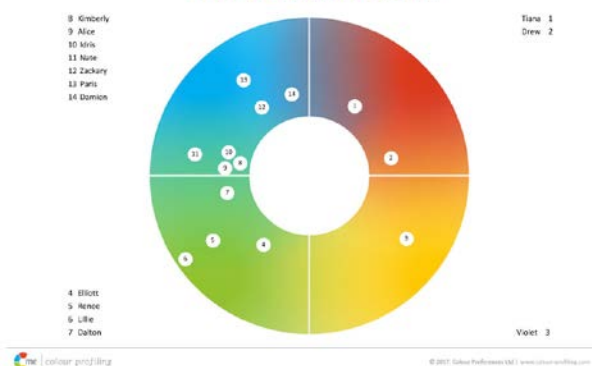
Staff are now much more aware of how to communicate with each other, and this has led to better conversations between colleagues.



### FUTURE PLANS

We know that C-me has been received positively by our staff. With this in mind, we are going to incorporate this training into the whole school CPD programme to allow staff the excellent opportunity to develop their knowledge of themselves and of others.

SAMPLE TEAM WHEEL



"For our middle leaders, the experience was an invaluable opportunity for self-reflection. The vast majority of the team have commented on the positive way it has helped them manage communications with others."

"We were so happy with some of the activities we ensured that all staff were subsequently made aware of how colleagues preferred to communicate; for many, this has led to increased productivity in meetings and more fruitful relationships between Middle Leaders."