

# CAUDWELL YOUTH CASE STUDY

Caudwell Youth supports at-risk young people, aged 11 - 24. The charity was co-founded in October 2022 by 4 senior charity leaders and philanthropist John Caudwell.



## AT A GLANCE

### Challenges

- New Charity and Leadership Team
- Unaware of communication and working preferences
- Unaware of strength and stretch areas

### Benefits

- Understanding of individual preferences
- Awareness of team dynamics
- Increased team effectiveness
- Plans to maximise strengths and minimise weaknesses



*By communicating what we do and don't need from our relationship - using the language of colour - it enabled an open conversation between two of the SLT - where each other's approach to a task conflicted with what the other needed. We have established a way of working that now works for both.*

### **Karen Ironside**

Partnerships Director

## OBJECTIVES

The newly formed senior leadership team wanted to ensure that they were set up for success from the start - working effectively together. Whilst they are experienced charity professionals, they recognised that by improving their effectiveness they would maximise their ability to impact the young people they support.

## SOLUTIONS

Provide the Senior Leadership team with awareness of their strengths and working preferences using Clarity4D. Not only fostering greater team effectiveness now, but equipping them with knowledge of how they could develop even further - helping them drive forward their vision for the future.

## BENEFITS

### Benefits One

Gained insight into their own and others' preferences for gathering information, decision making and in response to situations.

### Benefits Two

Awareness of where they may need to contract/expand their strengths, would benefit from collaborating with others, or be mindful of the need to view situations from a different preferences to their own.

### Benefits Three

Now recognise and talk through potential points of conflict using the language of colour, taking conflict out of the conversation

### Benefits Four

Based on the team profile - identified strengths, weaknesses, opportunities and threats for the charity and actions to address them.

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