Clarity4D

Harrison Spinks
The True Bedmakers

Success stories

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The Need

To develop leadership capability across two cohorts totalling 20 colleagues drawn from different functions within Harrison Spinks.

The programme was designed to move from Leading Self to Leading Others and then into high-performance team leadership, conflict management, change, motivation, coaching and applied business improvement. A key requirement was for participants to understand their own behavioural preferences, adapt their communication and leadership approach, and apply learning back in the workplace between events.

The Solution

Clarity4D was embedded throughout the High Performance Teams journey rather than used as a one-off profile.

Event 1 introduced the Leadership Profile, colour preferences, learning styles, introvert/extravert preferences, complementary styles and adaptive communication.

HIGH PERFORMANCE TEAMS



Why Clarity4D?

Clarity4D provided the behavioural foundation for the programme.

Each participant received a personalised Leadership Profile, helping them explore self-awareness, leadership strengths, hidden potential, colour in leadership behaviours, motivation and how to adapt communication for different behavioural preferences.

The programme reinforced that the colours describe behaviour rather than define people, that differences should be valued, and that leaders can consciously 'Dial Up' or 'Dial Down' behaviours to meet the needs of different people and situations.

Event 2 connected colour preference to performance reviews, coaching, feedback and situational leadership.

Event 3 revisited 2D: DISCUSS, 3D: DIVERSIFY/Hidden Potential, colour in leadership behaviours and colour motivation alongside conflict management.

Line Managers were encouraged to discuss colleagues' profiles, strengths and hidden potential and to support pre- and post-event applied learning. Participants then applied Clarity4D within their Legacy Projects, stakeholder communication and team leadership.

Programme designed & facilitated by Sue Reed,
R&S Reed Consultants Ltd – Licensed Clarity4D Practitioner.

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The outcome

The evidence shows Clarity4D being used to improve communication, team dynamics, stakeholder engagement and leadership behaviour. Participants used colour preferences to tailor communication, inform team composition, support performance conversations and understand what motivates different people. One participant used Clarity4D when forming team cells and reported improved communication and collective working. Another used stakeholder colour preferences to tailor the level and style of communication during a digitalisation and reorganisation project. This supported the wider programme philosophy of moving from understanding self to adapting leadership behaviour and building high-performing teams.

Programme summary

High Performance Teams ran across two cohorts and progressed through seven key stages: Leading Self, Leading Others, Managing Conflict, Team Dynamics, Task/Change Management, Motivation & Coaching, and a final Business Improvement Legacy Project. Clarity4D provided a consistent behavioural language across this journey. Participants were encouraged to move from self-awareness into conscious adaptation – understanding how they show up, recognising strengths and hidden potential, tailoring communication, motivating different people and choosing when to Dial Up or Dial Down behaviours. The final Legacy Projects demonstrated the transfer of programme learning into real Harrison Spinks business challenges.

Evidenced outcomes include:

- **A 55% uplift in employee sign-up to a health benefit** in one month (from 106 to 164 employees)
- A digitalisation project reporting **more than 13 hours of manual work saved per week**, approximately **£900 per month in energy savings**; and an operational improvement project reporting **substantial productivity gains** from reduced cloth and wire changeover times and team/cell working.

The case-study evidence also includes improved communication, collaboration and internal relationships observed by participants and Senior Leadership.

> One participant said the programme improved decision-making and communication and helped them use the right colour behaviours for different situations, including dialling behaviours up/down.
>
> Another participant used individual Clarity4D characteristics when forming operational team cells and reported that team members communicated and worked together rather than individually.
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> Senior Leadership observed behavioural change, commenting to one participant: "Your communication style and approach have dramatically changed. Using Clarity4D, you've recognised your strengths and identified areas where your internal relationships needed to be improved."

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