

See your culture clearly.
Shape it deliberately.



VITAL★SIGNS

As a Principal or CEO, you're under pressure to do more with less: maximising staff impact, mobilising teams for innovation, and continually improving the student experience.

Vital Signs is a people-centred, evidence-informed approach that helps you meet these challenges by strengthening your college's culture, ensuring staff feel valued, engaged, and aligned with your values.



When your staff thrive in an open and supportive environment, they can collaborate and innovate more effectively, leading to better outcomes for both students and staff. The results are tangible: higher staff engagement, stronger alignment with organisational values, and measurable gains in student achievement and staff well-being.

This is where **Vital Signs** comes in. It tells you what your culture is like, the strengths it has to build on and the weaknesses to improve. It focuses on three key areas of your culture:



Relationships – the blood pressure of an organisation: How effective communication is and how much trust there is among staff. Strong relationships create a feeling of psychological safety, which is really important for a productive workplace.



Values – the temperature of an organisation: How well the values of your staff match the values of your organisation. When they don't match enough, neither they, or your organisation can truly succeed.



Performance – the pulse of an organisation: How your goals as an organisation fit with your values and relationships. If your goals do not complement these, your staff will not be motivated to work towards them.



Consult – we start by agreeing the delivery of Vital Signs in your organisation, including how the workshops run and the staff who will be involved.



Assess and analyse – we use the workshops to collect quantitative and qualitative data from frontline staff, middle leaders, and senior leaders. The quantitative data is converted into tables and charts, evidencing what your culture is like, while the qualitative data is analysed to identify key themes behind what this data tells us.



Report – our analysis is presented in a clear and concise report for you, including practical recommendations for addressing the issues identified and support for you to take the next steps.

Evaluate – we support you to check on progress, to confirm the impact of the work we do with you, and, if required, repeat the Vital Signs process to assess this.



The Vital Signs approach is underpinned by two key principles: *collaboration* and *flexibility*. Our team works closely with you to understand your organisation to develop Vital Signs to suit your context, adapting the delivery to meet your needs. It can be delivered as a one-off exercise or repeated over time, depending on what works best for you.



Vital Signs is delivered by a team of two experienced consultants, Dom Harrex and Paul Wakeling. They have a combined 50 years of experience working in education, with schools, colleges and independent providers as both senior leaders and independent consultants.



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