

# Wellbeing – yours and theirs. Ideas and insights to support wellbeing across your organisation.



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and Executive Leadership Coach  
[@julierees100](#)

# Values-based Organisations

## At the heart of building a positive culture



# Part 1



*What is a Values-Based Organisation?*

*What is the process for implementing VbE?*

# Seven elements of VbE



- *Authentic **modelling** by adults of positive values*
- *Developing an ‘**inner curriculum**’ of thoughts, feelings and emotions*
- *Ongoing **reflective** practice*
- *The creation of the Values-based Education **atmosphere***
- *Building the Values-based Education **curriculum***
- *Developing quality **leadership***
- *The development of an **ethical** vocabulary*

# Be Determined-Some stories



# UCW 1986 (WCHE)



@julierees100

What is the purpose?



**“I touch the future...I teach.”**

**Christa McCauliffe**

# My Mantra



*I am passionate about maximising people's strengths to pull together a strong team.*

*I am nourished when there is transparency in relationships, where challenge and support are equally valued and trust ensues.*

*Through listening to my instincts, I will take risks if I believe it is to the benefit of those around me.*

*At the start of each day, I remind myself to be kind to self and others.*



Values that drive my mantra



Passion

Trust

Kindness

# Ledbury Primary School

## *Determined to Succeed*



# LPS Vision Statement (What we do at LPS)

## *Determined to Succeed*

### Mission Statement

(How we will get there)

*At Ledbury Primary School we will all:*

- *Achieve our best*
- *Love life and learning*
- *Be confident and happy*
- *Show respect, responsibility and resilience*

# **LPS Values as part of our Belonging, Being and Becoming Curriculum**

September	<b>Be determined</b>
October	<b>Be resilient</b>
November	<b>Be peaceful</b>
December	<b>Be caring</b>
January	<b>Be wise</b>
February	<b>Be kind</b>
March	<b>Be humble</b>
April	<b>Be honest</b>
May	<b>Be positive</b>
June	<b>Be understanding</b>
July	<b>Be curious</b>



**HOW DOES YOUR ORGANISATION  
CURRENTLY IMPART VALUES TO  
EVERYONE?**

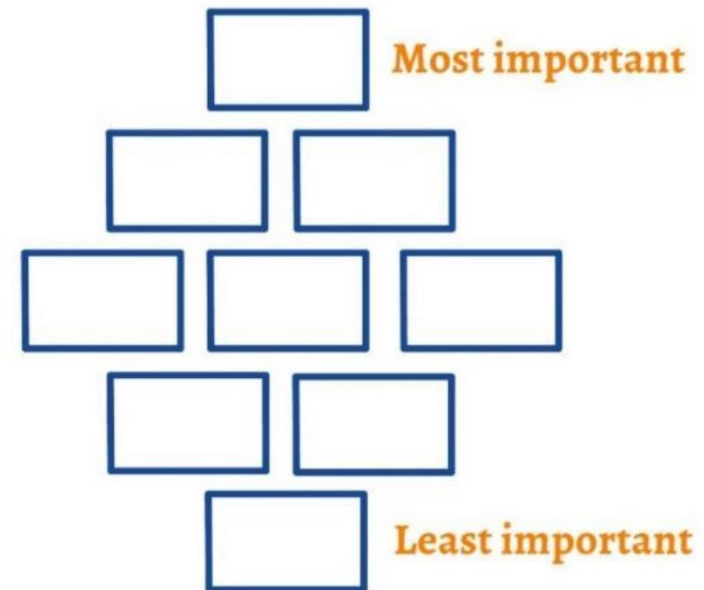
**WHAT ARE THESE VALUES?  
ARE THEY SHARED IMPLICITLY OR  
EXPLICITLY?**

**WHAT ARE  
STUDENTS/STAFF/CUSTOMERS/  
THINKING AND FEELING?**

# Reflection: What are your non-negotiable values?



Acceptance	Empathy	Industrious	Respect
Accuracy	Environment	Inner Peace	Responsibility
Achievement	Excitement	Intimacy	Risk
Activity	Faithfulness	Justice	Romance
Adventure	Family	Knowledge	Safety
Attractiveness	Fame	Leisure	Self-Acceptance
Authenticity	Fitness	Loved	Self-Control
Authority	Flexibility	Loving	Self-Determination
Autonomy	Forgiveness	Mastery	Self-Esteem
Beauty	Freedom of Action	Mindfulness	Self-Knowledge
Caring	Friendship	Moderation	Service
Challenge	Fun	Monogamy	Sexuality
Change	Generosity	Non-conformity	Simplicity
Comfort	Growth	Nurtured	Solitude
Commitment	Health (mental)	Nurturing	Spirituality
Compassion	Health (physical)	Openness	Stability
Contribution	Helpfulness	Order	Success
Collaboration	Hospitality	Passion	Tolerance
Connection	Honesty	Pleasure	Tradition
Courtesy	Hope	Popularity	Trusting
Creativity	Humility	Power	Trusted
Dependability	Humour	Purpose	Virtue
Dignity	Included	Quiet	Wealth
Diversity	Including	Rationality	World Peace
Duty	Independence	Realism	



# Positive and Negative



- What Respect looks like

- What Respect doesn't look like

# Part 2



## *Authentic modelling by adults of positive values*



## *Developing quality leadership*



# Reflection: How determined are you to build a team?



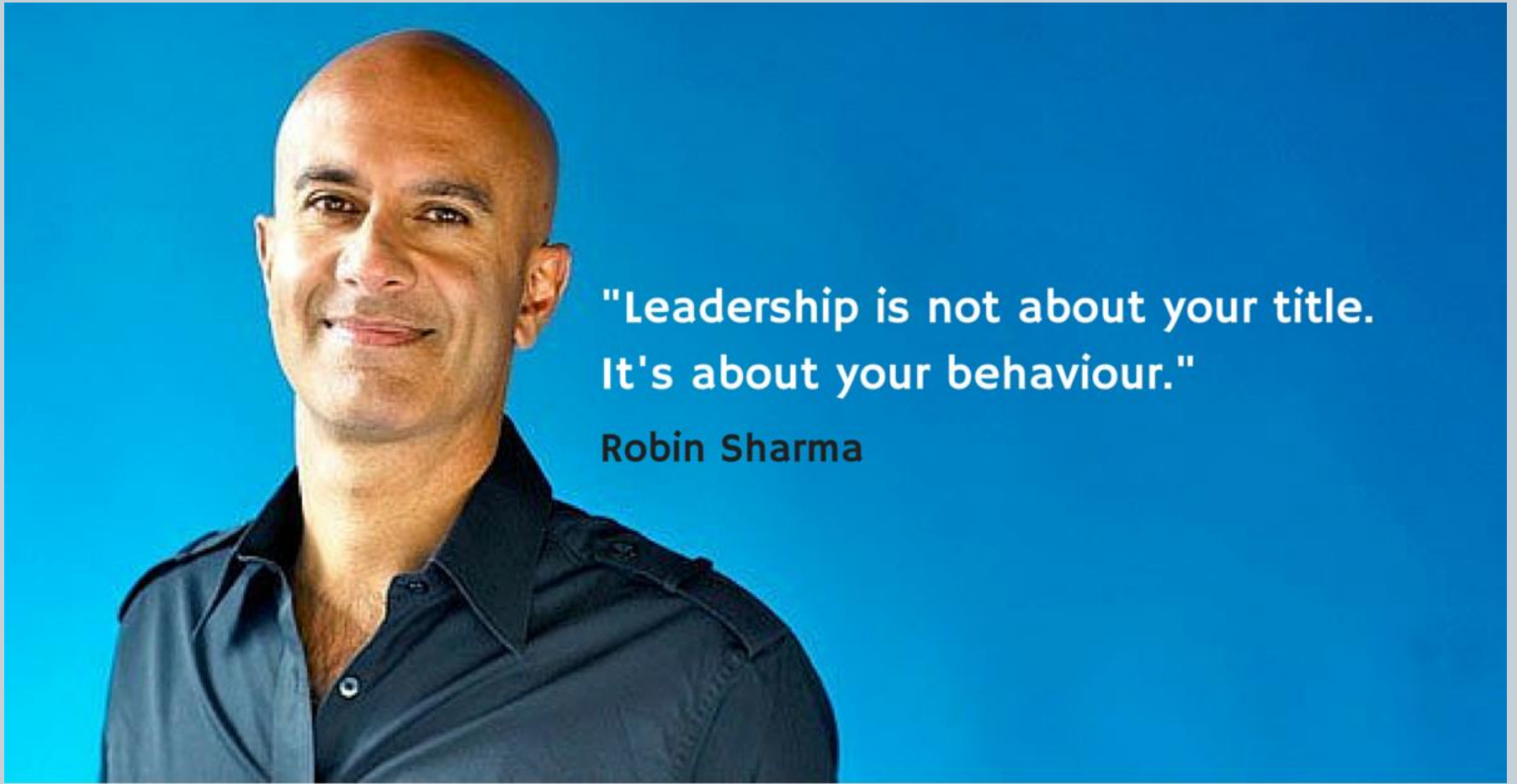
## LENCIONI: 5 (DIS)FUNCTIONS OF A TEAM



# Be a Resilient Leader



# Be a leader, lead without title





# Best in the World



# Being a Good Role Model



I'm  
okay

You're  
okay

I'm not  
okay

You're  
not okay

# Be Understanding



*Logical and analytical*  
*Enjoys problem solving*  
*Needs time for reflection*  
*Realistic*  
*Sorts out the details*  
*Strong sense of duty*  
*Structured and disciplined*

*Bold and determined*  
*Confident and optimistic*  
*Enjoys stretching goals*  
*Leads from the front*  
*Sets a winning mentality*  
*Thinks big*  
*Direct and to the point*

*Conscientious*  
*Genuine concern for colleagues*  
*Avoids conflict*  
*Involves others in decisions*  
*Respects others values*  
*Supportive and loyal*  
*Works for democratic solution*

*Free spirited*  
*Friendly and optimistic*  
*Generous and open-minded*  
*Inspirational and visionary*  
*Looks on the bright side*  
*Positive outlook*  
*Spontaneous and imaginative*

‘Always be kinder than necessary’-J.M. Barrie



Be Kind



# Part 3



*Developing an ‘**inner curriculum**’ of thoughts, feelings and emotions, affecting behaviour*

*The development of an **ethical** vocabulary*



# The Magic Triangle



This is NOT  
my responsibility

This IS my  
responsibility

My words, my behaviour,  
my actions, my efforts, my  
mistakes, my ideas & the  
consequences of my  
actions

Other  
people's  
words

Other  
people's  
ideas

Other  
people's  
mistakes

Other  
people's  
opinions

Other  
people's  
beliefs

Other  
people's  
actions

The consequences of  
other people's actions





When we use the words ‘thank you’ as a request, we are modelling our expectations whilst remaining within the VbE framework.



**“Can you pass me the ball, thank you?”**





# Develop your vocabulary



Read the words below and, as you do so, think about how you feel:

- *Having an intense argument with someone*
- *Losing your temper*
- *Making a complete fool of yourself*
- *A car accident*
- *Failing your most important exam*
- *Watching a husband and wife shout at each other*
- *Having dinner at an outstanding restaurant with your favourite person*
- *Winning £10 million in the National Lottery*
- *Enjoying a three-week Caribbean holiday*
- *Kissing the person you love most*
- *Climbing to the top of Mount Everest*
- *Skydiving*



# Part 4



*Building the Values-based  
Education **curriculum***

*Ongoing **reflective** practice*



# **Ledbury Primary School**

## **Belonging, Being and Becoming**

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Our curriculum revolves around the coherent cycle of learning from the past, living in the present and looking to the future.

This means that our children have a deep and connected knowledge and understanding of where they came from, who they are and what they might become.

Underpinning this is the concept of belonging, being and becoming: belonging to the rich heritage of the world; being a positive member of the community and becoming skilled citizens who will shape a hopeful, compassionate, thriving future for themselves and others.

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We bring the  
curriculum  
alive for the  
children to  
thrive.

 **REC** @REC\_LPS • Jun 23

There was a lot of happiness and joy in the mud pit this week! Experimenting with water to make the dry mud thick and gloopy reached a whole new level! @RRP\_LPS #LPSeysf @LPSScience





# What are the Values-based pillars in your organisation?



**LPS...**

**CREDIBILITY**

**CREATIVITY**

**COHERENCE**

**COMPASSION**

**COMMUNITY**

# Making values explicit in everything we do



6CU @6CU\_LPS · Sep 12

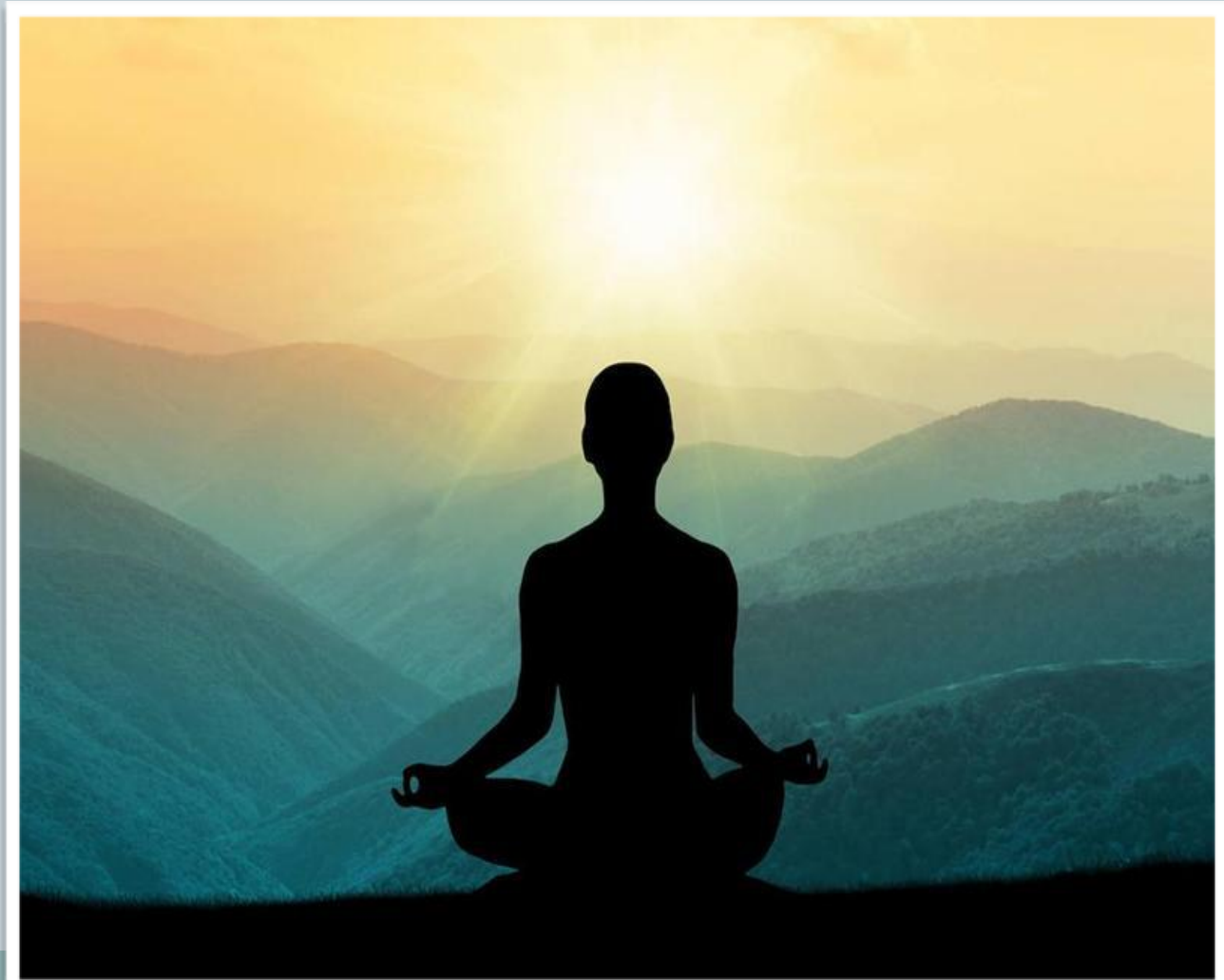
Our visit from Bart Gee was inspirational today. We thought he showed amazing resilience, determination and positivity to have accomplished so much. [#LPSvalues](#) [@bartgee4](#)





# Mind Full, or Mindful?

# Reflect and Rebalance



# Part 5



## *The creation of the Values-based Education atmosphere*

# Student voice



**HEAR MY VOICE**

# How do you embed listening?





# Be aware-Environment







# AWARENESS





AWARENESS





**WHAT ARE MY TAKEAWAYS FROM TODAY'S FOCUS  
ON VBE?**

**IDENTIFY THREE KEY WORDS WHICH SUM UP THE  
VALUES IN YOUR ORGANISATION. HOW WOULD  
PEOPLE KNOW THESE ARE THE VALUES YOU  
PROMOTE?**

**WHAT CHANGES DO WE NEED TO MAKE IN OUR  
ENVIRONMENT THAT REFLECTS OUR EXPECTATIONS  
AND OUR VALUES-BASED ETHOS?**

**HOW CAN WE ENSURE CONSISTENCY IN OUR  
ACTIONS AS ROLE MODELS FOR THOSE WE SERVE?**

# Be Wise



"Do you have any wisdom  
for today?" asked the boy

"Yes," said the mole,  
"What is it?"

"Don't put off till tomorrow..."



"...the cake you could eat today."

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# Be healthy and happy

