

Grass Roots

LEARNING FOR A LEARNING ORGANISATION

valueU



The Learning and Development team at Grass Roots were extremely busy and were growing apart rather than together.

Objective: Enable the team to re-connect through better understanding of each other and renewed purpose

True Colors: There are many different psychometric tools that are used in team building situations and this L&D team had seen most of them. What they needed was something robust and credible but at the same time fun and new to them. True Colors is based on the Myers Briggs inventory but is done in real time and enables individuals to find and explore different preferences in a fun and engaging way.

Making it real: Once individuals had sorted themselves by preference, they explored what it was like working with others who shared their preference and with those that had very different profiles. To do this they had chosen a local charity to help out. The head of the charity came to see them and gave them a brief for a local youth community project. The teams came together to provide various solutions to the brief at the same time as they explored and learned how to work best together appreciating both similarities and differences in their styles.

Outcome: Huge fun and a better understanding of how to best work together.

“Sonia took on a challenge to do learning and development work for a group of learning and development professionals. This was a tough challenge! The outcome was very good and the team bonded well, used the learning productively and enjoyed themselves. Many of Sonia's terms became part of our team language.” – Richard Leech, (then head of learning Grass Roots)