



Roll up your sleeves!

Written by Alan Pearson

How important is it to have vision and values? Well used words – I know. How you want it to be, how you want it to work, what you believe in. How important is it to have vision and values established and conveyed by all? All stakeholders + Agreed values = Success.

I have visited many places of worship, magnificent buildings covering a spectacular array of design, importance and faith. I have often seen people in these places, full of pride spending time cleaning, helping and beaming to be connected to the particular place or building they are in. They are connected, together, belonging.



I have seen people litter picking and sweeping gutters in their local community and others say, “It’s not my job.” There will always be a debate. But the ones that do, these folks have so much respect for these places!

Like buildings of worship I have also been fortunate to visit many buildings of learning such as schools, colleges and universities. In more recent times, I have seen universities improve in size and refurbished to a splendid standard.

Sadly, not all schools for many reasons have been able to oversee improvements that are much needed or liked, having to use tight budgets to do the bare minimum to satisfy Health and safety audits. However, although budgets are tight, I have seen magic happen in certain schools!

I have been very fortunate in recent years to have staff, including a well-established caretaker, who have shared vision and values for their building and site. This is so important. Full of respect and pride, wanting the school to look the best it can be and being proactive and looking to make improvements. They feel part of the team, together and where they belong. When this happens, leaders and carers of an organisation, sharing the same vision and values, wanting the same things, then outcomes can be wonderful! Sometimes this can be easier if you have the budget to make a change or changes, such as new carpets or new paint. But what if you haven’t?

I have witnessed fund raising, donations, volunteers and staff who have given so much goodwill, it really makes a difference. Will of the people. Children litter picking, staff painting a unit in their own time after school and transforming an area in their learning environment with dramatic effect! Adding that sparkle. Where a head teacher leads the initiative – such as litter picking or a DIY job in a school where permitted, validating the values can be extremely powerful!

One hot summer, not too long ago, early one morning I was watering the plants at the front of the school. A parent said to me, “You need to get someone to do that.” My reply was, “I like doing it.” I like to give stakeholders the tour of my school. Why? Because I’m proud of it!

Let’s be real, we all need to pay the bills, the mortgage, the car, the list seems to be endless, growing, and more expensive! But, a place where you are happy to drive to, work at, belong to, be proud of, a second home, in my opinion, is so benefitting and positive.

So, go on – roll your sleeves up and wear that peacock suit!