Leading with strengths

Creating change across the whole system

Independent research from Cardiff Metropolitan University found that TaAF's strengths-based leadership programme, which TaAF co-designed and delivered alongside partners Miova, has helped leaders become more confident, collaborative and effective.

The findings provide strong evidence for strengths-based leadership as a driver of long-term systems change. Below are some of the impacts participants reported across different layers of the system:

Individual

Building self-awareness, confidence and the ability to lead.

> "I've influenced change through personal reflection and self awareness. By understanding my strengths, how I work, and how I'm perceived by others, I've been able to adjust my approach, make it more considered."

Social environment

Creating stronger relationships, collaboration and supportive networks.

> "I've helped create more supportive and inclusive group settings for physical activity by recognising people's strengths. This has encouraged peer support, shared leadership and stronger social connections, making groups more welcoming and helping people stay engaged for longer."

Organisations

Changing how organisations work, make decisions and embed physical activity.

> "The programme helped me lead a shift in how my organisation sees its role, from delivering services to helping improve community wellbeing through physical activity. That strengths-based thinking has shaped our strategy and created a more collaborative, human-centred approach."

Physical environment

Adapting places and spaces to be more accessible, inclusive and welcoming.

> "It has helped me progress conversations across health and leisure partners about shared spaces and joint working. As a result, we've established collaborative groups to explore co-location and more integrated ways of delivering services."

Policy and rules

Influencing policy and process to create the conditions for change.

> "Clifton Strengths has helped to influence change with health colleagues, to the extent that they have been influenced to include physical activity in their plans for the next 12 months."

Cultural norms and ideologies

Shifting mindsets, narratives and the culture that shapes our beliefs.

> "I have begun to influence a change in narrative around behaviour change and that the choice to be physically active goes beyond "wanting to". We're taking a more holistic, person-centred approach, and that change in thinking is beginning to influence how we work. There is a lot still to do here... but the conversation is shifting."

The more participants engaged with the programme, the greater the impact they experienced - creating a strong foundation for long term system change.

Read the full report here

