

One Team. One Bowl.TM

TEAM MEETING

CBM's Got You Covered

You care about your team getting this right. That's why you're here. This done for you session takes the guesswork out of how to start the colour conversation without it feeling heavy or personal. Run it as is, or make it yours, and let it land.

The Session Breakdown

Objective

FOR ENERGY

OPENING

The Jellybean Game

ACTIVITY

Colour Debrief

DISCUSSION

The Pledge

CLOSE

1 Opening the Session

Materials:	See list below
Prep Time:	None
Time:	10 minutes

- Five colours of jellybeans (or coloured tokens): purple, yellow, green, red and light blue
- One shared bowl per group (or one big one for the whole salon)
- Printed handout
- Whiteboard or flip chart
- Shared Jelly Bean Key (see below)

How to run:

"Before we start, I want to be really clear about something."

"This session isn't about watching you more closely or making your job harder. It's about making your day easier."

"Colour stress doesn't come from lack of skill. It comes from rushing, guessing, remixes, awkward money moments and feeling like you're carrying too much in the chair."

"When colour is overmixed, undercharged or poorly supported, the pressure lands on you first. Not on the spreadsheet. Not on the shelf, on what you need when you need it behind the chair."

"Think of the colour bar like one shared bowl. Every gram, every minute, every decision either supports your day or makes it harder."

"Our goal is simple: consistent services, clearer pricing, better flow and fewer 'just get through it' moments."

OBJECTIVE

Aligns the team on shared colour responsibility before the activity begins.

RECOMMENDED FOR

Any team meeting focused on colour costs and profitability.

2 The Jellybean Game

Materials:	Jellybeans or coloured tokens. One shared bowl.
Prep Time:	None
Time:	30 minutes

- Five colours of jellybeans (or coloured tokens): purple, yellow, green, red and light blue
- One shared bowl per group (or one big one for the whole salon)
- Printed handout
- Whiteboard or flip chart
- Shared Jelly Bean Key (see below)

How to run:

- 1 Divide the team into two teams (or work as a salon/individuals). Give each team a shared bowl and a variety of jelly beans.
- 2 *Optional:* Assign everyone a role card: stylist, colour assistant/apprentice, receptionist, social media, salon manager.
- 3 Give each team (person) an equal amount of jelly beans.
- 4 Share the code for the jellybeans:
 🍆 Time 🟡 Revenue 🟢 Labour ❤️ Overheads 🧠 Profit
- 5 "You'll make decisions as a team. Each action either earns or costs beans for the whole salon bowl."
- 6 Ask them to add two of each colour to the bowl to start, a total of 12 jellybeans.

The goal: to keep the bowl full together. Count how many beans are left in the shared bowl. Emphasise collective responsibility.

OBJECTIVE

Gets the team thinking about colour as a shared resource, not an individual one.

RECOMMENDED FOR

Full team colour meetings

3

Jellybean Key



Colour Time

Mixing time, processing delays, remixes, over-processing
Every extra minute costs the bowl. Rushing and waiting too long both spill from the same place.



Colour Revenue

Service pricing, toners charged, extras quoted correctly
When toners and extras aren't charged, revenue leaks straight through every single service.



Colour Labour

Bowl prep, clean-down, support speed, double handling
Labour waste happens before, during and after the bowl is mixed.
Every role plays a part.



Colour Overheads

Stock on shelf, expired tubes, over-ordering, wastage
Dead stock and over-ordered product quietly drain the colour budget every week without anyone noticing.



Colour Profit

What's left after colour is paid for correctly
Profit is what remains when every other pillar is managed well.
It's the result, not the accident.

OBJECTIVE

Gives every role a shared language for the game and beyond.

KEEP THIS PAGE VISIBLE

Refer back throughout the session



COLOUR SCENARIO

Overmixed Bowl

Stylist mixes 'just in case', leftover tipped down the sink.

LOSES FROM THE BOWL:



1 x Overheads

Product wasted. Cost absorbed with no return.



1 x Profit

What was tipped was already paid for. That margin is gone.

THE FIX

Assistant preps accurately next time.

GAINS BACK INTO THE BOWL:



1 x Labour

Accurate prep saves time, product and the stylist's headspace.

ask the team

"How often does this happen in a week? What does that actually cost us across a month?"

OBJECTIVE

Shows how small habits create consistent, invisible losses.

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Setting the energy, colour cost awareness

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COLOUR SCENARIO

Free Toner Habit

Toner added at the basin without being charged. Feels like a kind gesture. Costs every time.

LOSES FROM THE BOWL:



1 x Revenue

service was performed and not charged. That gap adds up fast.



1 x Profit

Product used and time spent with nothing recovered.

THE FIX

Reception clarifies pricing at checkout. The conversation happens before the service, not after.

GAINS BACK INTO THE BOWL:



1 x Labour

Accurate prep saves time, product and the stylist's headspace.



1 x Profit

Margin protected. The bowl stays full.

ask the team

"Who in this room has added a toner without charging for it? What stopped the conversation from happening?"

OBJECTIVE

Shows that generosity without a system costs the whole team, not just the salon.

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Reception and stylist alignment.



COLOUR SCENARIO

Remix Due to Timing

Colour left on too long or taken off too soon. A remix is needed. The client waits. The next client is affected too.

LOSES FROM THE BOWL:



1 x Time

The remix eats into the next booking. The day starts to run behind.



1 x Overheads

More product used on a result that should have been right the first time.

THE FIX

Clear handover improves timing for the next client. Every role knows when colour goes on and when it needs to come off.

GAINS BACK INTO THE BOWL:



1 x Time

Timing held. The day flows. No one is chasing their tail.

ask the team

"Who is responsible for watching the clock on a colour? Is that clear to everyone in this room right now?"

OBJECTIVE

Shows that timing is a team responsibility, not just the stylist's.

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Stylist and assistant alignment



COLOUR SCENARIO

Assistant Efficiency

Assistant pre-weighs bowls and labels clearly before the stylist needs them. This is the habit that protects everything.

LOSES FROM THE BOWL:



Nothing lost. This is the ideal habit.

WHY THIS WORKS

Accurate prep saves product, protects the stylist's focus and keeps the bowl full without anyone having to chase anything.

GAINS BACK INTO THE BOWL:



1 x Labour

Support done well means less double handling and less stress behind the chair.



1 x Time

The stylist steps to the bowl and it's ready. No pause. No interruption to the client experience.

ask the team

"What would it feel like if this was the standard every single day? What would need to change to make that happen?"

OBJECTIVE

Shows that generosity without a system costs the whole team, not just the salon.

KEEP THIS PAGE VISIBLE

Reception and stylist alignment.

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COLOUR SCENARIO

Stock on Shelf

Expired colour found during stocktake. It was paid for, never used and now it's bin-bound. Nobody noticed until now.

LOSES FROM THE BOWL:



1 x Profit

Dead stock is money that left the business and never came back.



1 x Overheads

The cost was absorbed the moment it was ordered. Expiring it means the bowl got nothing back

THE FIX

Team rotates stock properly. First in, first out. A five-minute shelf check each week catches what a stocktake finds too late.

GAINS BACK INTO THE BOWL:



1 x Time

Stock rotated means product gets used. The overhead becomes a service, not a bin liner.

ask the team

"When did we last check the shelf dates? Whose job is that right now?"

OBJECTIVE

Shows that timing is a team responsibility, not just the stylist's.

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Stylist and assistant alignment



COLOUR SCENARIO

Accurate Mixing

*Stylist measures instead of eyeballing. The bowl is mixed to formula.
Nothing extra. Nothing wasted. The result is consistent.*

LOSES FROM THE BOWL:



Nothing lost. This is the ideal habit.

WHY THIS WORKS

Measuring is not about distrust. It's about consistency. The same result every time means the client comes back every time.

GAINS BACK INTO THE BOWL:



1 x Labour

Support done well means less double handling and less stress behind the chair.



1 x Time

The stylist steps to the bowl and it's ready. No pause. No interruption to the client experience.

ask the team

"Is measuring the standard here, or the exception? What would it take to make it the standard for everyone?"

OBJECTIVE

Reframes measuring as professionalism, not a lack of trust in the stylist.

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Closing the scenario round on a strong positive

7 COLOUR SCENARIO

The Discussion

Materials:	None
Prep Time:	None
Time:	15 minutes

Ask the team, one question at a time, let it breathe:

- 1 **"Where did colour money leak fastest?"**
Listen for patterns. The same scenario coming up twice tells you something.
- 2 **"Which habits felt small but had big impact?"**
This is where the team often surprises themselves.
- 3 **"Who helped protect colour without touching a bowl?"**
Celebrate the non-stylist roles. This question shifts the whole room.
- 4 **"What colour habits are costing us weekly without us noticing?"**
Keep the answer short. One thing each is enough.
- 5 **"What would happen if this pattern continues?"**
Let the team answer this one honestly. Don't jump in too fast.

tie at back

"Colour profit isn't about skill. It's about systems and shared habits."

OBJECTIVE

Surface the patterns the game revealed without making it personal.

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Building shared ownership of colour results

8 CLOSE The Pledge Prompt

Materials:	None
Prep Time:	None
Time:	5 minutes

How to run:

Ask each person to share one phrase describing their role's contribution to the whole. Go around the room. No one sits this one out.

How to run:

"I protect colour _____ by _____."

"I protect colour profit by charging correctly."

"I protect colour time by prepping early."

"I protect colour cost by measuring accurately."

AFTER THE ROOM

Write them up. These become your Colour Ecosystem Pledge. Put them on the wall. Refer back to them at the next meeting.

OBJECTIVE

Closes the session with individual commitment and shared accountability.

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Every colour meeting, every time

COLOUR ECOSYSTEM PLEDGE

"We share one colour bowl, every gram matters, every role protects it. Colour profit is a team outcome, not an individual one."

+ ADD INDIVIDUAL PLEDGES FROM THE ROOM

Shared Colour Success = Shared Colour Responsibility

WRAP UP

- This is what this is really about.
- Not making up formulas because a colour is missing.
- Not running late because something wasn't ready.
- Not over-mixing just in case and tipping it down the sink.
- Not fixing a result at the basin because the first bowl wasn't right.
- It's about support being there when you need it. Colour where it should be, help when you ask, systems that catch things before they land on you.
- When the colour bar works, your day works. You get to focus on your client and the creativity, not the clean-up.
- No hierarchy. Just one team, one colour bar, backing you every service.

"This isn't about watching you. It's about the system watching the numbers so you don't have to."

Want more?

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