

Welcome to this session: Holistic Leadership Approach

The session will start shortly...

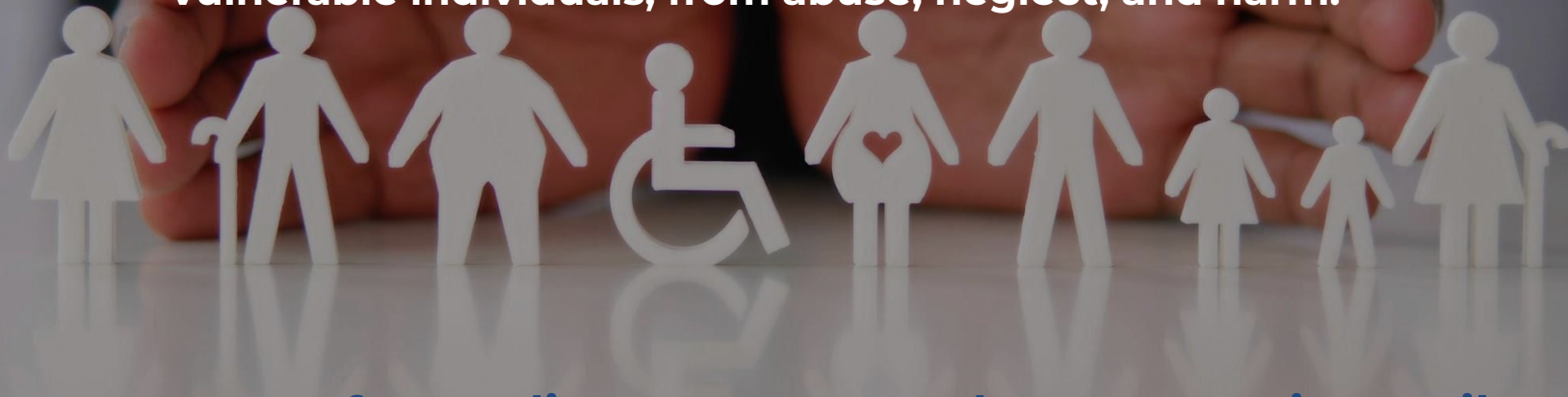
Questions? Drop them in the chat.
We'll have dedicated moderators
answering questions.





What is Safeguarding?

Safeguarding refers to actions and measures aimed at protecting the human rights of adults, particularly vulnerable individuals, from abuse, neglect, and harm.



To report a safeguarding concern reach out to us via email:
safeguarding@hyperiondev.com

Live Lecture Housekeeping:

- The use of disrespectful language is prohibited in the questions, this is a supportive, learning environment for all - please engage accordingly.
- No question is daft or silly - ask them!
- For all non-academic questions, please submit a query:
www.hyperiondev.com/support
- To report a safeguarding concern reach out to us via email:
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- If you are hearing impaired, please kindly use your computer's function through Google Chrome to enable captions.
- GitHub link for the slideshow/slide deck – feel free to check it out: [Link](#)
- Here's the HyperionDev Live Session Schedule – it shows all the upcoming sessions you can sign up for: [Link](#)





Open-Ended Questions

Open-Ended Question 1

- ❖ When you think about decisions you've made in the past, how often did you stop to check if they aligned with a bigger goal or strategy?
- ❖ Can you share an example?

Open-Ended Question 2

- ❖ Imagine you are part of a team with a clear strategic goal, but the decisions being made seem to go in different directions.
- ❖ What would you do to bring alignment?



Open-Ended Question 3

- ❖ Think about the best communicator you know. What makes their communication style so effective, and how do they make others feel heard?

Open-Ended Question 4

- ❖ Why do you think misunderstandings happen even when people feel like they're communicating clearly?
- ❖ How can we avoid them?

Learning Outcomes

- ❖ Integrate organisational mission and **vision statements into decision-making** processes to ensure alignment with strategic objectives.
- ❖ Develop **communication skills to promote team collaboration, transparency, and trust** through active listening, probing questions, and constructive feedback techniques.



Holistic Leadership

- A holistic leadership approach integrates key principles from two critical domains: **aligning decision-making with strategic goals** and cultivating effective communication practices.
- By harmonising these elements, leaders can steer their organisations towards success by ensuring every decision is aligned with overarching strategic objectives, fostering collaboration, **transparency, and trust through transparent and empathetic communication channels.**

<https://www.youtube.com/watch?v=PNeL3B28BxQ>

How to be a Holistic Leader?



Aligning Decision-Making And Strategic Goals

- Aligning decision-making with strategic goals is paramount for success in any organisation. This involves ensuring that every action, from day-to-day operations to long-term planning, **aligns with the organisation's mission, vision, and strategic objectives.**



Vision Statement

- A vision statement outlines the organisation's long-term aspirations and goals. It answers the question: ***"Where do we envision ourselves in the future?"***
- It should be ambitious yet realistic, motivating stakeholders and providing a **clear direction** for growth and development.
- An effective vision statement inspires employees, customers, and partners, aligning their **efforts towards a common goal**.



Mission Statement

- A mission statement defines an organisation's purpose and primary objectives. It answers, "**What do we do, and why do we do it?**"
- It should be concise, clear, and inspirational, guiding the organisation's **daily operations** and strategic decisions.
- A well-crafted mission statement communicates the organisation's core values, target audience, and the **value it provides to stakeholders**.



Strategic Goals

- Strategic goals are **specific, measurable objectives** that support the organisation's mission and vision.
- They provide a **roadmap for achieving the desired outcomes** and guide decision-making at all levels of the organisation.
- Strategic goals should be aligned with the mission and vision, ensuring that every action **contributes to the overarching purpose** and vision of the organisation.



Vision Template

- Future aspiration.
- Long-term goals.
- Inspiration.
- Alignment.
- Clarity.



Mission Template

- Purpose.
- Core values.
- Target audience.
- Unique value proposition.
- Conciseness.



Crafting Strategic Goals

- Conduct A Swot Analysis.
- Define Mission And Vision.
- Identify Strategic Priorities.
- Set Smart Goals.
- Engage Stakeholders.
- Establish KPIs.
- Create Action Plans.
- Review And Adapt.



Let's take a break

<https://www.youtube.com/watch?v=em6EJ7-MFcw>



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Leadership & Management/**Holistic Leadership Approach**

How Does Effective Communication Foster Collaboration?

- Effective communication encourages **open dialogue and idea-sharing** among team members.
- It promotes synergy by **ensuring everyone is on the same page** regarding goals, responsibilities, and expectations.
- Collaborative environments **thrive on clear communication channels** facilitating brainstorming, problem-solving, and decision-making.



Why Is Transparency Critical For Effective Communication?

- Transparent communication **builds trust and credibility** within teams and organisations.
- It involves sharing relevant information **openly, honestly, and in a timely manner**.
- Transparent communication **fosters a culture of accountability and integrity**, reducing misunderstandings and conflicts.



How Does Effective Communication Build Trust?

- Trust is the **foundation of strong relationships**, both personal and professional.
- Effective communication builds trust by **demonstrating authenticity, reliability, and respect for others' perspectives.**
- Trust enables teams to work together cohesively, even in challenging circumstances, **fostering resilience and mutual support.**



Active Listening

- Hearing the words spoken and paying attention to the **speaker's tone, body language, and emotions** to grasp the underlying message accurately.
- Requires the listener **to provide feedback, ask clarifying questions, and paraphrase** key points to demonstrate understanding and encourage further dialogue.



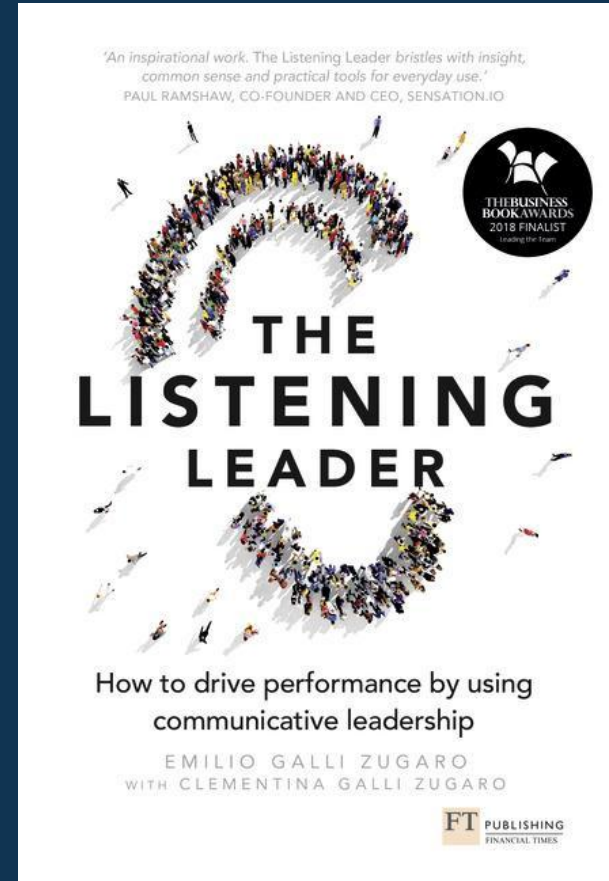
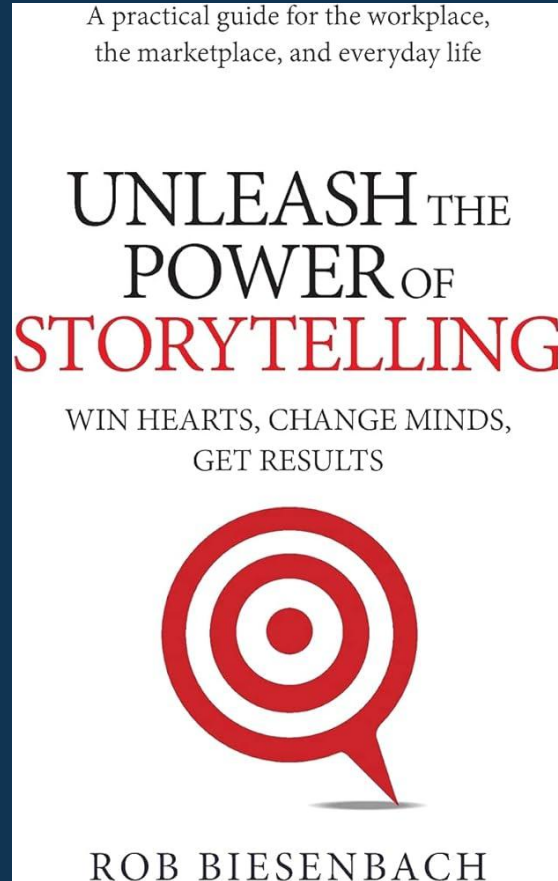
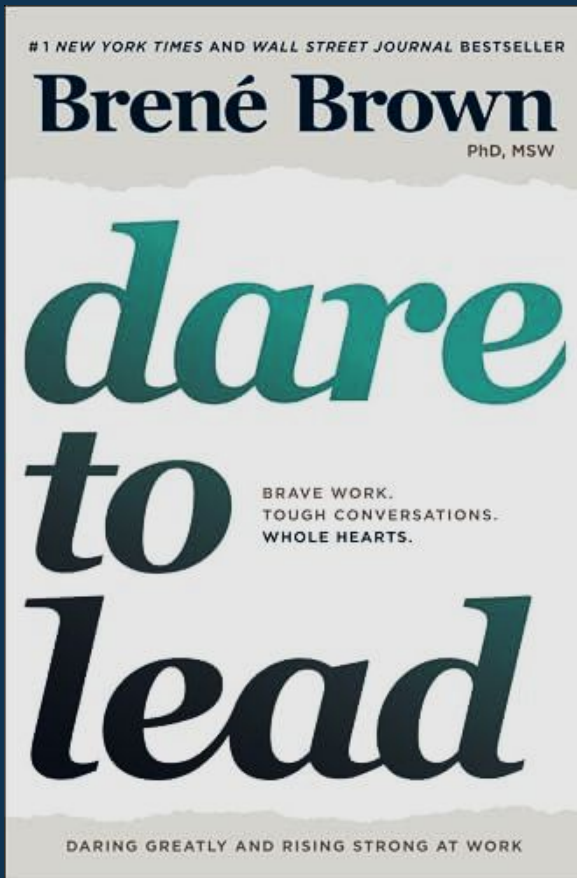
Probing Questions

- These questions **uncover underlying motivations, concerns, or reasoning** behind a statement or action.
- Probing questions are **open-ended and encourage the respondent to reflect**, elaborate, or provide additional context, facilitating a more comprehensive understanding of the subject matter.



Constructive Feedback

- Provides **helpful insights, suggestions, or guidance** to support someone's growth, improvement, or development.
- Emphasises identifying areas of strength and areas for improvement in a **respectful and supportive manner**.
- Constructive **feedback is specific and actionable**, focusing on behaviours or actions.



Conclusion

- ❖ **Holistic Leadership** integrates decision-making with strategic goals and fosters effective communication.
- ❖ **Strategic Goals** provide a clear roadmap to achieve the organization's mission and vision.
- ❖ **Mission and Vision** guide purpose and direction, ensuring alignment with organizational goals.
- ❖ **Transparency** in communication builds trust, reduces conflicts, and fosters a culture of accountability.
- ❖ **Effective Communication** promotes collaboration, builds trust, and supports strong, resilient teams.
- ❖ **Active Listening, Probing Questions, and Constructive Feedback** are vital communication tools for fostering collaboration and understanding.

Q & A SECTION

**Please use this time to ask
any questions relating to the
topic, should you have any.**

Thank you
for attending



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