

# 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](mailto: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](https://www.hyperiondev.com/support)
- To report a safeguarding concern reach out to us via email: [safeguarding@hyperiondev.com](mailto:safeguarding@hyperiondev.com)
- If you are hearing impaired, please kindly use your computer's function through Google Chrome to enable captions.
- We value our students' feedback on improving our lectures. Please take a moment to share your thoughts: [Link](#)
- 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

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- ❖ 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

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- ❖ 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

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- ❖ 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

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



## Learning Outcomes

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- ❖ 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.





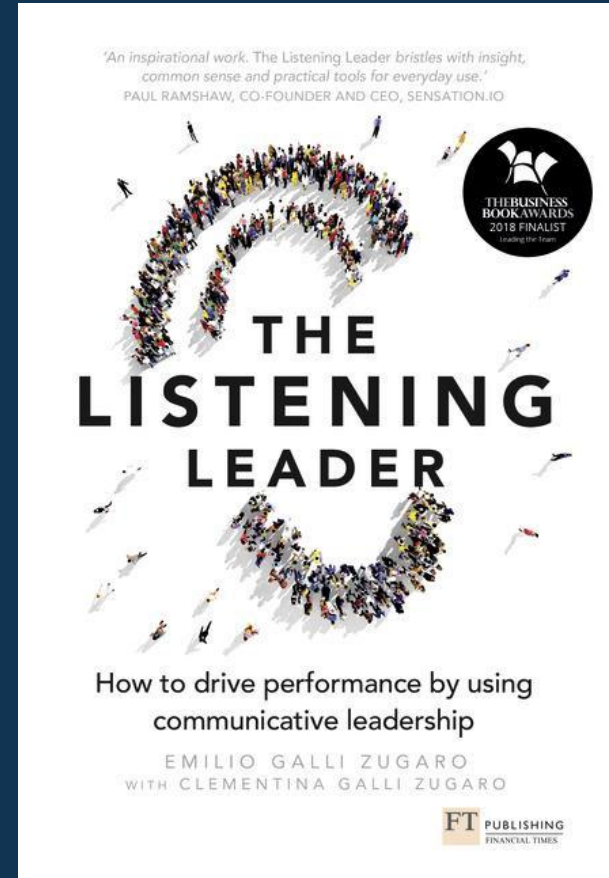
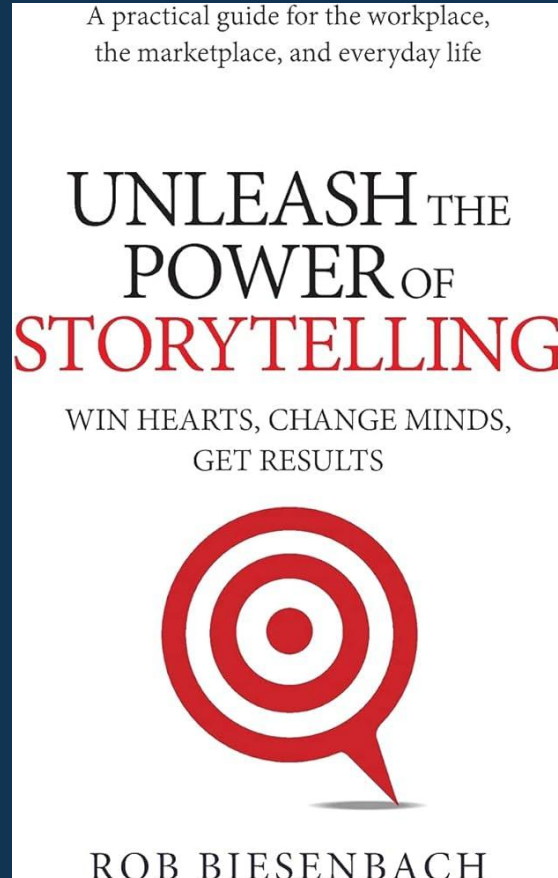
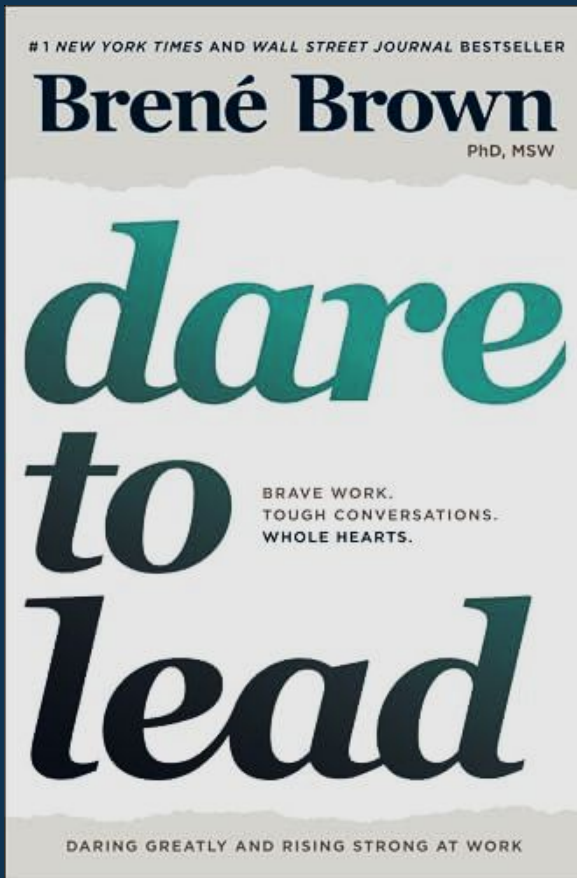
## Probing Questions

- 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

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- ❖ **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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