



Welcome to this session:

# Strategic Leadership In Action

**The session will start shortly...**

Any Questions?  
Drop them in the questions section.



# Safeguarding & Welfare

We are committed to all our students and staff feeling safe and happy; we want to make sure there is always someone you can turn to if you are worried about anything.

If you are feeling upset or unsafe, are worried about a friend, student or family member, or you feel like something isn't right, speak to our safeguarding team:



Ian Wyles  
Designated Safeguarding  
Lead



Simone Botes



Nurhaan Snyman



Rafiq Manan



Ronald Munodawafa



Tevin Pitts

Scan to report a  
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or email the Designated  
Safeguarding Lead:  
Ian Wyles

[safeguarding@hyperiondev.com](mailto:safeguarding@hyperiondev.com)



**Democracy**

*Every person's opinions matter.*

**Respect**

*We look after each other.*

**Tolerance**

*We accept each other's differences.*

# British Values

**Rule of Law**

*We keep to the rules.*

**Liberty**

*We are free to make choices.*



# HOUSEKEEPING

# Leadership & Management Live Lectures – Housekeeping

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- The use of disrespectful language is prohibited in the questions, this is a supportive, learning environment for all - please engage accordingly.
  - **(Fundamental British Values: Mutual Respect and Tolerance)**
- No question is daft or silly - **ask them!**
- Should you have a question during the lecture, please feel free to **post in the Questions section** and I will respond throughout.

## Leadership & Management Live Lectures – Housekeeping

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- For all **non-academic questions**, please submit a query:  
[www.hyperiondev.com/support](http://www.hyperiondev.com/support)
- Report a safeguarding incident: [www.hyperiondev.com/safeguardreporting](http://www.hyperiondev.com/safeguardreporting)
- Should you have any further questions or want to provide us with feedback, please feel free to post them [here](#).





**CONNECTION**  
**before content...**

# Open Questions...





## Question 1

*"How would you define an 'ethical decision'? Do you think it's always clear what's ethical and what's not?"*





## Question 2

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*"Why do you think organisations sometimes struggle to prioritise ethics in decision-making? What might be the risks if they don't?"*

### Question 3

*"Why do you think some changes succeed while others fail? Do you think the planning phase has something to do with it?"*



# LEARNING OUTCOMES





## Learning Outcomes

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- Craft **strategies to integrate ethical considerations** into organisational decision-making processes.
- Implement **strategic plans that support organisational change initiatives**, promoting innovation and resilience.





# THE NITTY GRITTY

# Introduction



## STRATEGIC LEADERSHIP IN ACTION

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Strategic leadership is a process that requires astute decision-making and **proactive change management to steer organisations toward success.** Integrating ethical considerations into decision-making and leading change through strategic planning are key here.

Leaders can **foster trust, integrity, and sustainability by embracing ethical principles** and aligning decisions with organisational values. Leaders can drive innovation, resilience, and long-term growth by leveraging strategic planning to anticipate and navigate change effectively.

## DEMOCRACY QUESTION

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*“How can democratic practices strengthen stakeholder engagement in organisational change?”*



# Integrating Ethical Consideration into Decision- Making





## INTEGRATING ETHICAL CONSIDERATION INTO DECISION-MAKING

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- **Organisations face increasingly intricate challenges** where ethical considerations are critical in shaping outcomes and maintaining stakeholder trust.
- Making ethically sound decisions in such situations requires a deliberate and conscientious approach **guided by core integrity, fairness, and accountability principles.**

## INTEGRATING ETHICAL CONSIDERATION INTO DECISION-MAKING

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- **Ethics are the moral compass** that guides individuals and organisations in determining right from wrong.
- **Ethical considerations arise at various levels** when making decisions, from personal choices to organisational policies and societal impacts.
- Decisions made without regard to ethical principles **risk undermining trust, reputation, and long-term sustainability**.

## THE RULE OF LAW REFLECTION

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It is important to adhere to legal frameworks while making decisions, ensuring accountability and compliance with laws that govern business practices.







## Navigating Complex Ethical Dilemmas

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- ✓ Identify stakeholders.
- ✓ Gather information.
- ✓ Evaluate alternatives.
- ✓ Consult ethical frameworks.
- ✓ Input and feedback.
- ✓ Reflect on values.



## TOLERANCE OF DIFFERENT FAITHS AND BELIEFS

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Inclusive policies  
uphold organisational  
values while  
respecting diversity.



# ETHICS



The right and wrong of human behavior

# Time To Reflect

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1. How can I consistently uphold integrity, fairness, and accountability in my decision-making processes, especially when faced with challenging circumstances or conflicting interests?

# Midway



A photograph of four women in an office setting, smiling and looking at each other. They are gathered around a table, and one woman is pointing at a document. The image has a blue tint.

# Leading Change Through Strategic Planning



<https://www.youtube.com/watch?v=9hci5lw8xhk>



## Benefits Of Strategic Planning

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- ✓ Direction.
- ✓ Anticipating and adapting to change.
- ✓ Resource allocation.
- ✓ Stakeholder engagement.



## MUTUAL RESPECT

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Respect for diverse stakeholder perspectives when aligning strategic goals, fosters a culture of transparency and inclusivity.





## Change Management Strategies

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- ✓ Clear communication.
- ✓ Empowering leadership.
- ✓ Engaging stakeholders.
- ✓ Building capabilities.
- ✓ Monitoring and evaluation.


## INDIVIDUAL LIBERTY

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Empower employees by respecting their autonomy and involving them in creating innovative solutions during organisational changes.






A person is seen from behind, sitting on a boat on a calm lake. In the background, there are steep, forested mountains under a clear sky. The water reflects the surrounding landscape.

# Time To Reflect

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1. If you could wave a magic wand and make one positive change in your team or workplace, what would it be? Now, think about what small, practical steps you could take to get closer to that vision without the wand; how might you inspire others to join you on this journey?
2. When you think about change, does it feel exciting or overwhelming? What's one thing you can do to ensure the change you lead is not only effective but also energises and engages your team; how can you bring them along in a way that feels meaningful and collaborative?

# QUESTIONS & ANSWERS



A person wearing a checkered shirt is holding a large, clear glass bottle filled with coins. The bottle is nearly full, and the person's hands are positioned at the top, possibly securing the cap or holding it steady. The background is blurred, suggesting an indoor setting.

# LECTURE CONCLUSION & RECAP

# Thank you for attending



**CoGrammar**



Department  
for Education