



Welcome to this session:

# Tutorial:

Leading Strategically  
in the Flow of Change

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

Any Questions?

Drop them in the questions section.





welcome



# 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  
safeguarding concern



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](#).



# LEARNING OBJECTIVE





## Learning Objective

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- To equip students with the essential skills, insights, and practical tools needed to **navigate and lead strategically through periods of change** and uncertainty, empowering them to drive innovation and foster resilience in **dynamic environments**.





# INTRODUCTION

## INTRODUCTION

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Change is the **only constant in today's business landscape.**

Whether it's navigating new technologies, market disruptions, or cultural shifts, a **leader's ability to steer their team through uncertainty defines their success.**



## DEMOCRACY

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Inclusive leadership practices ensure that everyone's voice is heard during change.

*“Can you think of a time when you felt your input was valued in a decision-making process?”*







# DEVELOPING AND IMPLEMENTING STRATEGIC PLANS

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## Key Points



- **Strategic Clarity:** Define goals, priorities, and timelines.
- **Flexibility In Execution:** Incorporate feedback loops to adjust as needed.
- **Communicate The “Why”:** Tie plans to the organisation’s vision and employee motivation.

# DEVELOPING AND IMPLEMENTING STRATEGIC PLANS

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## Amazon's Expansion into Cloud Computing

Initially an online bookstore, Amazon identified its technological expertise as a competitive edge.

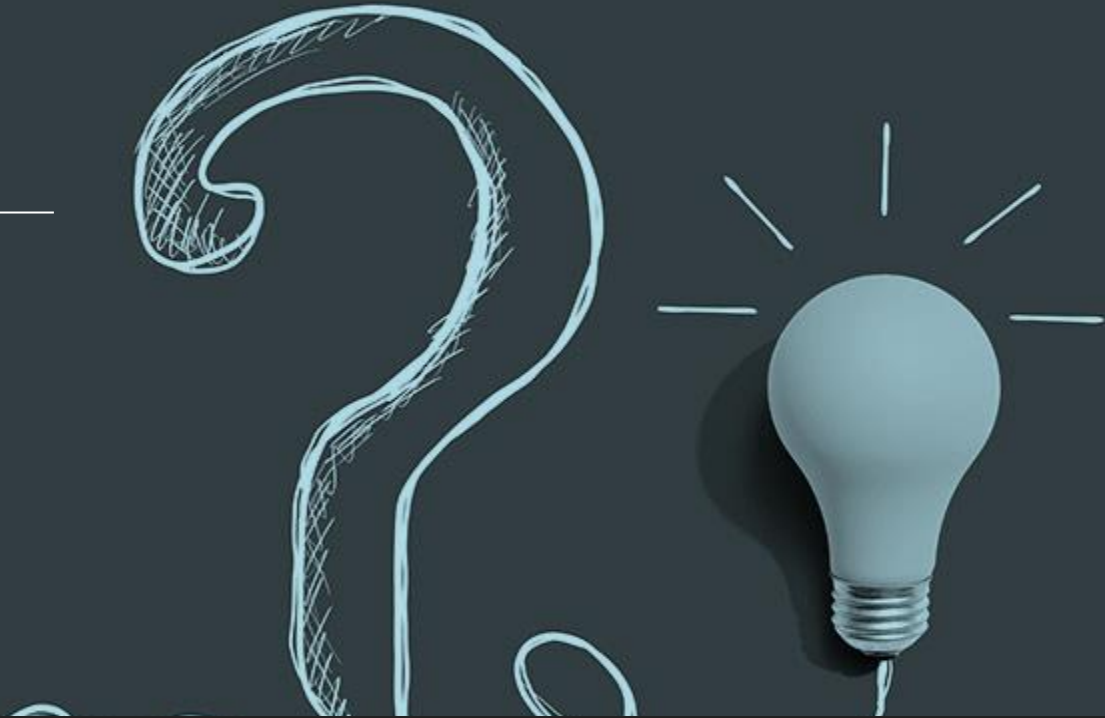
By leveraging its infrastructure to create Amazon Web Services (AWS), the company strategically diversified, addressing an emerging demand for cloud solutions.

This pivot, rooted in clear goals and flexibility, turned AWS into a market leader, generating a significant portion of Amazon's revenue today.



## Time To Reflect

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1. What made Amazon's approach successful?
2. How does communicating the 'why' help align teams during change?



## RULE OF LAW

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Strategic plans must adhere to regulations and ethical standards.

For example, Amazon's pivot to cloud computing succeeded partly because it operated within established legal frameworks, ensuring compliance with data protection laws.



# PROMOTING INNOVATION AND CREATIVITY



# PROMOTING INNOVATION AND CREATIVITY

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## Key Points



- **Encourage Psychological Safety:** Create an environment where ideas can be shared without fear of judgment.
- **Celebrate Risk-taking:** Reward creative efforts, even if they don't succeed.
- **Use Diversity As A Strength:** Different perspectives generate better ideas.

# PROMOTING INNOVATION AND CREATIVITY

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## Google's 20% Rule

Google introduced a policy allowing employees to **dedicate 20% of their time to passion projects** outside their regular tasks.

This policy led to groundbreaking innovations such as **Gmail and Google Maps**.

By fostering a culture of creativity and risk-taking, Google empowered its workforce to **think beyond traditional boundaries**.







1. If you were leading a team, how would you create an environment where creativity thrives?
2. What lessons can we learn from Google's approach to innovation?

## INDIVIDUAL LIBERTY & MUTUAL RESPECT

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Google's 20% rule promotes individual freedom to innovate and pursue creative ideas. Empowering team members with autonomy contributes to innovation while respecting their choices.

Psychological safety and valuing diverse perspectives ensure that all ideas are respected, fostering an environment where creativity can thrive.

# Midway



# BUILDING RESILIENCE IN TEAMS





# BUILDING RESILIENCE IN TEAMS

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## Key Points

- **Support Personal Well-being:** Recognise the human impact of change.
- **Develop Adaptive Capabilities:** Teach problem-solving and critical thinking skills.
- **Recognise Achievements:** Small wins build confidence and momentum.





## BUILDING RESILIENCE IN TEAMS

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### Zoom's Pandemic Response

During the COVID-19 pandemic, Zoom faced immense **pressure to scale operations rapidly while supporting its employees.**

The company **prioritised mental health** through flexible work arrangements and wellness programs, ensuring employees felt supported during a challenging time.

Their focus on resilience allowed them to meet unprecedented demand while **maintaining team morale.**



1. How does supporting individual well-being contribute to team resilience?

## Tolerance

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Resilience requires an understanding of diverse needs and viewpoints.

Looking at Zoom's pandemic response, respecting individual circumstances and supporting well-being enhanced team strength.



# NAVIGATING CHANGE MANAGEMENT PROCESSES

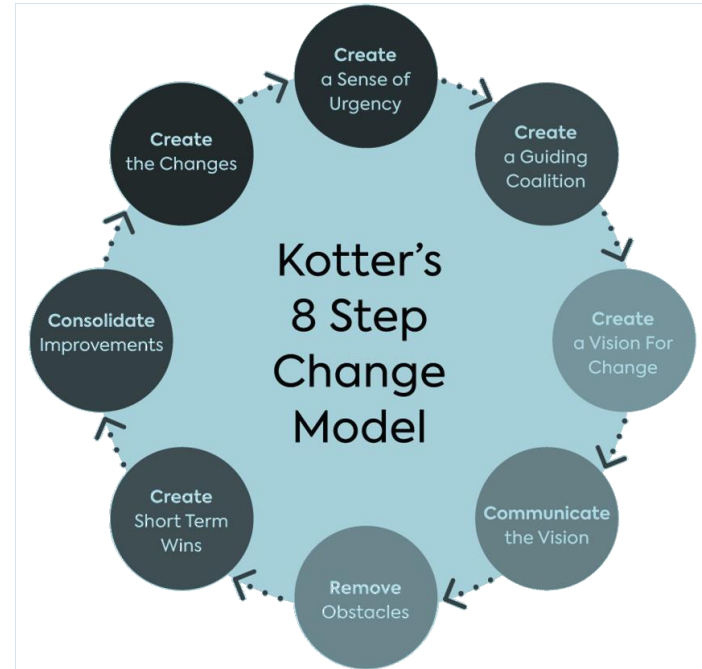




# NAVIGATING CHANGE MANAGEMENT PROCESSES

## Key Points

- **Kotter's 8-step Change Model:** From establishing urgency to anchoring new approaches in culture.
- **Stakeholder Engagement:** Involve all levels of the organisation for buy-in.
- **Effective Communication:** Provide consistent updates and address concerns openly.





# NAVIGATING CHANGE MANAGEMENT PROCESSES

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## Microsoft's Shift to Cloud Computing



Microsoft transitioned from a **product-centric model to a cloud-first approach** under Satya Nadella's leadership.

This **change required a cultural transformation**, with a focus on collaboration, learning, and transparency.

Today, **Microsoft Azure is a leader** in the cloud market, showcasing the power of effective change management.

# Time To Reflect

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1. Why is cultural transformation crucial for change management?

# CONCLUSION



**THE END**



## CONCLUSION

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Leading strategically in the flow of change is about **balancing the vision for tomorrow with the needs of today.**

**Leadership is a journey,** and every change is an opportunity to grow.



# CONCLUSION

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## Takeaways

- Strategic planning requires **clarity and adaptability**.
- Innovation thrives in **environments of psychological safety and diversity**.
- Resilience is **built through support, adaptability**, and celebrating progress.
- Successful change management depends on **cultural alignment and communication**.

# Thank you for attending



**CoGrammar**



Department  
for Education