



Welcome to this session:

Q&A Session

*Employee
Development &
Engagement*

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



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.

A group of diverse people, including men and women of various ethnicities, are shown from the chest up, giving thumbs up. They are smiling and looking towards the camera. The image has a teal overlay.

HOUSEKEEPING

Leadership & Management Live Lectures – Housekeeping

- 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

- Activating **live captions** in your browser's accessibility settings is a helpful option for better understanding, especially for those with hearing impairments or challenges with accents.
- For all **non-academic questions**, please submit a query: www.hyperiondev.com/support
- Report a safeguarding incident: www.hyperiondev.com/safeguardreporting
- Should you have any further questions or want to provide us with feedback, please feel free to post them **here**.
- [GitHub Link to access L&M Presentation Slides.](#)



PLEASE
NOTE...



EMPLOYEE DEVELOPMENT & ENGAGEMENT

Question 1

“What are the most effective methods for identifying and nurturing high-potential employees in an organisation?”



EMPLOYEE DEVELOPMENT & ENGAGEMENT

- *Succession Planning*: To maximise its potential, pair it with a mentorship program where current leaders actively mentor high-potential employees. This helps **bridge generational knowledge gaps**.
- *Stretch Assignments*: Beyond cross-functional projects, introduce international assignments or collaborations that expose employees to diverse markets and cultures, **nurturing global business acumen**.
- *360-Degree Feedback*: Use this tool not just for assessment but as a **developmental conversation starter**, encouraging employees to reflect on and act upon feedback.

✓ **How to Spot — and Develop — High-Potential Talent in Your Organization.**

MUTUAL RESPECT & DEMOCRACY

Include employees in decisions about their career trajectories and recognising diverse opinions in their development paths.





Question 2

“How can organisations create a culture that fosters long-term employee engagement?”

EMPLOYEE DEVELOPMENT & ENGAGEMENT

- *Recognition:* Build a peer-to-peer recognition platform to amplify **moments of acknowledgment**.
 - *Work-Life Balance:* Offer flexible work arrangements, such as compressed workweeks or remote work options, **tailored to individual needs**.
 - *Purpose:* Craft storytelling workshops to help employees connect their **daily work to the larger mission of the organisation**.
- ✓ [What Is Employee Engagement and How Do You Improve It?](#)



Question 3

“What role does transparent communication play in effective employee development and engagement?”

EMPLOYEE DEVELOPMENT & ENGAGEMENT

- *Feedback Mechanisms:* Introduce structured feedback sessions tied to **developmental milestones**.
 - *Technology Tools:* Use collaboration platforms like Slack or Microsoft Teams for **real-time updates and ongoing dialogue**.
 - *Open Forums:* Host **quarterly town halls** where employees can ask senior leaders questions directly.
- ✓ **The Case For Transparency In The Workplace, And Its Impact On Organisational Performance.**

Question 4

“How can organisations ensure diversity and inclusion in their employee development programs?”



EMPLOYEE DEVELOPMENT & ENGAGEMENT

- *Customised Learning:* Develop modular training programs that **accommodate diverse learning preferences**, from visual to experiential learning.
 - *Inclusive Policies:* Ensure leadership development opportunities are **accessible to part-time and remote employees**, often underrepresented in such initiatives.
 - *Community Building:* Form **employee resource groups (ERGs)** to support underrepresented groups and build inclusion into the organisational fabric.
- ✓ Equality, diversity and inclusion (EDI) in the workplace.

MUTUAL RESPECT

Value different perspectives and tolerance by embracing diversity in program design.





Question 5

“How can organisations integrate talent development strategies with engagement initiatives for maximum impact?”

EMPLOYEE DEVELOPMENT & ENGAGEMENT

- *Career Pathing Tools:* Use AI-driven tools to suggest **personalised career paths** linked to both development and engagement.
 - *Cross-Promotion:* Create visible **connections between development programs and recognition platforms**, like awarding badges for course completion.
 - *Cultural Alignment:* Reinforce how **development goals tie directly to organisational values** during onboarding and in internal communications.
- ✓ Reimagining People Development To Overcome Talent Challenges.

“What metrics should organisations use to measure the success of their employee engagement and development programs?”



EMPLOYEE DEVELOPMENT & ENGAGEMENT

- *Engagement Metrics:* Track employee **Net Promoter Scores (eNPS)** to gauge willingness to recommend the company.
- *Development Metrics:* Measure the ROI of training programs through **post-training performance improvements and project success rates**.
- *Diversity Metrics:* **Monitor participation rates of underrepresented groups** in development programs to assess inclusivity.
 - ✓ [How I Calculate Net Promoter Score \[Formula & Examples\]](#).

RULE OF LAW

Transparently share
metrics with
employees and
ensure data-driven
decisions.



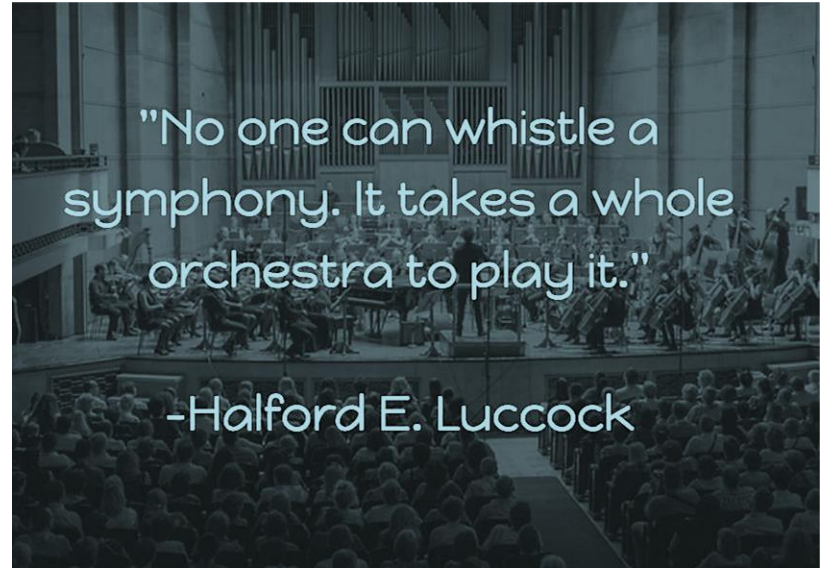
CONCLUSION



CONCLUSION

As future leaders, remember that developing and engaging your team isn't just a strategy; **it's a commitment to helping people grow and thrive.**

In doing so, you'll create not just high-performing teams but **deeply fulfilled ones.**



Thank you for attending



CoGrammar



Department
for Education