



Welcome to this session:
Employee
Development &
Engagement – Part 1

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
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](#).





CONNECTION
before content...

A close-up, black and white photograph of a display case filled with various ice cream flavors. The ice cream is served in metal trays. In the foreground, there are three distinct trays: one with light-colored ice cream topped with raspberries, one with dark-colored ice cream topped with chocolate shavings, and one with light-colored ice cream topped with chocolate shavings. The background shows more trays with different ice cream flavors, some with swirls and others with toppings like nuts or fruit. The lighting is soft, highlighting the texture of the ice cream.

Flavour Of You

Open Questions...



Question 1

“When was the last time you felt truly supported in your growth at work? What made that experience stand out for you?”



Question 2

“If you were tasked with helping a colleague unlock their full potential, where would you start? What steps would you take to ensure their growth aligns with the organisation's goals?”



START

Question 3

“Think about a time when you felt fully engaged and motivated in your role; what factors do you think contributed to that feeling?”



Question 4

“What does employee engagement mean to you personally, and how do you think it impacts the overall success of a team or organisation?”



Learning Outcomes



- Examine **talent development strategies** aimed at fostering both individual and organisational growth.
- Acquire the expertise to design and implement impactful **employee engagement strategies**, enhancing motivation, satisfaction, and organisational commitment.



THE NITTY GRITTY



EMPLOYEE DEVELOPMENT AND ENGAGEMENT

EMPLOYEE DEVELOPMENT AND ENGAGEMENT

Fostering employee development and engagement **is a non-negotiable for organisational success**. Looking at multifaceted aspects aimed at cultivating a workforce that is **not only proficient but also deeply connected and engaged**.

From talent development strategies that fuel professional growth to employee engagement strategies that **create a vibrant workplace culture**, we will explore how effective communication becomes the conduit for fostering growth and collaboration.

EMPLOYEE DEVELOPMENT AND ENGAGEMENT

This includes the critical role of diversity and inclusion in shaping environments where everyone feels valued and contributes to the collective search for achievement.





A top-down view of hands working with wooden blocks, puzzle pieces, and a lightbulb drawing on a rustic wooden table. The hands are positioned around the table, some holding blocks, some placing puzzle pieces, and one holding a pencil near a drawing of a lightbulb. The background is a dark, textured wooden surface.

TALENT DEVELOPMENT STRATEGIES

TALENT DEVELOPMENT STRATEGIES

Talent development is not merely a human resources function; it's a strategic imperative that fuels organisational growth and innovation.





Why is talent development so crucial?

- ✓ Enhanced employee engagement and retention.
- ✓ Nurturing a culture of continuous improvement.
- ✓ Increased organisational agility.
- ✓ Attracting top talent.

Time To Reflect



1. How can you contribute to fostering a culture of continuous learning and professional growth within your professional sphere as a leader or team member?

Talent Development Concepts

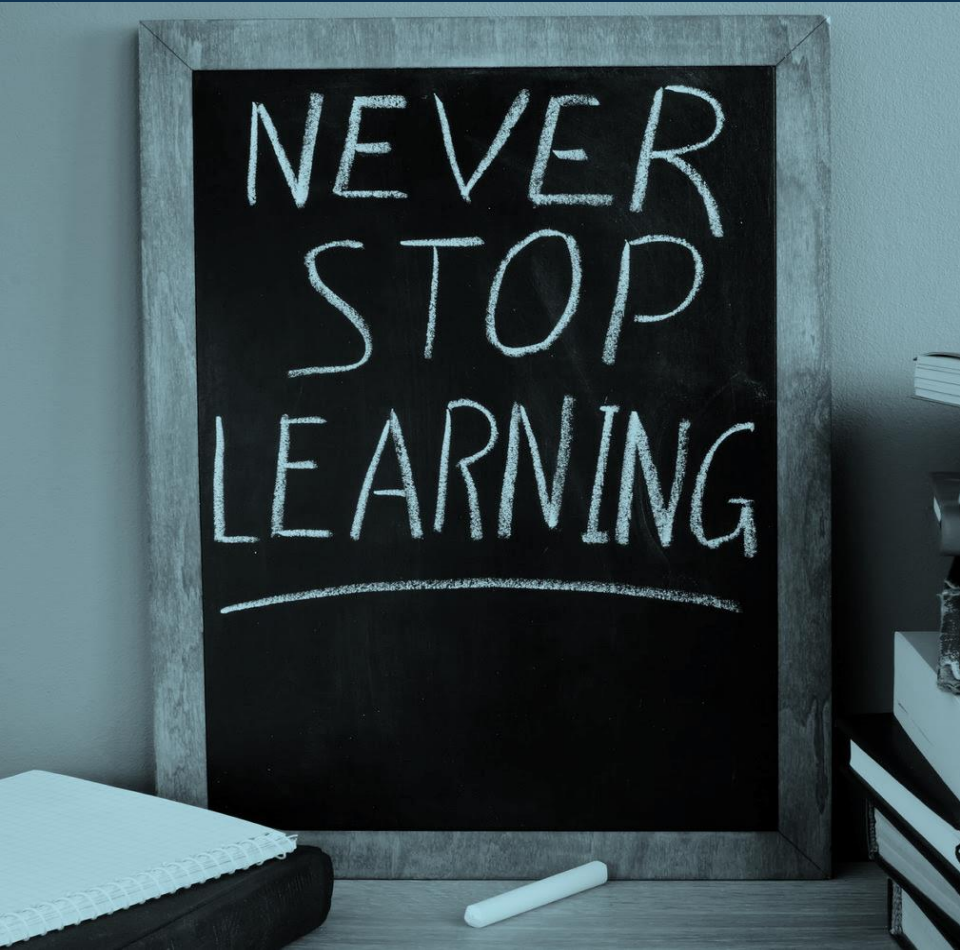
- ✓ Strategic Mentorship Programs.
 - [GE's Next Workout.](#)
- ✓ Structured Skill Enhancement Initiatives.
 - [Build The Skills You Need For The Digital Economy.](#)



DEMOCRACY

Strategic mentorship programs could be linked to democratic values by encouraging equitable access to opportunities for growth and knowledge-sharing.





Talent Development Concepts

- ✓ Promotion Of Continuous Learning.
 - [Trailhead: Skill Up For The Future.](#)
- ✓ Tailored Career Development Plans.
 - [Life At Deloitte: Career Development.](#)

INDIVIDUAL LIBERTY

Tailored career development plans **empower individuals to take ownership of their** professional journeys, supporting personal autonomy and growth.



1. How might embracing mentorship, participating in skill enhancement opportunities, embracing continuous learning, and actively shaping your career path benefit your personal development and contribute to a more successful team or organisation?

Midway



A group of diverse employees, including men and women of various ethnicities, are gathered around a table in a modern office. They are smiling and looking at a laptop screen, appearing to be in a collaborative meeting. The background shows a brick wall and some office equipment.

EMPLOYEE ENGAGEMENT STRATEGIES

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Employee engagement is the **foundation of a vibrant and productive workplace.**

Organisations that prioritise and implement effective employee engagement strategies **foster a culture of commitment, motivation, and collaboration.**



Employee Engagement Strategies

- ✓ Open And Transparent Communication.
 - [Microsoft Open Q&A](#)
- ✓ Recognition And Appreciation Programmes.
 - [#SalesforceOhana Culture.](#)





Employee Engagement Strategies

- ✓ Professional Development Opportunities.
 - Career Choice, Amazon's education benefit that pre-pays tuition for degrees and skills development.
- ✓ Work-life Balance Initiatives.
 - RocketReach News & Culture.

INDIVIDUAL LIBERTY

Work-life balance initiatives emphasize the **importance of personal freedom and well-being**, encouraging employees to pursue both professional and personal goals.



Employee Engagement Strategies

- ✓ Leadership Accessibility And Approachability.
 - [Richard Branson Says What Separates Great Leaders From the Pack Simply Comes Down to 2 Words.](#)
- ✓ Team-building activities.
 - [How Facebook Boston Does Team-Building.](#)
- ✓ Inclusive Decision-making Processes.





Elevatorials

The P&G eLearning Series



Benefits Of Strategy Implementation

- ✓ Enhanced productivity and performance.
- ✓ Improved employee retention.
- ✓ Positive organisational culture.
- ✓ Innovation and adaptability.

Time To Reflect



1. What specific actions can you take to cultivate an environment where individuals feel valued and motivated and actively contribute to the success of your team or organisation?

NEW YORK TIMES BESTSELLER

"Provocative and fascinating." —MALCOLM GLADWELL

Daniel H. Pink

author of *A Whole New Mind*

DRIVE

The Surprising Truth
About What Motivates Us

THE EMPLOYEE EXPERIENCE ADVANTAGE

HOW TO WIN THE WAR FOR TALENT BY GIVING
EMPLOYEES THE WORKSPACES THEY WANT, THE TOOLS
THEY NEED, AND A CULTURE THEY CAN CELEBRATE



JACOB MORGAN

Foreword by MARSHALL GOLDSMITH
the World's #1 Ranked Leadership Thinker

WILEY

"This book shows you how to attract and build a team of highly motivated, committed employees – who will then build your business."

– Brian Tracy, Author, *Full Engagement*

ENGAGE!

Your Step By Step Guide to Creating a Workplace That You, Your Co-Workers, and Your Customers LOVE!



KARIN AND SERGIO VOLO

THE 5 LANGUAGES OF APPRECIATION IN THE WORKPLACE


EMPOWERING ORGANIZATIONS BY
ENCOURAGING PEOPLE

INCLUDES MBA INVENTORY ACCESS CODE

#1 New York Times bestselling author

Gary Chapman
& Paul White

QUESTIONS & ANSWERS





LECTURE CONCLUSION & RECAP

Thank you for attending



CoGrammar



Department
for Education