



# Welcome to this session: Employee Development & Engagement – Part 2

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](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.*

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](https://www.hyperiondev.com/support)
- Report a safeguarding incident: [www.hyperiondev.com/safeguardreporting](https://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...



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

# Open Questions...





## Question 1

---

"When was the last time **you received feedback that really mattered**; something that pushed you to grow or helped you see things differently?

Now **think about how you communicate with others**: Are you as clear and constructive as you could be when setting goals, sharing feedback, or guiding someone's career path?

What might happen **if we all got a little more precise** in the way we connect and communicate?"

## Question 2

---

"Imagine being part of **a workplace where everyone feels seen, heard, and valued**; regardless of their background or experiences.

How do you think **fostering diversity and inclusion** in employee development could transform not only individual growth but the team's success as a whole?

**What small actions could you take** to help make that a reality?"



# LEARNING OUTCOMES

## Learning Outcomes

---



- **Develop precision in communication skills** for employee development and engagement, including transparent goal setting, constructive feedback, and effective career advancement communication.
- Explore the **principles and practices of fostering diversity and inclusion** within employee development and engagement strategies.

# THE NITTY GRITTY





A close-up photograph of two women with dark hair, smiling and laughing joyfully. They are hugging each other, with one woman's hand visible near the other's face. The image has a teal-blue color overlay.

# EFFECTIVE COMMUNICATION IN EMPLOYEE DEVELOPMENT AND ENGAGEMENT

# EFFECTIVE COMMUNICATION IN EMPLOYEE DEVELOPMENT AND ENGAGEMENT

---

**Communication lies at the heart** of successful employee development strategies.

When organisations prioritise effective communication, they create an environment where goals are transparent, feedback is constructive, and **professional growth becomes a shared journey.**

# EFFECTIVE COMMUNICATION IN EMPLOYEE DEVELOPMENT AND ENGAGEMENT

---

## Transparent Goal Setting

Transparent communication begins with **clear goal setting**.

Leaders must articulate organisational objectives and individual expectations, ensuring **employees understand how their roles contribute to broader goals**.

This transparency sets the stage for **focused and aligned efforts** towards professional development.

# EFFECTIVE COMMUNICATION IN EMPLOYEE DEVELOPMENT AND ENGAGEMENT

---

General Electric (GE) has developed a performance management system that focuses on **frequent feedback, clear goal-setting, and a fair evaluation process.**



By emphasizing continuous dialogue between managers and employees, GE ensures that evaluations are **based on objective criteria and aligned with the company's overall goals.**

This transparent approach has helped GE employees understand how their performance is being assessed and **has led to improved engagement and motivation.**

# EFFECTIVE COMMUNICATION IN EMPLOYEE DEVELOPMENT AND ENGAGEMENT

---

## Constructive Feedback

Leaders who offer **timely** and specific feedback help employees understand their strengths, areas for improvement, and how they align with organisational objectives.

Constructive feedback serves as a valuable **tool for skill enhancement and continuous learning**.

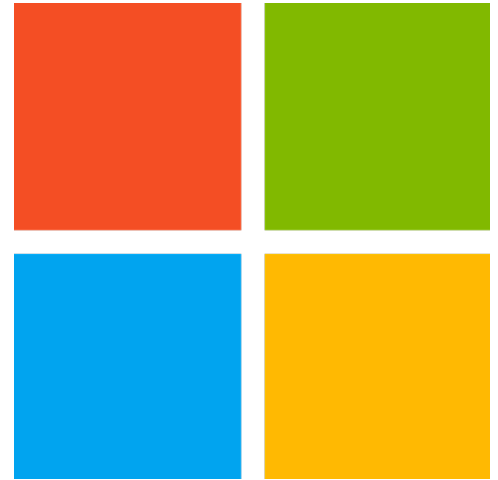


# EFFECTIVE COMMUNICATION IN EMPLOYEE DEVELOPMENT AND ENGAGEMENT

---

Microsoft incorporates a "GROWTH MINDSET" approach, encouraging leaders to provide constructive feedback.

The company emphasises learning from failures, fostering a culture where feedback is seen as an opportunity for improvement rather than criticism, contributing to continuous employee development.



## MUTUAL RESPECT

---

Leaders who communicate feedback positively and help employees learn  
**demonstrate respect for individual contributions and growth.**



# EFFECTIVE COMMUNICATION IN EMPLOYEE DEVELOPMENT AND ENGAGEMENT

---

## Clear Pathways For Career Advancement

Leaders should engage in **open discussions about potential growth opportunities**, skill development needs, and the steps employees can take to advance within the organisation.

Clarity in communication **empowers individuals to navigate their career trajectories with confidence.**

# EFFECTIVE COMMUNICATION IN EMPLOYEE DEVELOPMENT AND ENGAGEMENT

---

Deloitte's "**CAREER DEVELOPMENT FRAMEWORK**" provides a clear pathway for career advancement.

The framework outlines various **career tracks**, **skill requirements**, and **advancement criteria**.

This transparency lets employees understand the skills needed for progression, facilitating **informed career development decisions**.



## INDIVIDUAL LIBERTY

---

Clarity in communication  
empowers individuals to  
navigate their career  
trajectories with confidence.





# EFFECTIVE COMMUNICATION IN EMPLOYEE DEVELOPMENT AND ENGAGEMENT

---

## Active Listening

**Leaders must actively listen** to employee perspectives, concerns, and aspirations.

Creating an open dialogue where employees feel heard fosters a culture of mutual understanding and collaboration, contributing to a **more responsive and adaptive organisation**.

# EFFECTIVE COMMUNICATION IN EMPLOYEE DEVELOPMENT AND ENGAGEMENT

---

Google's "TGIF" (Thank Goodness It's Friday) sessions exemplify two-way communication.

During these **company-wide meetings**, employees can ask questions directly to leadership.

This open dialogue fosters a culture where **employees feel their voices are heard**, promoting engagement and collaboration.





## DEMOCRACY

---

Creating open dialogue  
where employees feel heard  
fosters a **culture of mutual  
understanding and  
collaboration.**





## Strategies for effective communication

---

- ✓ Regular one-on-one meetings.
- ✓ Utilisation of technology platforms.
- ✓ Employee development workshops and training sessions on Effective Communication.



# Time To Reflect

---



1. How can you enhance your communication practices to foster a more conducive environment for growth within your team or organisation?
2. How can you personally integrate regular one-on-one meetings, leverage technology platforms, and implement employee development workshops and training sessions to enhance communication within your team or organisation?

# Midway





# DIVERSITY AND INCLUSION IN EMPLOYEE DEVELOPMENT AND ENGAGEMENT

# DIVERSITY AND INCLUSION IN EMPLOYEE DEVELOPMENT AND ENGAGEMENT

---

Embracing diversity **goes beyond merely acknowledging differences**; it involves creating an inclusive environment where everyone feels valued, respected, and empowered.





## Fostering diversity and inclusion

---

- ✓ Enhanced employee morale.
- ✓ Increased creativity and innovation.
- ✓ Strengthened team collaboration.



# DIVERSITY AND INCLUSION IN EMPLOYEE DEVELOPMENT AND ENGAGEMENT

---

## Establish Inclusive Policies

**Implement policies** that prioritise diversity and inclusion, ensuring they are **embedded in the organisational framework**.

This includes **fair hiring practices**, promoting diversity in leadership roles, and establishing employee resource groups to **support underrepresented communities**.



## DIVERSITY AND INCLUSION IN EMPLOYEE DEVELOPMENT AND ENGAGEMENT

---

Google **focuses on eliminating biases** in its recruitment process and has set specific diversity goals.

Google also **promotes diversity in leadership roles** to ensure a more inclusive representation across various levels of the organisation.



# DIVERSITY AND INCLUSION IN EMPLOYEE DEVELOPMENT AND ENGAGEMENT

---

## Provide Diversity Training

Conduct diversity training programmes to **enhance employee awareness and understanding**.

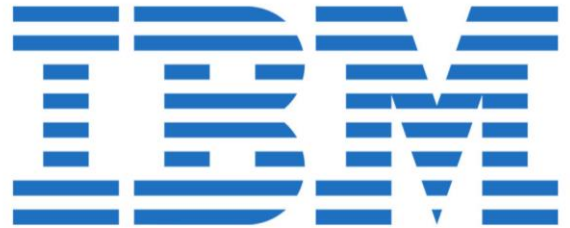
Training sessions can **address unconscious bias, promote cultural competence**, and equip employees with the skills to create an inclusive work environment.

## DIVERSITY AND INCLUSION IN EMPLOYEE DEVELOPMENT AND ENGAGEMENT

---

IBM offers courses on **unconscious bias, cultural competency, and inclusive leadership.**

IBM's commitment to providing comprehensive diversity training contributes to building a **more inclusive and aware workforce.**



# DIVERSITY AND INCLUSION IN EMPLOYEE DEVELOPMENT AND ENGAGEMENT

---

## Celebrate Cultural Awareness Events

**Recognise and celebrate** cultural awareness events, holidays, and observances.

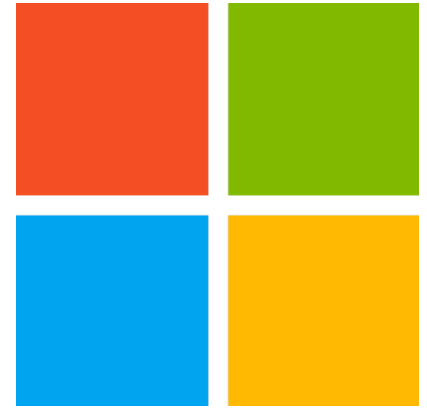
This fosters an inclusive atmosphere where employees feel their **cultural backgrounds are acknowledged and respected.**

## DIVERSITY AND INCLUSION IN EMPLOYEE DEVELOPMENT AND ENGAGEMENT

---

Microsoft actively celebrates cultural awareness **events like Black History Month and Pride Month.**

The company hosts events, workshops, and activities that acknowledge and **celebrate its employees' diverse backgrounds and identities.**



# Time To Reflect

---

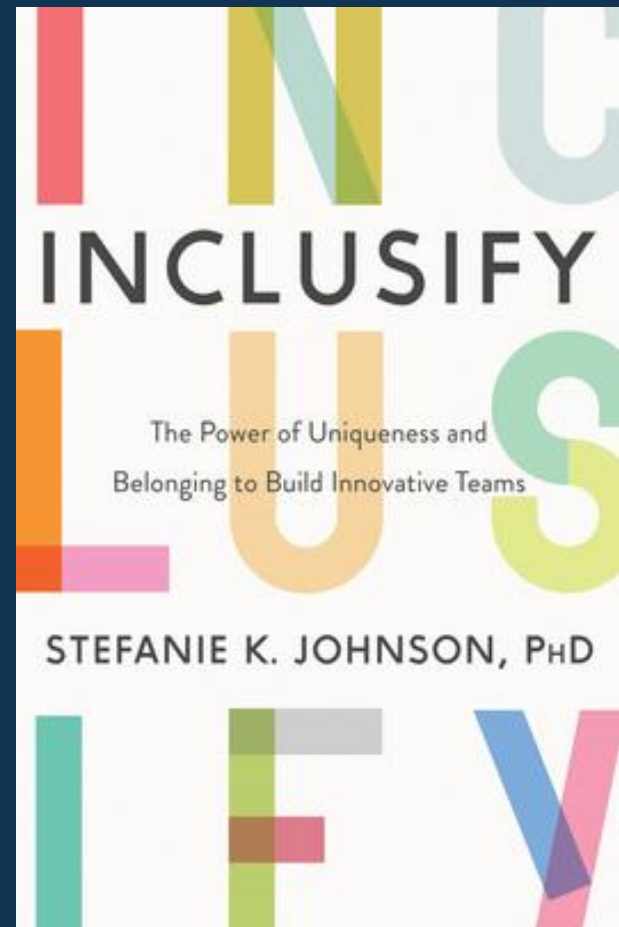
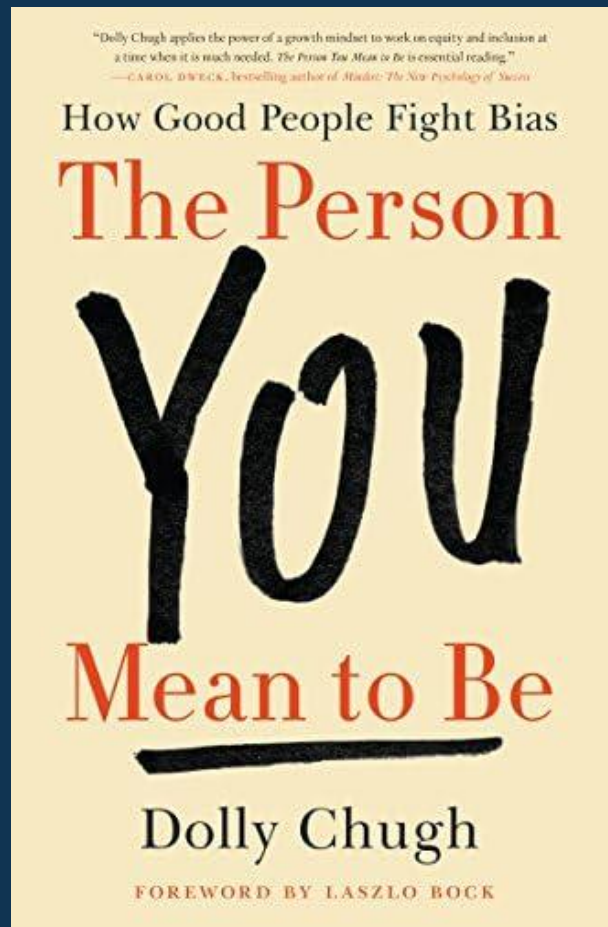


1. How can you contribute to fostering a more inclusive workplace within your professional sphere as a leader or team member?





[https://www.youtube.com/watch?v=M\\_gyBRwbkHs](https://www.youtube.com/watch?v=M_gyBRwbkHs)



THE #1 NEW YORK TIMES BESTSELLER

# So you want to talk about race

"Fascinating, real,  
and necessary."  
—THE ROOT

Ijeoma Oluo

The Key to Transforming and Maintaining  
Diversity, Inclusion and Equality at Work




"Essential reading"

Mark Thompson, former president and CEO, *The New York Times*

Kathryn Jacob, Sue Unerman  
and Mark Edwards

BLOOMSBURY

# QUESTIONS & ANSWERS







# LECTURE CONCLUSION & RECAP

# Thank you for attending



**CoGrammar**



Department  
for Education