



Welcome to this session:

# Holistic Leadership Approach

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

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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

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*"When you think about decisions you've made in the past, how often did you stop to check if they aligned with a bigger goal or strategy? Can you share an example?"*





## Question 2

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*"Imagine you are part of a team with a clear strategic goal, but the decisions being made seem to go in different directions. What would you do to bring alignment?"*

### Question 3

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*"Think about the best communicator you know. What makes their communication style so effective, and how do they make others feel heard?"*





## Question 4

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*"Why do you think misunderstandings happen even when people feel like they're communicating clearly? How can we avoid them?"*



# LEARNING OUTCOMES





## Learning Outcomes

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- Integrate organisational **mission and vision statements into decision-making** processes to ensure alignment with strategic objectives.
- Develop **communication skills to promote team collaboration, transparency, and trust** through active listening, probing questions, and constructive feedback techniques.



# THE NITTY GRITTY

# Introduction

Welcome

## HOLISTIC LEADERSHIP

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A holistic leadership approach integrates key principles from two critical domains: **aligning decision-making with strategic goals** and cultivating effective communication practices.

By harmonising these elements, leaders can steer their organisations towards success by ensuring every decision is aligned with overarching strategic objectives, fostering collaboration, transparency, and trust through **transparent and empathetic communication channels**.

<https://www.youtube.com/watch?v=PNeL3B28BxQ>





# Aligning Decision-Making and Strategic Goals



# ALIGNING DECISION-MAKING AND STRATEGIC GOALS

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Aligning decision-making with strategic goals is paramount for success in any organisation. This involves ensuring that every action, from day-to-day operations to long-term planning, **aligns with the organisation's mission, vision, and strategic objectives.**



## VISION STATEMENT

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- A vision statement outlines the organisation's long-term aspirations and goals. It answers the question: *"Where do we envision ourselves in the future?"*
- It should be ambitious yet realistic, motivating stakeholders and providing a **clear direction** for growth and development.
- An effective vision statement inspires employees, customers, and partners, aligning their **efforts towards a common goal**.

## MISSION STATEMENT

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- A mission statement defines an organisation's purpose and primary objectives. It answers, "*What do we do, and why do we do it?*"
  - It should be concise, clear, and inspirational, guiding the organisation's **daily operations** and strategic decisions.
- A well-crafted mission statement communicates the organisation's core values, target audience, and the **value it provides to stakeholders**.

## STRATEGIC GOALS

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- Strategic goals are **specific, measurable objectives** that support the organisation's mission and vision.
- They provide a **roadmap for achieving the desired outcomes** and guide decision-making at all levels of the organisation.
- Strategic goals should be aligned with the mission and vision, ensuring that every action **contributes to the overarching purpose** and vision of the organisation.



## Vision Template

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- ✓ Future aspiration.
- ✓ Long-term goals.
- ✓ Inspiration.
- ✓ Alignment.
- ✓ Clarity.





## Mission Template

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- ✓ Purpose.
- ✓ Core values.
- ✓ Target audience.
- ✓ Unique value proposition.
- ✓ Conciseness.

# Crafting Strategic Goals

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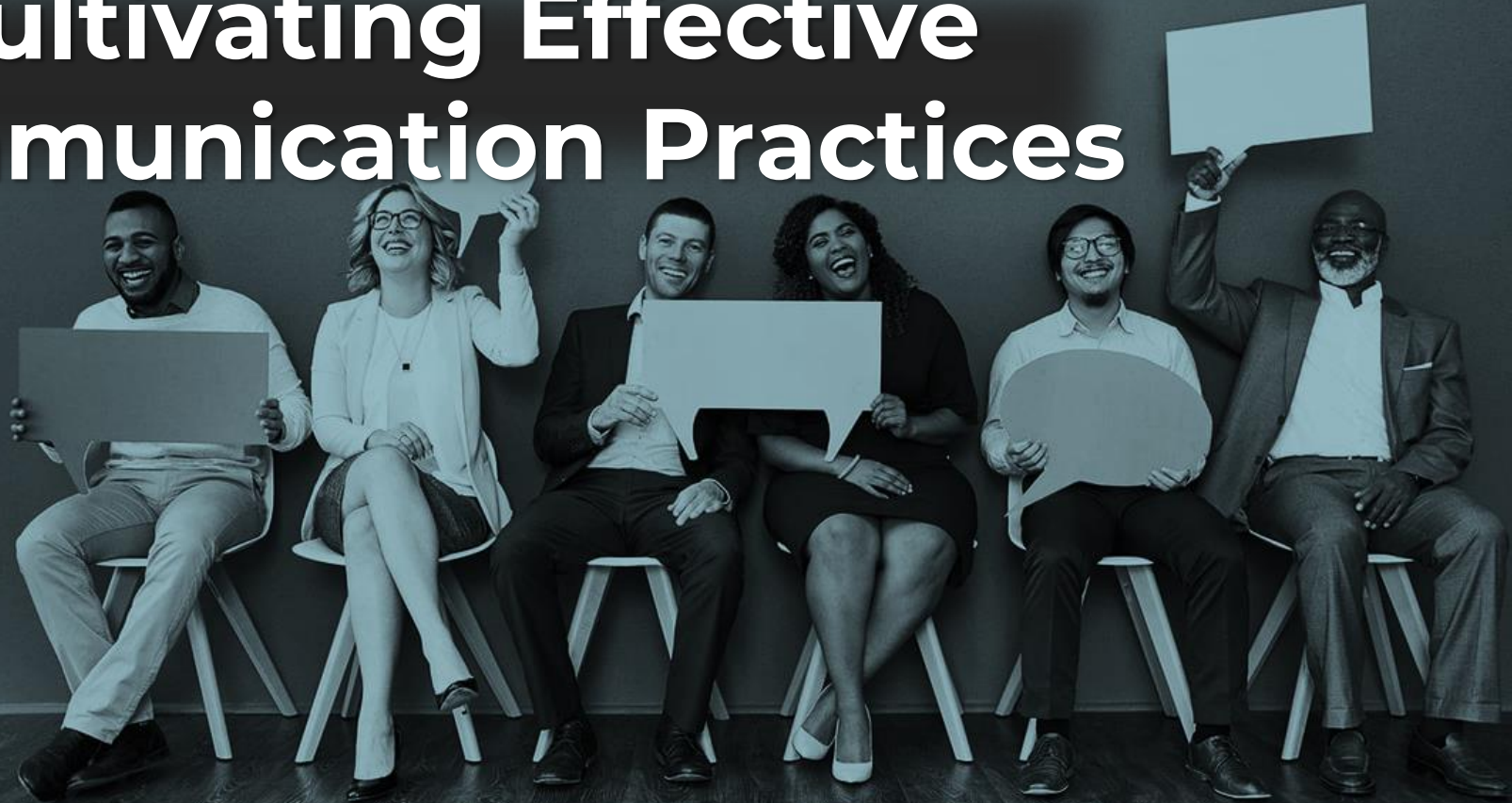
- ✓ Conduct A Swot Analysis.
- ✓ Define Mission And Vision.
- ✓ Identify Strategic Priorities.
- ✓ Set Smart Goals.
- ✓ Engage Stakeholders.
- ✓ Establish KPIs.
- ✓ Create Action Plans.
- ✓ Review And Adapt.



# Midway



# Cultivating Effective Communication Practices





<https://www.youtube.com/watch?v=em6EJ7-MFcw>

## HOW DOES EFFECTIVE COMMUNICATION FOSTER COLLABORATION?

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- ✓ Effective communication encourages **open dialogue and idea-sharing** among team members.
- ✓ It promotes synergy by **ensuring everyone is on the same page** regarding goals, responsibilities, and expectations.
- ✓ Collaborative environments **thrive on clear communication channels** facilitating brainstorming, problem-solving, and decision-making.

## WHY IS TRANSPARENCY CRITICAL FOR EFFECTIVE COMMUNICATION?

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- ✓ Transparent communication **builds trust and credibility** within teams and organisations.
- ✓ It involves sharing relevant information **openly, honestly, and in a timely manner**.
- ✓ Transparent communication **fosters a culture of accountability and integrity**, reducing misunderstandings and conflicts.

## HOW DOES EFFECTIVE COMMUNICATION BUILD TRUST?

- ✓ Trust is the **foundation of strong relationships**, both personal and professional.
- ✓ Effective communication builds trust by **demonstrating authenticity, reliability, and respect for others' perspectives**.
- ✓ Trust enables teams to work together cohesively, even in challenging circumstances, **fostering resilience and mutual support**.



## Active Listening

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- Hearing the words spoken and paying attention to the speaker's tone, body language, and emotions to grasp the underlying message accurately.
- Requires the listener to provide feedback, ask clarifying questions, and paraphrase key points to demonstrate understanding and encourage further dialogue.



## Probing Questions

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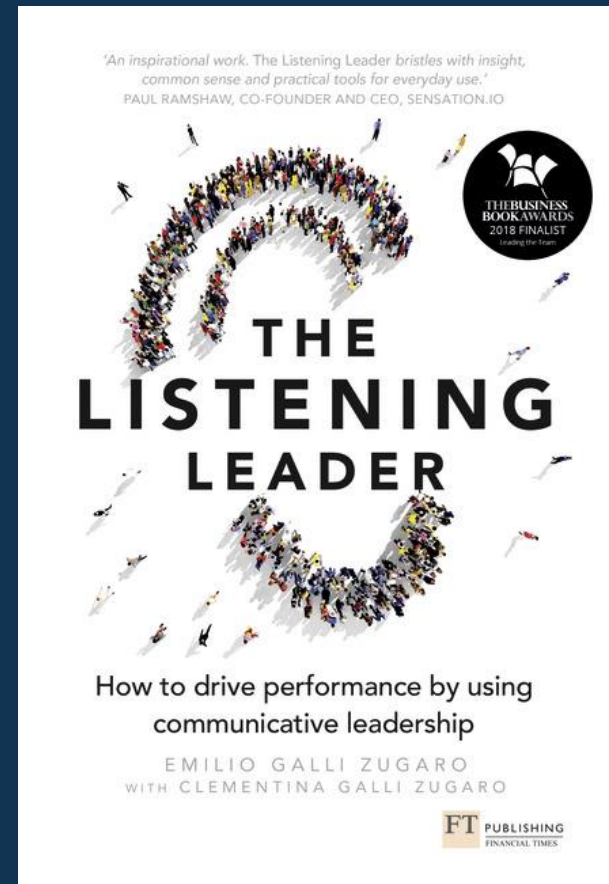
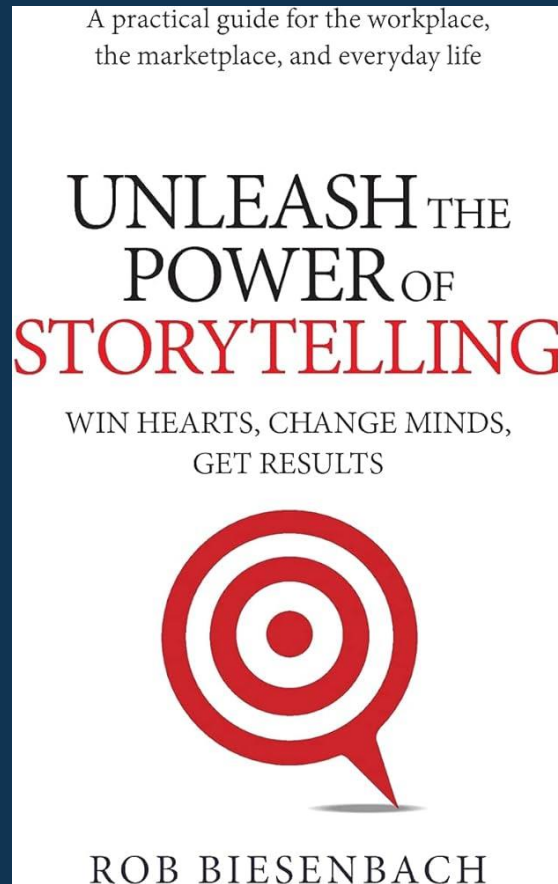
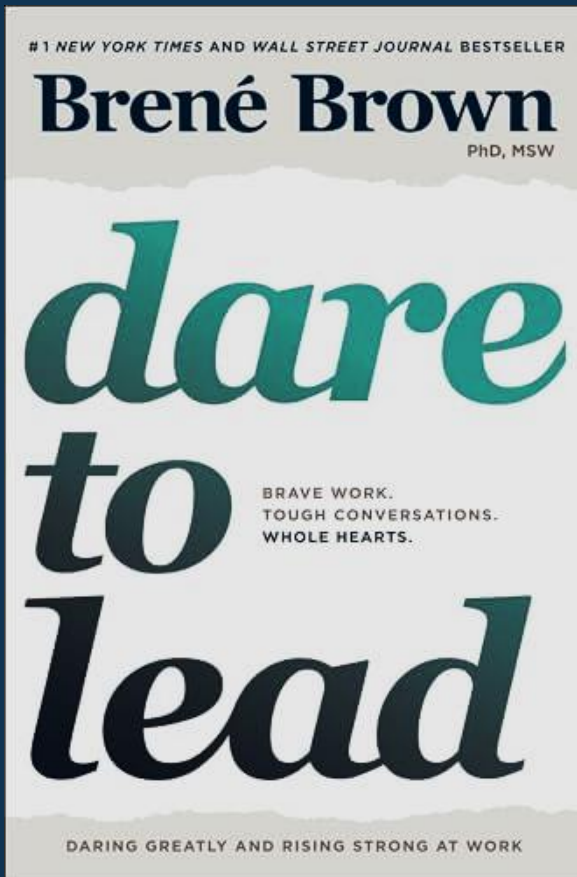
- These questions uncover underlying motivations, concerns, or reasoning behind a statement or action.
- Probing questions are open-ended and encourage the respondent to reflect, elaborate, or provide additional context, facilitating a more comprehensive understanding of the subject matter.






## Constructive Feedback

- Provides helpful insights, suggestions, or guidance to support someone's growth, improvement, or development.
- Emphasises identifying areas of strength and areas for improvement in a respectful and supportive manner.
- Constructive feedback is specific and actionable, focusing on behaviours or actions.



# 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