



Welcome to this session:

**Open Session:**  
*Enhancing Employee  
Engagement and  
Development*

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

Any Questions?  
Drop them in the questions section.





Welcome  
please  
Come In

# 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.



PLEASE  
NOTE...

# Leadership & Management Live Lectures – Housekeeping

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- 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...



# LEARNING OBJECTIVE



## Learning Objective



To equip students with actionable insights and techniques to foster employee engagement and development, **focusing on effective communication and diversity and inclusion.**





# BACKGROUND

## BACKGROUND AND INTRODUCTION

### Low Engagement Levels:

Gallup's latest "*State of the Global Workplace*" report indicates that 76% of UK workers are not engaged, and an additional 14% are actively disengaged.

Employee Engagement in the U.K.: 3 Trends and Examples of What Works.

GALLUP®

# BACKGROUND AND INTRODUCTION



## Sector-Specific Challenges

The manufacturing sector faces significant engagement issues, with 75% of employees disengaged as of 2017.

Which UK sectors are struggling with employee engagement?

## BACKGROUND AND INTRODUCTION

### Historical Management Practices

Some experts attribute low engagement to **outdated bureaucratic management styles** rooted in the industrial revolution, which may stifle employee autonomy and innovation.

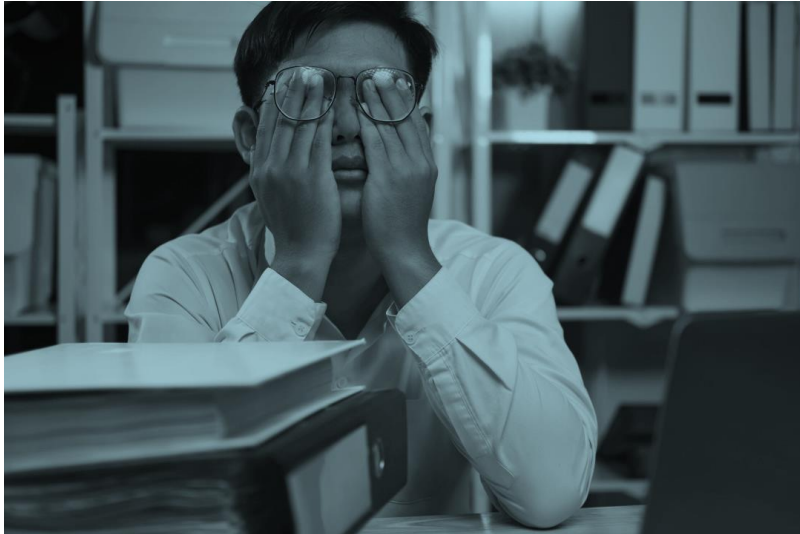
Why is employee engagement in the UK so chronically low?



Old ways  
won't open  
new doors



# BACKGROUND AND INTRODUCTION



## Workplace Wellbeing

Unfair treatment, unmanageable workloads, and unclear communication from managers are leading sources of employee disengagement.

Why are British workers experiencing low engagement at work?

## **BACKGROUND AND INTRODUCTION**

### **Employee Engagement Summit 2025**

The **UK's leading event on employee engagement** is scheduled for May 22, 2025, in London. The summit will feature case studies, panel discussions, and strategies focusing on organisational culture, collaboration, wellbeing, and leadership.

[Employee Engagement Summit 2025.](#)



## BACKGROUND AND INTRODUCTION

### Corporate Giving and Employee Engagement



A notable decline in corporate charitable contributions has been observed, with only 1% of pre-tax profits donated by top companies. This **trend may impact employee perceptions of corporate social responsibility** and affect engagement levels.

[The decline of corporate giving.](#)

## BACKGROUND AND INTRODUCTION

### Link Between Wellbeing and Productivity

Studies have established a clear **connection between employee wellbeing and productivity**, emphasizing the importance of supportive work environments for effective employee development.

Link between wellbeing and productivity is made 'clear'.



## BACKGROUND AND INTRODUCTION



### Addressing 'Quiet Quitting'

Issues such as **burnout, toxic management, and lack of meaningful work** are leading causes of '**quiet quitting**,' where employees do the bare minimum. Addressing these factors is essential for fostering engagement and development.

The three main reasons UK workers are 'quietly quitting'.



## INDIVIDUAL LIBERTY

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Link Between Wellbeing and Productivity – Employees have the right to work in environments that support their autonomy and mental health.





# EFFECTIVE COMMUNICATION IN EMPLOYEE DEVELOPMENT AND ENGAGEMENT

# EFFECTIVE COMMUNICATION IN EMPLOYEE DEVELOPMENT AND ENGAGEMENT

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## The Power of Clarity

**Example:** Imagine a manager assigning a task but leaving out details about the deadline and expected outcome. The result?  
Confusion and frustration.

**Golden rule:** When giving instructions, include what, why, how, and when.

**Demonstrate:** *“Please prepare a report on last month’s sales figures. Include trends and any anomalies. I’ll need it by Friday afternoon 3pm to present to the leadership team.”*

# EFFECTIVE COMMUNICATION IN EMPLOYEE DEVELOPMENT AND ENGAGEMENT

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## Listening as a Superpower

**Explain:** Active listening means fully focusing, understanding, and responding thoughtfully.

Listening isn't waiting for your turn to talk; it's like catching a ball; you're fully present to catch what's being thrown.



# EFFECTIVE COMMUNICATION IN EMPLOYEE DEVELOPMENT AND ENGAGEMENT

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## Email

**Pros:** Clear, documented, and convenient.

**Cons:** Lacks tone and emotional context, often perceived as impersonal.

**Example:** *"Hi Alex, I've noticed you've been late this month. Please ensure punctuality moving forward."*

**Potential Misunderstanding:** Alex may feel criticised without a chance to explain.



# EFFECTIVE COMMUNICATION IN EMPLOYEE DEVELOPMENT AND ENGAGEMENT

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## In Person

**Pros:** Allows empathy, immediate clarification, and collaborative problem-solving.

**Cons:** Can feel awkward and time-consuming.

**Example:** *"Alex, I've noticed some lateness. Is there anything going on, and how can we address it?"*

**Emotional Impact:** Encourages open dialogue and trust.

# EFFECTIVE COMMUNICATION IN EMPLOYEE DEVELOPMENT AND ENGAGEMENT

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## Key Takeaways

Use **in-person** for sensitive issues.

If email is necessary, craft it with **empathy and invite dialogue**.

Communication isn't just talking; it's connecting. It's ensuring your message **lands where it matters; in people's hearts and minds**.

## RULE OF LAW

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Communication Channels That Work – **Clear and documented communication protocols** that align with workplace policies and laws.

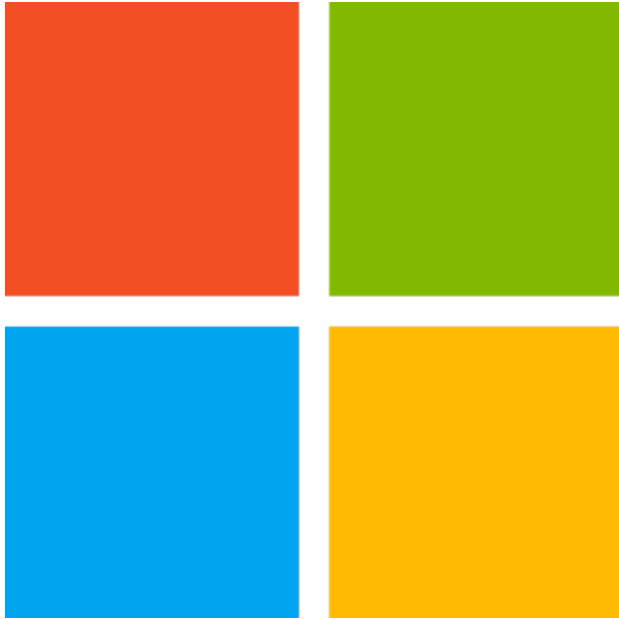




# DIVERSITY AND INCLUSION IN EMPLOYEE DEVELOPMENT AND ENGAGEMENT

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## Why Diversity Matters

Diverse companies are **33% more likely to outperform their peers**. Why? Because varied perspectives spark innovation.

Microsoft, actively hires people with disabilities to design accessible tech.



# DIVERSITY AND INCLUSION IN EMPLOYEE DEVELOPMENT AND ENGAGEMENT

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## Creating an Inclusive Culture

Emphasize being **open to learning about others** without assuming you know their experience.

Inappropriate phrase ***“You don’t look like an engineer”***, rather use ***“Tell me about your journey into engineering?”***



# DIVERSITY AND INCLUSION IN EMPLOYEE DEVELOPMENT AND ENGAGEMENT

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## Recognising Unconscious Bias

Write down traits of an  
*“ideal team member”,*

Reflect on **potential  
biases.**

# DIVERSITY AND INCLUSION IN EMPLOYEE DEVELOPMENT AND ENGAGEMENT

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## Recognising Unconscious Bias

Encourage **structured interviews** to ensure fairness and emphasize the importance of **diverse hiring panels**.

For Example - A hiring team **reviews applications without names** to focus solely on qualifications.



# DIVERSITY AND INCLUSION IN EMPLOYEE DEVELOPMENT AND ENGAGEMENT

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## Key Takeaway

Diversity isn't just about who's in the room; it's about **who feels like they belong.**

## DEMOCRACY

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Cultural Humility -  
Democracy fosters  
**open dialogue and  
mutual respect** among  
employees.



# CONCLUSION



**THE**

**END**



## CONCLUSION

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### Key Points

*Engagement Is Built Daily:* Small actions, like a genuine “*Thank you,*” matter.

*Wellbeing Fuels Productivity:* Happy employees create stronger teams.

*Walk the Talk:* Be the example you want to see in your workplace.

# Thank you for attending



**CoGrammar**



Department  
for Education