



Welcome to this session:

# Open Session:

## *Embracing Leadership in Sustainability*

The session will start shortly...

Any Questions?  
Drop them in the questions section.

APPLICATIONS FOR FUTURE  
LEADERS 2025 CLOSING SOON!

Don't forget to send your application form to  
[leaders@ukgbc.org](mailto:leaders@ukgbc.org) before 20th November





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](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



By the end of this session, students will understand how to **cultivate synergy through effective leadership, foster innovation, and embrace adaptive excellence** to drive sustainable change.





# BACKGROUND

## BACKGROUND

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### Setting The Scene

The UKGBC Future Leaders Programme is a groundbreaking initiative that **brings together emerging leaders from across the built environment sector.**

This programme isn't just about individual growth; it's about **shaping a collective future.**

Through an immersive **series of workshops, mentoring opportunities, and collaborative challenges**, participants are empowered to tackle some of the industry's most pressing issues with fresh perspectives and bold solutions.

## BACKGROUND

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### Why is this programme so vital?

A striking statistic from the UK Green Building Council's 2023 report reveals that a staggering **45% of the UK's carbon emissions are linked to the built environment**. That's nearly half of the country's carbon footprint.

From the materials we use in construction to the way buildings are designed, managed, and powered, **every decision in this sector has profound implications for our planet**.

## BACKGROUND

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Why is this programme so vital?

This **puts leaders at the heart of the solution**. Reversing this trend isn't just about making incremental changes; it requires a seismic shift in how we think, act, and collaborate.

The **Future Leaders Programme** **recognises this challenge** and aims to equip its participants with the tools and mindset to rise to the occasion.





## BACKGROUND

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### Three Interconnected Themes

***Innovation:*** Encouraging participants to **challenge the status quo** and embrace creative approaches to sustainable development.

***Collaboration:*** Building **strong, interdisciplinary networks** where leaders can work together to tackle complex issues.

***Sustainability Leadership:*** Developing the skills to lead with purpose, resilience, and a **commitment to long-term environmental stewardship.**

## BACKGROUND

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### The Ultimate Goal?


To empower participants **to think differently and lead boldly** in driving sustainability within the built environment.



This isn't about following **trends; it's about setting them.**

By cultivating a deep understanding of the challenges and opportunities in this space, the programme prepares future leaders **to create meaningful change, both within their organisations and on a broader societal level.**

<https://www.youtube.com/watch?v=wXzzACziBq0>



# BUILDING SYNERGY THROUGH EFFECTIVE LEADERSHIP

## BUILDING SYNERGY THROUGH EFFECTIVE

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**Julie Hirigoyen** was the **CEO** of the UK Green Building Council for 8 years. She's not just a leader; she's a catalyst for change.

In a 2022 interview with Building Magazine, Julie **highlighted the importance of collaborative impact**, a concept she made central to UKGBC's mission.





# BUILDING SYNERGY THROUGH EFFECTIVE

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## Her Approach?

Bringing together diverse voices from across the built environment to tackle challenges like carbon reduction and climate resilience.

She often said that no single company, sector, or leader can address these issues alone. It's this **ethos of shared responsibility and collaboration** that's enabled UKGBC to drive meaningful change across the industry.



# BUILDING SYNERGY THROUGH EFFECTIVE

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## Three Core Synergy Components

### Clear Communication

Transparency isn't just a buzzword; it's the **foundation of trust**.

Leaders who communicate openly create an environment where team members feel **safe sharing ideas, voicing concerns, and working together to solve problems**.

How much more effective is a team when everyone is on the same page, **motivated by the same understanding of the mission?**

# BUILDING SYNERGY THROUGH EFFECTIVE

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## Three Core Synergy Components

### Empathy

Understanding diverse perspectives isn't just nice to have; it's essential.

Whether you're working with architects, engineers, or policymakers, **stepping into someone else's shoes can uncover solutions** you might never have thought of on your own.

**Empathy allows leaders to bridge divides** and build strong, cohesive teams that thrive on mutual respect.

# BUILDING SYNERGY THROUGH EFFECTIVE

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## Three Core Synergy Components

### Shared Vision

Great leaders know how to inspire their teams around a common goal. It's about painting a picture of what's possible; whether that's achieving net zero, creating regenerative buildings, or transforming urban landscapes for future generations.

When everyone is aligned on that vision, **it becomes a guiding light that motivates and unites.**

# BUILDING SYNERGY THROUGH EFFECTIVE

## Your Leadership Style

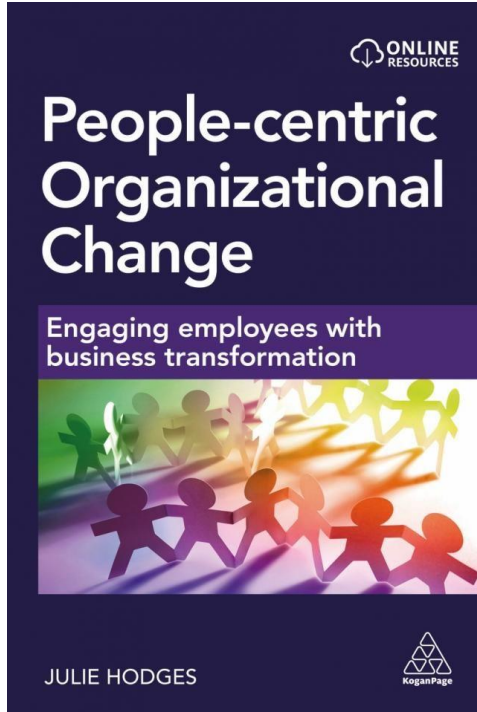
Ask yourself: *“How can I inspire my team to act boldly in sustainability initiatives?”*

What does bold action look like in your context? Maybe it's about **championing new ideas, fostering deeper collaboration**, or setting ambitious but achievable sustainability targets.





# BUILDING SYNERGY THROUGH EFFECTIVE



## “People-Centric Organizational Change” *by Julie Hodges*

Achieving synergy in leadership often hinges on **genuinely engaging employees in the change process.**

By prioritising **clear communication, empathy, and a shared vision**, leaders can foster the trust and collaboration needed to tackle complex challenges like sustainability

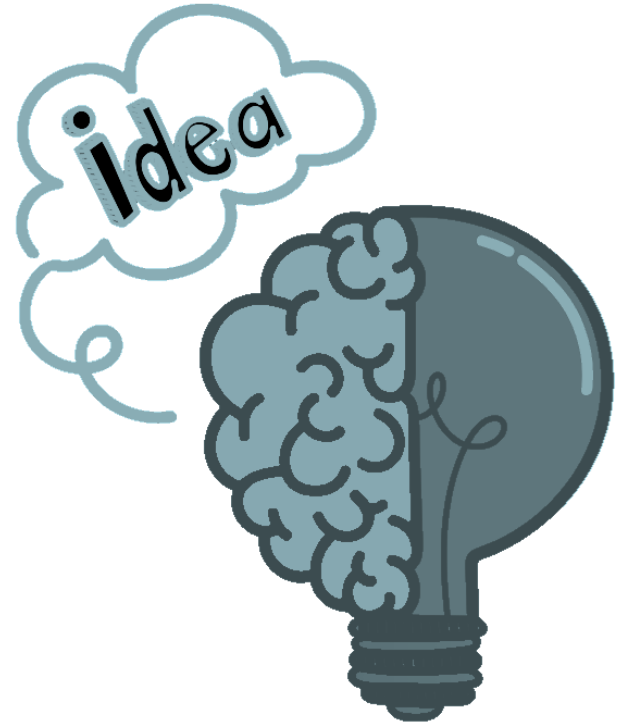


# FOSTERING INNOVATION AND ENGAGEMENT

## FOSTERING INNOVATION AND ENGAGEMENT

*“Innovation as a Habit”*, this concept, popularised by a 2021 Harvard Business Review article, flips the script on how we think about innovation.

Instead of viewing it as the occasional lightning bolt of brilliance, it **encourages organisations to make innovation part of their everyday culture**; a mindset woven into the fabric of how they operate.



# FOSTERING INNOVATION AND ENGAGEMENT

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What if innovation wasn't just for R&D teams or big project launches?

What if it became **a daily practice** across every role, team, and department?

That's the power of treating innovation as a habit; **it becomes a continuous, collective** effort to improve, evolve, and tackle challenges in fresh ways.

# FOSTERING INNOVATION AND ENGAGEMENT

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## Three Practical Methods To Foster A Culture Of Innovation

### Curiosity

The most innovative breakthroughs often begin with simple but powerful questions: *“What if?”* or *“Why not?”*

**Encouraging curiosity within teams can lead to transformative ideas.** For instance, what if your team questioned traditional supply chain processes and uncovered a way to reduce emissions? Or asked why we couldn't make carbon-neutral materials more affordable?



# FOSTERING INNOVATION AND ENGAGEMENT

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## Three Practical Methods To Foster A Culture Of Innovation

### Experimentation

Start small. **Embrace small-scale pilots to test ideas**, learn what works, and refine approaches.

For example, some companies have piloted smart building technologies, like automated energy-saving systems, in a single facility before rolling them out more broadly. These experiments **not only minimize risk but also create a sense of momentum and progress.**

# FOSTERING INNOVATION AND ENGAGEMENT

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## Three Practical Methods To Foster A Culture Of Innovation

### Recognition

Don't underestimate **the power of celebration**.

Recognising and rewarding creative contributions; no matter how big or small; **encourages a steady flow of ideas**.

When people see that their efforts are valued, **they're more likely to think boldly and contribute enthusiastically**. Even a simple shout-out in a team meeting can go a long way in building a culture where innovation thrives.

# FOSTERING INNOVATION AND ENGAGEMENT

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## Real-world Examples Of Green Building Innovations

### Carbon-Neutral Construction Materials

Companies are developing materials like **carbon-absorbing concrete** and **bio-based insulation** that not only reduce emissions but also actively contribute to carbon sequestration.



# FOSTERING INNOVATION AND ENGAGEMENT

## Real-world Examples Of Green Building Innovations

### Smart Building Technology

Innovations like AI-driven energy management systems and Internet of Things-enabled devices are **optimising energy use and reducing waste in real time.**



# FOSTERING INNOVATION AND ENGAGEMENT

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## Your Unique Perspective

Ask yourself: *“What’s one innovative sustainability idea I could implement in my work?”*

Maybe it’s introducing a **new green procurement policy**, redesigning workflows to minimise waste, or **championing a sustainability awareness campaign** within your team.

## INDIVIDUAL LIBERTY

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Fostering innovation goes hand-in-hand with embracing individual liberty, **empowering people to bring their unique perspectives and ideas to the table.**







# NURTURING ADAPTIVE EXCELLENCE

## NURTURING ADAPTIVE EXCELLENCE

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At its heart, adaptive excellence is **the ability to pivot and respond to shifting circumstances**; all while keeping your eyes on the prize: your long-term goals.

It's like sailing. **You can't control the wind, but you can adjust your sails.**

Adaptive excellence doesn't mean abandoning your destination; it's about **finding creative ways to navigate challenges**, detours, and even unexpected opportunities along the way.



# NURTURING ADAPTIVE EXCELLENCE

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## Three Key Strategies To Nurture Adaptability

### Mindset Shifts

Adaptability starts in the mind. It's about **reframing how we view challenges; not as roadblocks but as opportunities** to learn, grow, and innovate.

Ask yourself or your team: ***“What can we learn from this?”*** or ***“How could this challenge spark a new idea?”***

When we shift our mindset, we transform obstacles into **stepping-stones.**

# NURTURING ADAPTIVE EXCELLENCE

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## Three Key Strategies To Nurture Adaptability

### Skill Development

Adaptability is easier **when you have the right tools**.

In the context of sustainability, that means investing in upskilling; learning about emerging green technologies, trends in carbon reduction, or the latest sustainable construction practices.

**Staying informed and building expertise keeps you agile** and ready to respond to new developments.

# NURTURING ADAPTIVE EXCELLENCE

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## Three Key Strategies To Nurture Adaptability

### Feedback Loops

**No one adapts in a vacuum.**

The best leaders actively seek input from their peers, teams, and stakeholders. Why? Because **feedback gives you valuable insights** to fine-tune your approach.

Whether it's a peer review, customer survey, or stakeholder discussion, creating **feedback loops helps you identify blind spots and refine strategies** in real time.

# NURTURING ADAPTIVE EXCELLENCE

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## Practical Tip



One way to strengthen your adaptive decision-making muscles is through **scenario-based planning**.

Imagine a few “*what if*” situations; what if your supply chain is disrupted? What if new regulations demand rapid compliance? What if your team has to cut emissions by 50% in half the time expected?



# NURTURING ADAPTIVE EXCELLENCE

## Practical Tip

Take one of these scenarios and map out potential responses.

*“What’s your plan A? Your plan B?”*

This kind of practice doesn’t just prepare you for the unexpected; it also **builds confidence in your ability to pivot while staying focused** on your ultimate sustainability goals.

~~PLAN A~~

PLAN B

## RULE OF LAW

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Adapting to change while maintaining structured systems of accountability, ensures fairness and consistency in leadership.



# CONCLUSION

A dark, moody image featuring a film strip running horizontally across the center. The words "THE" and "END" are printed in large, bold, black capital letters on two adjacent frames of the film strip. In the background, a large, metallic film reel is visible, partially obscured by the film strip. The overall aesthetic is cinematic and vintage.

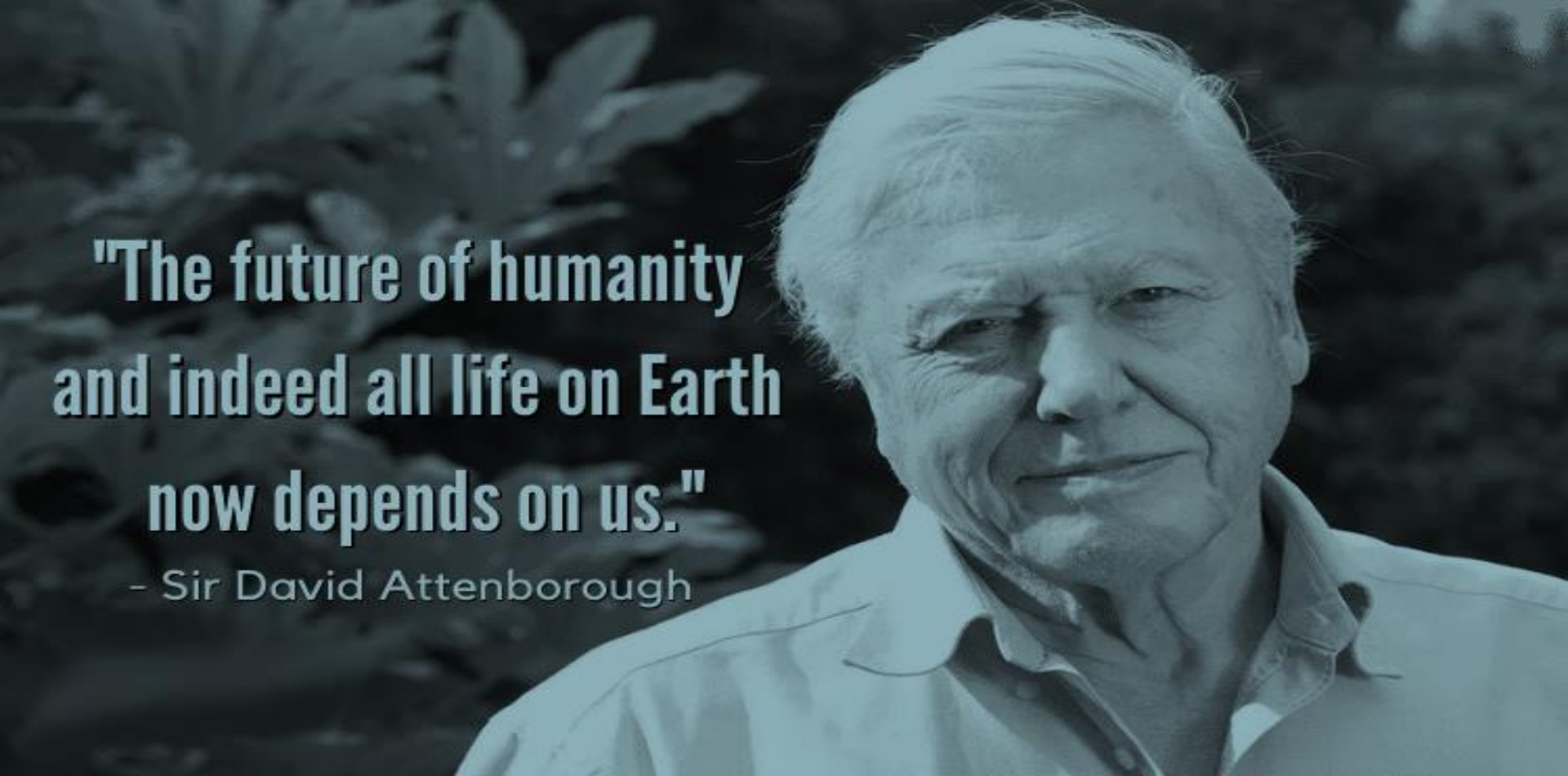
**THE END**

## CONCLUSION

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Let us lead  
boldly, innovate  
fearlessly, and  
**celebrate**  
**moments of**  
**synergy.**



"The future of humanity  
and indeed all life on Earth  
now depends on us."

- Sir David Attenborough



# RESOURCES

A black and white photograph of a stack of books. In the foreground, an open book lies flat, and a pair of glasses rests on its right page. The background is filled with more stacks of books, creating a sense of a library or a large collection of resources.



# RESOURCES

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## Videos

- ✓ [UKGBC Future Leaders Impact Stories: Clare Murray, Levitt Bernstein.](#)

## Articles

- ✓ [UKGBC Opens Applications For Future Leaders 2024 Programme.](#)
- ✓ [Analysis: UK Emissions In 2023 Fell To Lowest Level Since 1879.](#)
  - ✓ [In conversation with Julie Hodges.](#)
- ✓ [Making Innovation an Everyday Habit in Your Organization.](#)

# Thank you for attending



**CoGrammar**



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