



Welcome to this session:

Open Session:
*Innovating for
Sustainable Fashion
Futures*

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.



PLEASE
NOTE...

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](#).
- [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 foster innovation, and embrace adaptive leadership**, to support sustainable fashion initiatives amidst economic challenges.





VOGUE
BUSINESS
FASHION
FUTURES
IN PARTNERSHIP WITH G&O

With Vogue Business and OpenFuture
Presented by VICE

The new AI era fuels practicality and creativity

			
NADRIAN MCDOWELL Senior Innovation Editor Vogue Business	LAWRENCE LENNAN Chairman and Co-Founder Revolution	COLBY MUSKRABI Founder and CEO Intouch	RANAIAH AOTI SVP of Product Autism Inc.

BACKGROUND

BACKGROUND AND INTRODUCTION

Setting The Scene

Vogue Business Fashion Futures is a global initiative uniting industry leaders, designers, and innovators to **shape the future of fashion, focusing on sustainability and technological advancement.**

Hosted in major fashion capitals like London and New York, it provides a **platform for discussing the evolving industry landscape.**



BACKGROUND AND INTRODUCTION

Setting The Scene

In November 2023, the event at London's Design Museum brought together 300 thought leaders to address the climate crisis, the need for collaboration, and integrating sustainable materials. Calls were made for long-term brand commitments to scale sustainable practices.

In early 2024, the New York edition at Chelsea Factory emphasized innovation, sustainability, and evolving business models like rental and resale. Discussions highlighted brand collaboration in tackling environmental challenges.

BACKGROUND AND INTRODUCTION



Setting The Scene

The next edition, in partnership with **Dubai Design District**, is set for **6 February 2025** during Dubai Fashion Week.

It will promote sustainable fashion through keynotes, panels, and an exhibition **connecting global leaders with regional innovators.**

BACKGROUND AND INTRODUCTION

Key Insights

Collaboration Over Competition

Industry leaders emphasize **partnerships across brands, organisations, and regions** as crucial for driving innovation and addressing climate challenges.

Innovative Business Models

The adoption of rental, resale, and circular fashion models is transforming the industry by **extending product life cycles and reducing waste**.

BACKGROUND AND INTRODUCTION

Key Insights

Technology as a Game-Changer

Innovations like AI, digital fashion, and material science are revolutionising design, production, and marketing processes.

Global and Cultural Approaches

The Dubai edition highlights the **value of culturally nuanced strategies and regional collaborations** to foster innovation tailored to specific markets while contributing to global progress.

BACKGROUND AND INTRODUCTION

Key Insights

Leadership in Responsibility

Brands are urged to lead proactively, **setting ethical and responsible practices as industry standards to drive meaningful change.**



TOLERANCE

Global and Cultural Approaches.

Promote tolerance through culturally nuanced strategies, showcasing how **global collaboration respects diversity.**





FOSTERING A CULTURE OF INNOVATION

FOSTERING A CULTURE OF INNOVATION

Celebrate Ideas, Not Just Results

Focusing only on successful outcomes **can discourage creativity and risk-taking.**

By celebrating ideas, even those that don't succeed, organisations **create an environment where employees feel safe to share and experiment.**



FOSTERING A CULTURE OF INNOVATION

Celebrate Ideas, Not Just Results

Idea Showcases

Host regular sessions where employees present ideas, regardless of their stage of development. These can be **informal brainstorming meetings or structured innovation days**.

Recognition Programs

Reward contributions to innovation with accolades such as **"Idea of the Month"** or **"Most Creative Solution."** This ensures individuals feel their creativity is valued.

FOSTERING A CULTURE OF INNOVATION

Celebrate Ideas, Not Just Results

Share Learning Experiences

Emphasize what was learned from ideas that didn't work. By framing **"failures" as valuable lessons**, employees are encouraged to keep innovating.

Leverage Storytelling

Share **stories of how early-stage ideas became major successes** to inspire others to contribute their thoughts.

FOSTERING A CULTURE OF INNOVATION



Create Spaces for Experimentation

Innovation thrives in environments where individuals can **test their ideas without fear of reprimand.**

A dedicated space or system for experimentation **encourages exploration and fosters creativity.**

FOSTERING A CULTURE OF INNOVATION

Create Spaces for Experimentation

Dedicated Innovation Labs

Set up physical or virtual spaces where employees can collaborate and prototype ideas using tools and resources, they may not otherwise have access to.

Time for Innovation

Allocate specific time for employees to work on passion projects or explore new ideas.

FOSTERING A CULTURE OF INNOVATION

Create Spaces for Experimentation

Pilot Programs

Encourage **small-scale trials for new ideas**. This approach allows for risk management while providing valuable insights into feasibility.

Encourage Cross-Department Collaboration

Mix teams from different functions to generate diverse perspectives and ideas, enhancing the likelihood of innovative solutions.

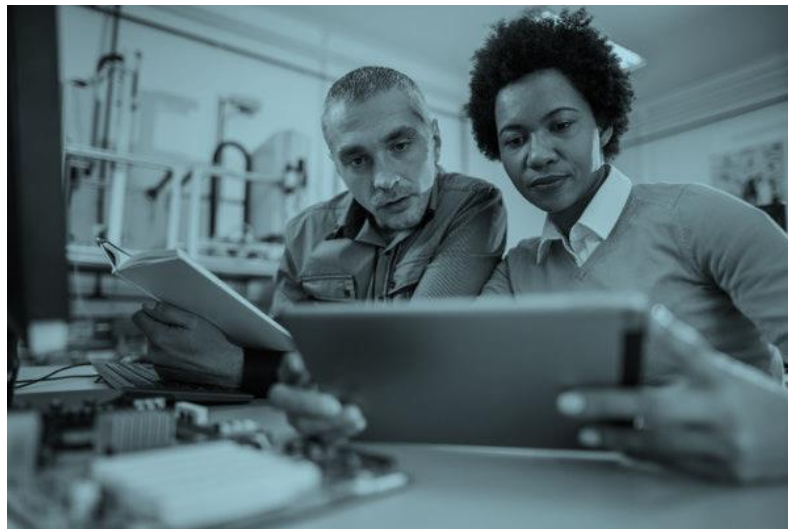
FOSTERING A CULTURE OF INNOVATION

Create Spaces for
Experimentation

Provide Resources and Support

Ensure that teams have **access to funding, mentorship, and tools to experiment** effectively.

This can include access to emerging technologies, training, or market data.



FOSTERING A CULTURE OF INNOVATION

Embedding a culture of innovation **requires a mindset shift across the organisation.**

By celebrating the process (*not just the outcome*) and creating safe, resource-rich spaces for experimentation, you foster an **environment where innovation becomes a natural part of how work is done.**

Encourage leaders to model these behaviours, as their buy-in is critical to sustaining this cultural shift.

Time To Reflect



1. What innovative approaches have you seen or could you imagine in your workplace to promote sustainability?

INDIVIDUAL LIBERTY

Fostering a Culture of Innovation

Celebrate Ideas, Not Just Results. Encourage personal creativity and freedom of thought.

Create Spaces for Experimentation. Provide employees the liberty to explore and innovate in a supportive environment.





ADAPTIVE LEADERSHIP IN ACTION

ADAPTIVE LEADERSHIP IN ACTION

Adaptive leadership is a leadership approach that emphasizes the ability to **adjust and pivot strategies in response to changing circumstances**, challenges, or opportunities.

It's about being flexible and responsive, **balancing short-term needs with long-term goals**, and enabling teams to thrive in uncertainty.

Adaptive leaders **focus on solving complex problems** that may not have clear solutions, often requiring innovation, collaboration, and learning.

ADAPTIVE LEADERSHIP IN ACTION



Key Characteristics

Embracing uncertainty and ambiguity.

Empowering others to contribute to problem-solving.

Being open to learning and evolving alongside the environment.

ADAPTIVE LEADERSHIP IN ACTION

Be Open to Feedback from Diverse Stakeholders

Diverse perspectives provide a more **comprehensive understanding of challenges and opportunities.**

Feedback from a range of stakeholders; employees, customers, partners, and community members **can help leaders make informed, inclusive decisions.**



ADAPTIVE LEADERSHIP IN ACTION

Be Open to Feedback from Diverse Stakeholders

Foster a Culture of Open Dialogue

Create an environment where stakeholders feel safe to voice their opinions, even if they differ from leadership's views.

Use Multiple Channels for Feedback

Utilise surveys, focus groups, one-on-one meetings, and suggestion boxes to gather insights.

ADAPTIVE LEADERSHIP IN ACTION

Be Open to Feedback from Diverse Stakeholders

Act on Feedback

Demonstrate that feedback leads to action by implementing suggestions where feasible and explaining decisions transparently.

Seek Contrasting Views

Proactively seek out opinions from individuals or groups who may offer a different perspective, particularly in decision-making processes.

ADAPTIVE LEADERSHIP IN ACTION

Develop Foresight by Analysing Market Trends

Anticipating shifts in the market allows leaders to **prepare their organisations for future challenges and opportunities**, reducing risk and staying ahead of competitors.



ADAPTIVE LEADERSHIP IN ACTION

Develop Foresight by Analysing Market Trends

Stay Informed

Regularly consume **industry reports, news, and thought leadership articles** to understand emerging trends.

Leverage Data Analytics

Use data to **identify patterns and predict potential changes** in customer behaviour, market demand, or technological advancements.

ADAPTIVE LEADERSHIP IN ACTION

Develop Foresight by Analysing Market Trends

Engage with Experts

Attend **conferences, webinars, and panel discussions** to hear insights from industry leaders and analysts.

Scenario Planning

Develop multiple strategic scenarios to anticipate various potential futures, allowing the organisation to adapt swiftly as the environment evolves.

ADAPTIVE LEADERSHIP IN ACTION



Develop Foresight by Analysing
Market Trends

Encourage Trend Spotting Across
Teams

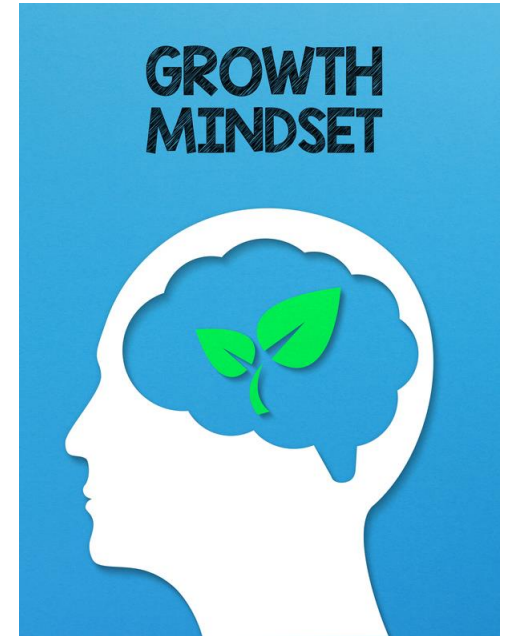
Empower employees at all levels to
report observations about customer
behaviour, competitor activity, or
technological advancements,
**ensuring a bottom-up flow of
insights.**

ADAPTIVE LEADERSHIP IN ACTION

Adaptive leadership requires a **proactive and agile mindset**.

Leaders must remain grounded in their core mission while **staying flexible in their approach**.

By **actively seeking feedback and keeping an eye on market trends**, they can make well-informed decisions that not only respond to change but often capitalise on it.



DEMOCRACY

Open to Feedback from
Diverse Stakeholders.

Encourage **open
dialogue** and inclusive
decision-making.



CONCLUSION



THE END

CONCLUSION



Key Points

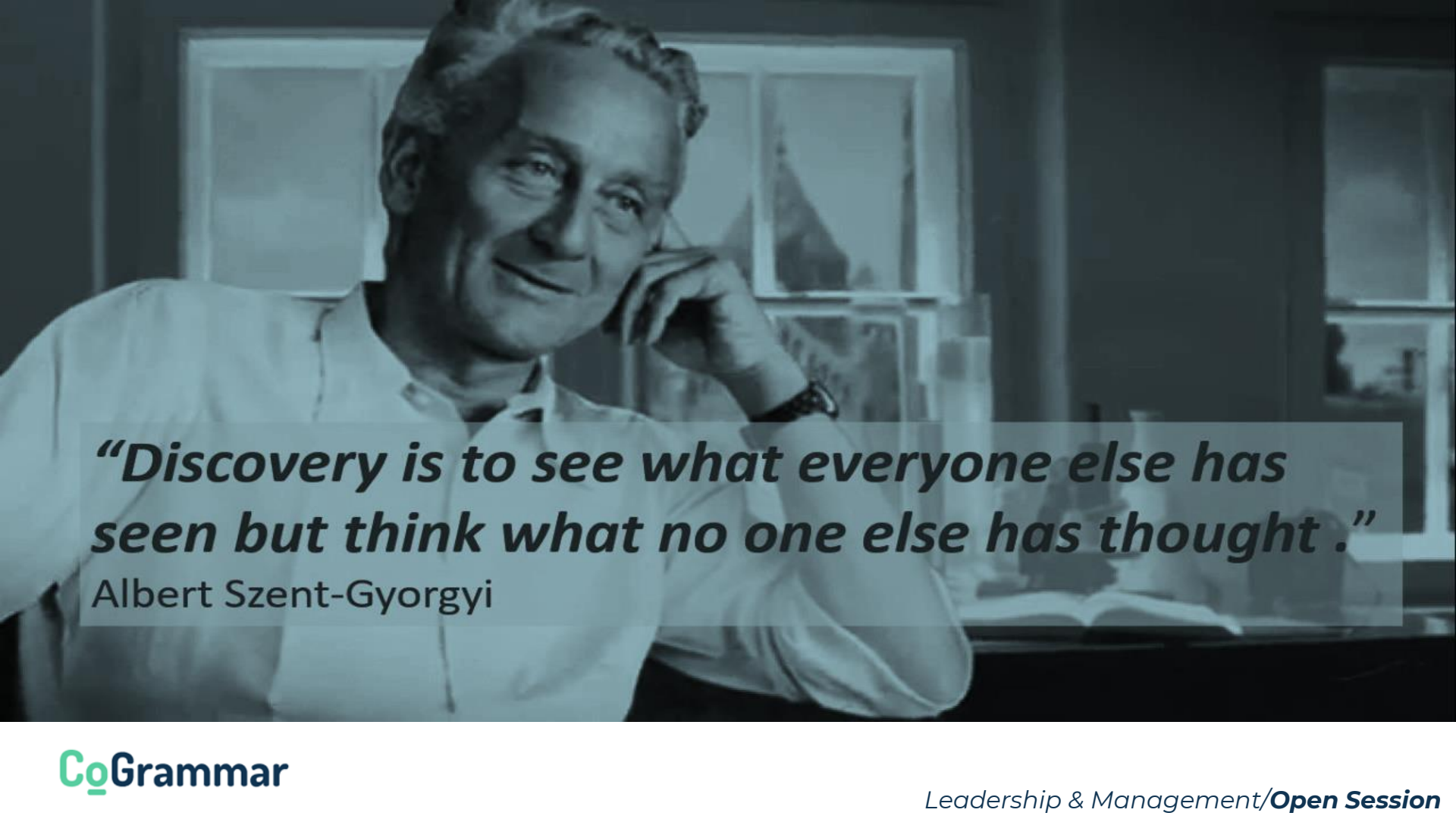
Make sustainability
desirable through
innovation.

Use adaptive
leadership to stay
ahead.

Time To Reflect



1. Over the next week, identify one way to embed sustainability in your current role.

A black and white photograph of Albert Szent-Gyorgyi, an elderly man with white hair, resting his chin on his hand and smiling slightly. He is wearing a light-colored shirt. The background shows a window with a view of a landscape.

“Discovery is to see what everyone else has seen but think what no one else has thought .”

Albert Szent-Gyorgyi

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

Articles

- ✓ [Key takeaways from Vogue Business Fashion Futures New York.](#)
- ✓ [What we learnt at Vogue Business Fashion Futures London.](#)
- ✓ [Vogue Business announces Fashion Futures Dubai at Dubai Design District \(d3\).](#)

Thank you for attending



CoGrammar



Department
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