



Welcome to this  
session:

# Supporting Work-Life Balance 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

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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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- 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.](#)





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

# Open Questions...





## Question 1

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*"Imagine you could design your ideal work setup; no limits. Would you work from home, in an office, a mix of both, or somewhere completely unexpected? Why?"*





## Question 2

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*"If your body and mind could each send you a text message right now, what would they say? Would it be a thumbs up, a reminder to rest, or maybe a gentle nudge to move more?"*

### Question 3

*"Think about the best team or work environment you've ever been part of. What made it feel so supportive, and how can we create more of that in our workplaces?"*





# LEARNING OUTCOMES



## Learning Outcomes

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- Examine **flexible work arrangements**, the benefits and challenges, and implementation for employee well-being and organisational goals.
- Increase awareness of **workplace mental and physical health** issues, promoting a supportive environment.
- Foster a workplace **culture valuing diversity, inclusivity, and employee well-being**.



# THE NITTY GRITTY



A man is sitting at a desk, talking on a mobile phone. A young child is sitting on his lap, playing with papers and a calculator. A laptop is open on the desk. The scene is dimly lit, suggesting a home office environment.

# Flexible Work Arrangements

# FLEXIBLE WORK ARRANGEMENTS

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Flexibility has become a cornerstone of fostering a **positive and adaptable professional culture.**

Flexible work arrangements include a variety of practices that **deviate from traditional, fixed schedules and locations.**



## FLEXIBLE WORK ARRANGEMENTS

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This may include remote work, **compressed workweeks**, flexible hours, or **job-sharing arrangements**.

The goal is to provide employees with options that accommodate their individual needs while **maintaining productivity and meeting organisational objectives**.



## FLEXIBLE WORK ARRANGEMENTS

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With **technological advancements**, remote work has become a prevalent form of flexible arrangement.

Professionals can carry out their responsibilities from locations outside the traditional office setting, **promoting work-life balance and accommodating diverse lifestyles.**



## FLEXIBLE WORK ARRANGEMENTS

Successful remote work requires **effective communication, self-discipline, and collaborative tools** to ensure seamless team collaboration.



# Time To Reflect

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1. As a leader, how have I observed the incorporation of flexible work arrangements influencing my team or organisation's overall culture and productivity?
2. Flexible work arrangements include various options that provide employees with alternatives to traditional, fixed work structures.

## **FLEXIBLE WORK ARRANGEMENT OPTIONS**

1. Remote work/telecommuting.
2. Compressed workweeks.
3. Flexible hours.
4. Job sharing.
5. Part-time arrangements.
6. Shift flexibility.
7. Phased retirement.
8. Flexiplace/Flexible location.
9. Annualised hours.
10. Job redesign.

## KEY ADVANTAGES

1. Enhanced work-life balance.
2. Increased employee satisfaction.
3. Talent attraction and retention.
4. Greater productivity and focus.
5. Reduced commuting stress.
6. Cost savings for employees.
7. Access to a diverse talent pool.
8. Adaptability to personal preferences.
9. Improved employee well-being.
10. Resilience in challenging situations.

## DEMOCRACY

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Employees **having a say**  
**in their work schedules**  
**fosters** democratic  
participation.





# Time To Reflect

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1. Reflecting on the advantages of flexible work arrangements, how has implementing such arrangements influenced my work experience or that of my team?
2. How can I leverage the benefits of flexibility to enhance my professional well-being and contribute to a positive work culture?



# Mental and Physical Health Awareness

## MENTAL AND PHYSICAL HEALTH AWARENESS

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Prioritising mental and physical health awareness is **not only a moral imperative but also a strategic investment** in the long-term success of organisations.

Organisations foster a culture of **productivity, resilience, and collective success** by creating an environment that values well-being.



## SUPPORTIVE STRATEGIES

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1. Understanding mental and physical health in the workplace.
2. Promoting a stigma-free environment.
3. Access to mental health resources.
4. Encouraging physical activity.
5. Flexible work arrangements for well-being.
6. Stress management and resilience training.
7. Work-life integration strategies.
8. Leadership support and role modelling.
9. Regular health check-ups and screenings.
10. Creating a culture of empathy and support.

<https://www.youtube.com/watch?v=2IDheJzSYeo>





# Time To Reflect

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1. How has my mental and physical health awareness evolved throughout my professional journey?
2. How do I integrate this awareness into fostering a supportive and thriving workplace environment?

# Midway



## MENTAL AND PHYSICAL HEALTH AWARENESS

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- **Google:** Encourages employees to **take mental health days** when needed, recognising the importance of mental well-being.
- **Microsoft:** Incorporates wellness initiatives such as **fitness challenges**, mindfulness programs, and access to wellness resources.
- **Salesforce:** Prioritises mental health by offering **mindfulness and meditation programmes** for employees.

## MENTAL AND PHYSICAL HEALTH AWARENESS

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- **Johnson & Johnson:** Has comprehensive wellness programmes that include fitness centres, **mental health resources**, and initiatives to support work-life balance.
- **Unilever:** Has a global well-being framework that focuses on physical and mental health, promoting a **holistic approach to employee well-being**.
- **Meta:** Provides **online support groups** for employees to connect and share experiences related to mental health.

# Time To Reflect

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1. How can I draw inspiration from the wellness initiatives examples to cultivate a workplace culture that prioritises your team's mental and physical health?
2. How can I actively demonstrate my commitment to employee well-being and foster a work environment that encourages a holistic approach to health?





# Creating a Supportive Environment

## THRIVING STRATEGIES

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1. Building trust and open communication.
2. Recognition and appreciation.
3. Professional development opportunities.
4. Inclusive practices.
5. Flexible work policies.
6. Employee well-being initiatives.
7. Clear goals and expectations.
8. Empowerment and autonomy.
9. Conflict resolution mechanisms.
10. Leadership visibility and accessibility.

<https://www.youtube.com/watch?v=iBa9EoEbb38>



## TOLERANCE

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Implementing  
inclusive practices  
that respect **cultural  
and religious  
backgrounds.**



# Time To Reflect


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1. How can I actively contribute to creating a more supportive work environment, drawing inspiration from the strategies outlined in this section?



# QUESTIONS & ANSWERS





# LECTURE CONCLUSION & RECAP

# RESOURCES

A monochromatic, teal-toned photograph of a library or study. In the foreground, an open book lies flat, with a pair of round-rimmed glasses resting on its right page. Behind it, another open book is visible. The background is filled with numerous tall, stacked books, creating a sense of depth and abundance of resources. The lighting is soft, highlighting the textures of the paper and the frames of the glasses.

# RESOURCES

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## Videos:

- ✓ [Joe Wicks on the importance of exercise on mental health | Mental Wellbeing Season - BBC](#)
- ✓ [8 lessons on building a company people enjoy working for | The Way We Work, a TED series](#)

# Thank you for attending



**CoGrammar**



Department  
for Education