CoGrammar

Welcome to this session:

Q&A Session

Enhancing Leadership through Networking and Conflict Resolution

The session will start shortly...

Any Questions?
Drop them in the questions section.

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

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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.

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.

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.**

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QUESTION TIME

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Question 1

“What are some effective networking strategies for leaders?”

NETWORKING STRATEGIES FOR LEADERS

According to the Stanford Graduate School of Business, integrating personal and professional relationships can **enhance both career growth and overall life satisfaction** by fostering deeper connections and trust within professional circles.

Strong networks provide access to **diverse perspectives**, **new opportunities**, and **invaluable mentorship**.

NETWORKING STRATEGIES FOR LEADERS

Rebecca Zucker emphasizes that

"building relationships is not just a critical career skill but a critical life skill."

This underscores the idea that networking is not just about advancing one's career but also about cultivating meaningful relationships that contribute to long-term success and personal fulfilment.

NETWORKING STRATEGIES FOR LEADERS

U.K. Election Risk
EUROPE FILE 4

THE WALL STREET JOURNAL.
EUROPE EDITION
VOL. XXXII NO. 26
MONDAY, MARCH 9, 2015

With Watch, Apple Dives Into Fashion

Five Detained in Nemtsov Killing

ECB Stimulus Kicks Off New Era for Bonds, Euro

France Stakes Survival On Economic Overhaul

Inside

Flight MH370 Report details confusion among controllers

What's gone wrong at all-conquering Real Madrid?

The case against utility stocks

Being a connector; someone who actively introduces and links others; can significantly boost career prospects.

Research highlighted in The Wall Street Journal suggests that connectors often receive more job offers, promotions, and career opportunities due to the reciprocity their introductions generate.

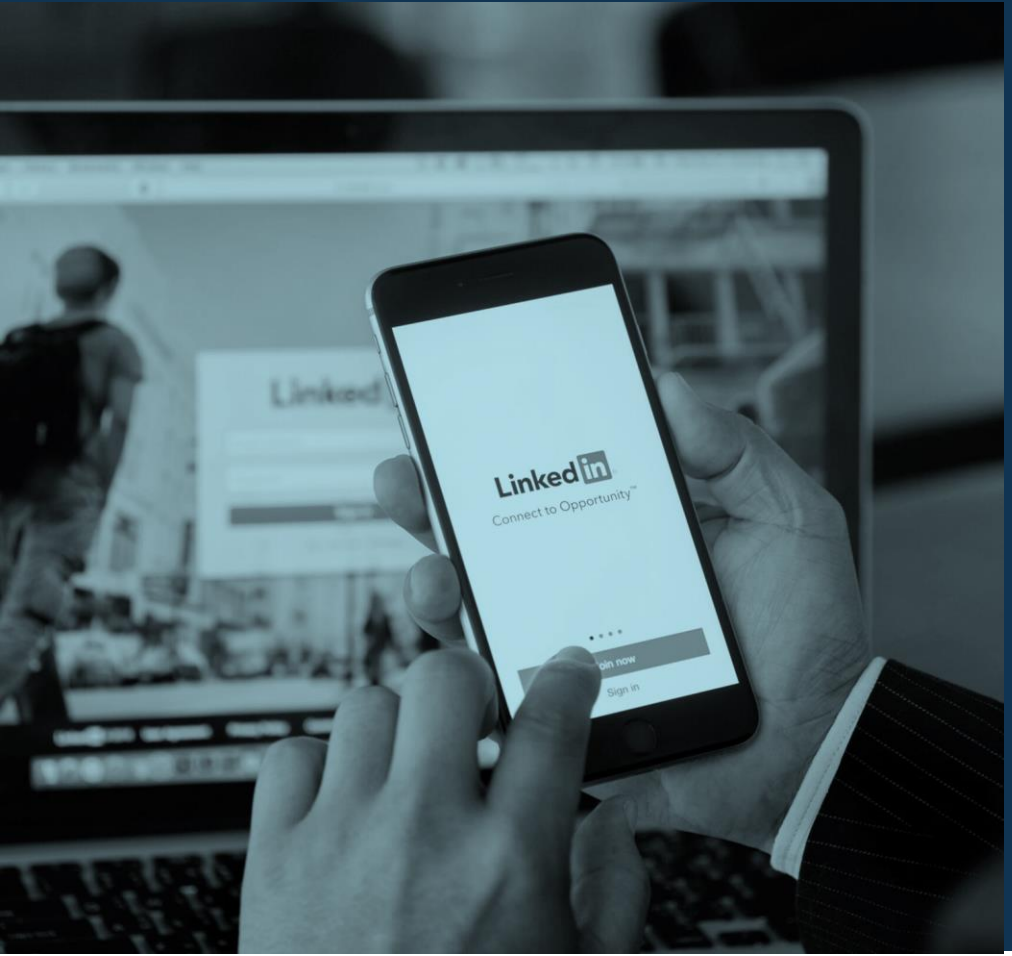
NETWORKING STRATEGIES FOR LEADERS

Effective networking also enhances collaboration, innovation, and problem-solving by **bringing together diverse expertise and perspectives**.

Leaders who embrace networking as a continuous and intentional practice often find themselves **better equipped to navigate challenges, adapt to change, and inspire others**.

DEMOCRACY

Democracy thrives when leaders **encourage collaboration, inclusivity, and equal opportunities** by linking people to new possibilities.



Question 2

"How can leaders effectively leverage social media for professional networking?

LEVERAGING SOCIAL MEDIA FOR PROFESSIONAL NETWORKING

Social media platforms, especially LinkedIn, have become essential tools for leaders to enhance their public profiles and **build trust with their audience**.

LEVERAGING SOCIAL MEDIA FOR PROFESSIONAL NETWORKING

It is important to **balance personal and professional content carefully** and avoid overly personal disclosures.

Engaging with societal issues is also important, though many leaders feel unprepared for this. **Speaking on societal matters can attract new talent** and **support employee recognition**.

Question 3

"What are key strategies for building and maintaining professional relationships?

BUILDING AND MAINTAINING PROFESSIONAL RELATIONSHIPS

Building genuine relationships requires effort and authenticity. Participating in company social groups, helping colleagues, and setting up informal meetings can foster strong connections.

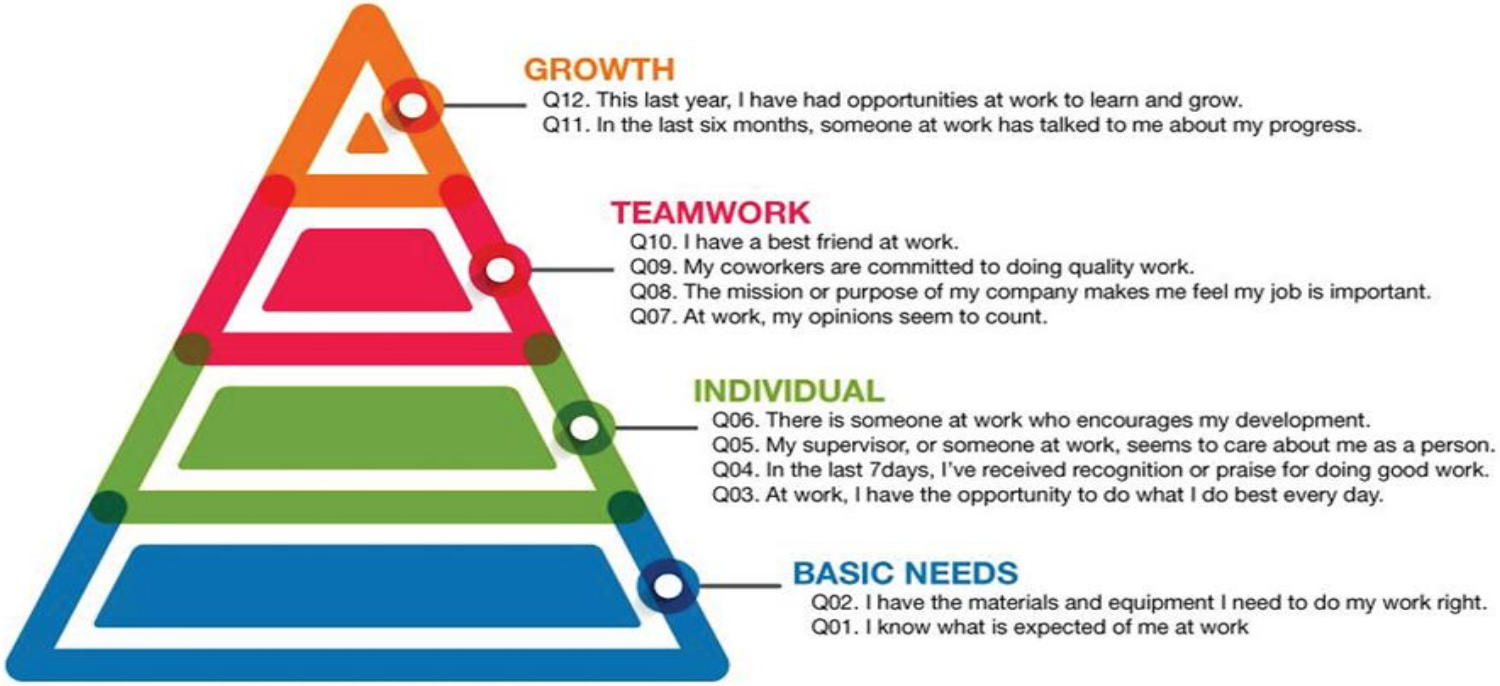
Experts suggest that building friendships at work, even remotely, requires effort but significantly enhances professional success and personal happiness.

BUILDING AND MAINTAINING PROFESSIONAL RELATIONSHIPS

A survey found that workers typically form **three genuine and lasting friendships during their careers**, with over a third relying on work friends to navigate both personal and professional challenges.

These relationships are seen as **key to job satisfaction**, **collaboration**, and **problem-solving**.

BUILDING AND MAINTAINING PROFESSIONAL RELATIONSHIPS



© Gallup

LIBERTY

A **culture of freedom and personal expression** enables employees to form authentic bonds, increasing job satisfaction and personal well-being.

Question 4

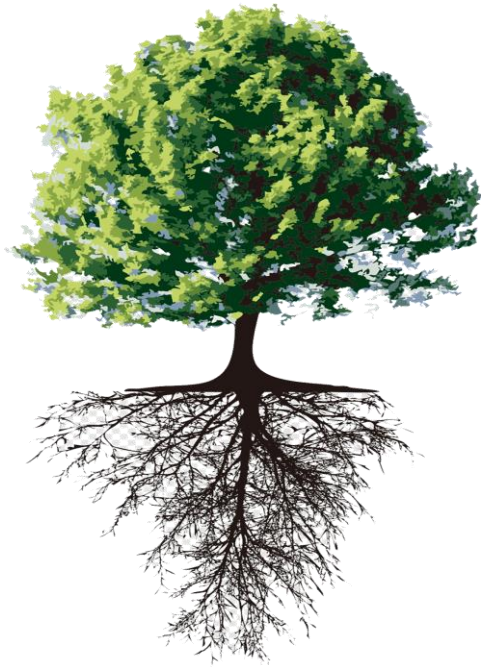
“How can leaders effectively resolve conflicts in professional relationships”

CONFLICT RESOLUTION IN PROFESSIONAL RELATIONSHIPS

Conflict is inevitable in professional settings, but effective navigation is key to maintaining strong, productive relationships and fostering a collaborative work environment.

Leaders who proactively address conflict can turn challenges into opportunities for growth, innovation, and team cohesion.

CONFLICT RESOLUTION IN PROFESSIONAL RELATIONSHIPS



A systematic approach involves recognising the unique nature of conflicts within teams, identifying underlying issues, and applying appropriate resolution strategies tailored to the situation.

CONFLICT RESOLUTION IN PROFESSIONAL RELATIONSHIPS

Symptoms
Participation
Performance
Persistence

Problems
Awareness
Interest

Causes
Bias & Stereotypes
Culture & Climate
Policies & Procedures

© Engineer Inclusion

CONFLICT RESOLUTION IN PROFESSIONAL RELATIONSHIPS

Research published in SAGE Open suggests that analysing the roles of stakeholders, power dynamics, and communication patterns within a conflict can help leaders develop targeted interventions.

By addressing conflicts with nuanced, well-structured approaches, leaders can enhance team performance, boost morale, and improve overall program success.

CONCLUSION

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In today's interconnected world, effective leadership hinges on the **ability to build and maintain strong professional relationships**, both online and offline.

By employing strategic networking, leveraging social media authentically, and adeptly managing conflicts, **leaders can foster environments that promote collaboration and success**.

RESOURCES

RESOURCES

Articles:

- ✓ Eight Tips for Building, Maintaining, and Leveraging Your Professional Relationships.
- ✓ The Generosity Power Move That Can Boost Your Career
- ✓ Power and influencers: CEOs on social media
- ✓ Work remotely or hybrid? You still need a work best friend
- ✓ STICKING TOGETHER Workers will make three longstanding and genuine friendships from their career, survey finds
- ✓ A Systematic Approach to Effective Conflict Management for Program

Thank you for attending

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SKILLS FOR LIFE
SKILLS BOOTCAMPS

Department for Education