



Welcome to this session:

Innovation & Adaptability

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.



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.](#)



PLEASE
NOTE...



CONNECTION
before content...

Open Questions...



Question 1

"What are some small but impactful ways we can start embedding innovation into our day-to-day work culture, making it feel natural rather than forced?"





Question 2

"How can leaders like us not only prepare for change but also inspire confidence and creativity in our teams during times of uncertainty?"

Question 3

"What strategies have you seen or imagine could truly break down silos and spark collaboration that leads to groundbreaking ideas?"





Question 4

"How might we shift our mindset to see calculated risks and experiments as opportunities to learn, even when they don't go as planned?"

LEARNING OUTCOMES



Learning Outcomes



- Acquire the knowledge and skills essential for **cultivating and sustaining an innovative organisational culture**.
- **Develop adaptive leadership skills** to navigate change, uncertainty, and the dynamic landscapes of organisational environments.



Learning Outcomes



- Examine **strategic approaches for fostering collaboration among team members**, propelling innovation within the organisational framework.
- Discover **the role of risk-taking and experimentation** as integral components of an innovative culture and gain skills to manage risks effectively.



A close-up, low-angle shot of a person's legs from the knees down, walking through a muddy, wet field. The legs are heavily coated in dark, thick mud, which is dripping with water. The person is walking towards the camera, and their reflection is visible in the shallow water on the ground. The background is a blurred, overcast landscape with more mud and some distant vegetation.

THE NITTY GRITTY

A group of six diverse people are gathered around a large table, engaged in a collaborative activity. They are drawing and discussing ideas on a large sheet of paper that features various sketches, including a flowchart with numbered steps (1, 2, 3), a brain diagram, and other abstract drawings. The people are dressed in casual business attire, and the setting appears to be a modern, open-plan office or meeting space with a brick wall in the background. The overall atmosphere is one of creativity and teamwork.

FOSTERING A CULTURE OF INNOVATION

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Embracing and encouraging innovative thinking propels businesses forward and instils a **growth spirit within teams.**

In the context of leadership, understanding how to nurture a culture of innovation is **important for leaders seeking sustained success and adaptability.**

<https://www.youtube.com/watch?v=pUmtQ-86-YI>

Key Components Of Fostering Innovation

- ✓ Encouraging Open Ideation.
- ✓ Supporting Risk-Taking.
- ✓ Providing Resources For Experimentation.
- ✓ Celebrating Success And Learning From Failure.

FOSTERING A CULTURE OF INNOVATION

Microsoft Garage is a **dedicated space where employees can work on experimental projects** outside their regular roles.

This initiative provides resources and support for employees to experiment with innovative ideas, **fostering a culture where creativity is valued and encouraged.**



<https://www.youtube.com/watch?v=1D3DqIMLnIM>



1. How can you, as a leader or team member, create an environment where everyone feels empowered to share ideas without fear of judgement?

MUTUAL RESPECT & TOLERANCE

Reflected in **creating a safe and supportive environment** for risk-taking and experimentation.





ADAPTIVE LEADERSHIP

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Adaptive leaders are those who not only **respond effectively to challenges** but **proactively anticipate and navigate shifts** in the market environment.





Adaptive Leadership Components

- ✓ Embracing Change As A Constant.
- ✓ Building Resilient Teams.
- ✓ Promoting Flexibility And Agility.
- ✓ Effective Communication In Times Of Uncertainty.

ADAPTIVE LEADERSHIP



From revolutionising the music industry with the iPod to entering the smartphone market with the iPhone, **Apple's leaders have consistently anticipated and embraced shifts in technology**, positioning the company as an industry innovator.

As opposed to Apple, **Kodak decided not to adapt to a changing** market and suffered major losses as a result.

ADAPTIVE LEADERSHIP

Google fosters resilience in its teams through initiatives such as "*Project Aristotle*," a research project to understand what makes teams successful.

By focusing on **psychological safety, dependability, and clear structure and goals**, Google builds resilient teams capable of adapting to challenges.

1

Psychological Safety

Team members feel safe to take risks and be vulnerable in front of each other.

2

Dependability

Team members get things done on time and meet Google's high bar for excellence.

3

Structure & Clarity

Team members have clear roles, plans, and goals.

4

Meaning

Work is personally important to team members.

5

Impact

Team members think their work matters and creates change.

re:Work

Time To Reflect



1. How do you currently approach change, and what steps can you take to help your team see it as a positive force?

INDIVIDUAL LIBERTY

Empowering teams
to take ownership of
their responses to
challenges.



Midway





PROMOTING COLLABORATION FOR INNOVATION



Components Of Collaboration

- ✓ Cultivating A Collaborative Culture.
- ✓ Creating Spaces For Idea Exchange
- ✓ Encouraging Cross-Functional Teams.
- ✓ Providing Resources For Experimentation.

<https://www.youtube.com/watch?v=Ki0VtGw73WQ>



1. How can you encourage cross-functional collaboration in your organisation to unlock innovative potential?

DEMOCRACY

Championed
through **shared
decision-making** in
collaborative teams.



A young boy with wild hair, wearing goggles and a lab coat, is pouring liquid from a flask into a beaker. He is in a chemistry lab setting with various glassware and equipment visible. The background is filled with bookshelves containing books. The overall tone is dramatic and focused on the theme of risk-taking and experimentation.

RISK-TAKING AND EXPERIMENTATION



Components Of Risk-Taking & Experimentation

- ✓ Cultivating A Culture That Embraces Risk.
- ✓ Encouraging Informed Decision-Making.
- ✓ Fostering A Learning Culture Through Experimentation.
- ✓ Celebrating Successes And Failures.




<https://www.youtube.com/watch?v=Gibs01a3HZo>

Time To Reflect



1. What steps can you take to create a culture where both successes and failures are celebrated as part of the innovation process?

QUESTIONS & ANSWERS



A person wearing a checkered shirt is holding a large, clear glass bottle filled with coins. The bottle is nearly full, and the person's hands are positioned at the top, possibly securing the cap or holding it steady. The background is blurred, suggesting an indoor setting.

LECTURE CONCLUSION & RECAP

Thank you for attending



CoGrammar



Department
for Education