



Welcome to this session:

Tutorial:

Releasing Employee
Potential Through
Championed
Engagement

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



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...



LEARNING OBJECTIVE

Learning Objective



- To comprehend the importance of talent development and its role in **aligning individual growth with organisational goals.**
- To recognise the significance of diversity and inclusion in **fostering an equitable and innovative workplace.**



A group of four diverse business professionals (three men and one woman) are gathered around a glass presentation board in an office. They are looking at several sticky notes pinned to the board. One man is pointing at a sticky note. The scene is dimly lit, with the primary light source coming from the office lights and the screen itself. The overall tone is professional and collaborative.

DESIGNING TALENT DEVELOPMENT STRATEGIES

DESIGNING TALENT DEVELOPMENT STRATEGIES

What Is Talent Development?

At its core, it's the process of nurturing and enhancing the skills, knowledge, and potential of employees to **align their growth with the organisation's goals**.

It's a **win-win effort**; helping employees thrive while ensuring the organisation achieves its strategic objectives.



DESIGNING TALENT DEVELOPMENT STRATEGIES



What Is Talent Development?

Think of a company as a garden.

Each employee is like a plant with unique needs; some require **sunlight** (*mentorship*), others need **fertilisation** (*upskilling*), and all need **watering** (*recognition and support*).

Talent development is the gardener, ensuring that every plant flourishes while creating a thriving ecosystem.

DESIGNING TALENT DEVELOPMENT STRATEGIES

What Is Talent Development?

Employees who feel valued and see opportunities for growth are less likely to jump ship.

In fact, many of the challenges organisations face today, like high turnover or low morale, can be mitigated by robust talent development strategies.



DESIGNING TALENT DEVELOPMENT STRATEGIES

SMART Goals

Specific: Goals should be clear and well-defined. For instance, instead of *“improve leadership skills,”* say, *“deliver leadership training for 20 mid-level managers focusing on conflict resolution and decision-making.”*

Measurable: Include metrics to track progress. For example, *“By the end of the quarter, 80% of participants will score at least 85% in their post-training assessments.”*

DESIGNING TALENT DEVELOPMENT STRATEGIES

SMART Goals

Achievable: Goals should stretch employees without being unrealistic. Instead of *“train 100 employees in two weeks,”* aim for *“complete a 6-week training program for 50 employees.”*

Relevant: Ensure goals align with the company’s priorities. If customer satisfaction is a focus, a goal could be, *“Train the sales team on active listening techniques to improve customer feedback scores by 10%.”*

Time-bound: Attach deadlines to goals. For instance, *“Launch the first phase of the mentoring program by March 31.”*

DESIGNING TALENT DEVELOPMENT STRATEGIES

Case Study

BrightTech Solutions, a mid-sized tech company, has been **struggling with high employee turnover**.

Exit interviews reveal a common theme; **employees don't see clear opportunities for career growth or skill development**.

As a result, morale is low, productivity is declining, and the cost of recruiting replacements is skyrocketing.



DESIGNING TALENT DEVELOPMENT STRATEGIES



What steps could BrightTech take?

- **Define the Objectives**
 - ✓ Reduce turnover.
 - ✓ Boost employee engagement and satisfaction.
 - ✓ Align skill development with business needs.

DESIGNING TALENT DEVELOPMENT STRATEGIES

What steps could BrightTech take?

- **Set SMART Goals**
 - ✓ Goal 1: *“By the end of Q1, launch a mentoring program pairing junior employees with experienced mentors, achieving 80% participation.”*
 - ✓ Goal 2: *“Conduct quarterly workshops on leadership, technical skills, and personal growth, ensuring that at least 90% of employees attend one session by year-end.”*

DESIGNING TALENT DEVELOPMENT STRATEGIES

What steps could BrightTech take?

- **Propose Measurable Outcomes**
 - ✓ *“Improve retention rates from 70% to 85% within a year.”*
 - ✓ *“Achieve a 20% increase in employee satisfaction scores in the next engagement survey.”*



INDIVIDUAL LIBERTY

“How does offering employees
*a choice in their professional
development* impact their
engagement and
satisfaction?”



Midway





PROMOTING DIVERSITY AND INCLUSION IN DEVELOPMENT

PROMOTING DIVERSITY AND INCLUSION IN DEVELOPMENT

Diversity refers to the range of differences among people in a workplace; this includes **race, ethnicity, gender, age, religion, disability, sexual orientation, education, and even unique perspectives or experiences.**

Think of diversity as **being invited to the party.**



PROMOTING DIVERSITY AND INCLUSION IN DEVELOPMENT



Inclusion, on the other hand, is about ensuring everyone at that party feels welcome, valued, and empowered to participate fully.

Inclusion is the environment you create to make diversity thrive.

PROMOTING DIVERSITY AND INCLUSION IN DEVELOPMENT

Imagine a company hires people from various backgrounds but doesn't create an environment where diverse ideas are heard or respected.

That's diversity without inclusion, and it's like **inviting someone to the dance but not letting them choose the music.**



PROMOTING DIVERSITY AND INCLUSION IN DEVELOPMENT

Inclusive Recruitment Practices

An inclusive recruitment process ensures we attract and hire a diverse range of talent.

- ✓ Use **gender-neutral language** in job descriptions.
- ✓ **Partner with organisations** that support underrepresented groups.
- ✓ Train hiring managers to **recognise and mitigate unconscious bias**.

PROMOTING DIVERSITY AND INCLUSION IN DEVELOPMENT

Inclusive Recruitment Practices

A tech company realised their job ads were unintentionally deterring female applicants by using phrases like *"rockstar programmer."*

By rephrasing their ads to focus on collaboration and growth, they saw a 30% increase in female candidates.



PROMOTING DIVERSITY AND INCLUSION IN DEVELOPMENT

Tailored Talent Development Programs

Inclusion is about helping everyone grow.

- ✓ Offer mentorship programs **pairing senior leaders with employees from underrepresented groups.**
- ✓ **Provide accessibility tools and accommodations** for training sessions.
- ✓ Ensure leadership training includes modules on **unconscious bias and cultural competence.**

PROMOTING DIVERSITY AND INCLUSION IN DEVELOPMENT



Tailored Talent Development Programs

A healthcare organisation introduced a **mentorship program to support women in leadership** roles.

Within two years, the percentage of women in management doubled.

PROMOTING DIVERSITY AND INCLUSION IN DEVELOPMENT

Employee Resource Groups (ERGs)

ERGs are voluntary, employee-led groups that foster a sense of belonging.

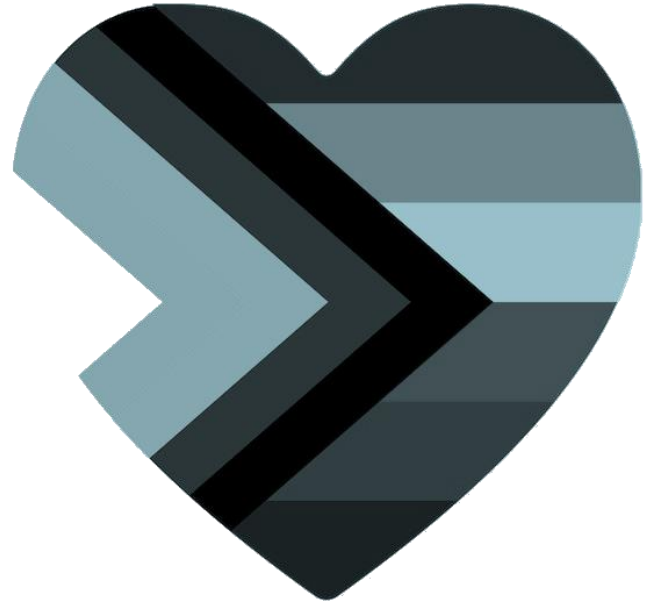
- ✓ Support ERGs with **company resources, such as meeting spaces and budgets.**
- ✓ **Encourage executive sponsors** to actively participate.
- ✓ **Recognise and celebrate their contributions** during company-wide events.

PROMOTING DIVERSITY AND INCLUSION IN DEVELOPMENT

Employee Resource Groups (ERGs)

A multinational corporation established an **LGBTQ+ ERG** that organised Pride Month events and advised leadership on inclusive policies.

The initiative boosted employee morale and improved the company's external reputation.



TOLERANCE



“How can organisations ensure that their inclusion practices respect all faiths, beliefs, and cultural backgrounds?”

PROMOTING DIVERSITY AND INCLUSION IN DEVELOPMENT

What Are Feminine And Masculine Energies?

These **energies are universal traits that exist in all of us**, regardless of gender, and they hold the power to transform the way we approach diversity and inclusion initiatives.



PROMOTING DIVERSITY AND INCLUSION IN DEVELOPMENT

What Are Feminine And Masculine Energies?

Masculine energy is often associated with **action, structure, logic, and competition**. It's the **ENERGY OF DOING**, achieving, and focusing on goals. Think of it as the “push” that gets things done.

On the other hand, feminine energy is tied to **intuition, collaboration, empathy, and nurturing**. It's about being, connecting, and **creating space for reflection and emotion**.

PROMOTING DIVERSITY AND INCLUSION IN DEVELOPMENT



What Are Feminine And Masculine Energies?

They're like two wings of a bird; you need both to fly. The problem arises when **workplaces lean heavily on masculine energy** (*which often happens in competitive, results-driven environments*) and forget the value that feminine energy brings.

PROMOTING DIVERSITY AND INCLUSION IN DEVELOPMENT

Creating Balanced Leadership Structures

What if we started intentionally fostering leadership that values empathy, collaboration, and emotional intelligence?

- ✓ Include leadership **training programs that focus equally** on listening skills (*feminine*) and decision-making (*masculine*).
- ✓ When forming committees for D&I, ensure you have a mix of **individuals who naturally lean into both energies**. The result? Decisions that are both grounded and human-centric.

PROMOTING DIVERSITY AND INCLUSION IN DEVELOPMENT

Redesigning Team Meetings

Many meetings are all about action items and quick solutions (*masculine*). While this approach has its place, balance it with practices that invite reflection and open sharing (*feminine*).

- ✓ Dedicate the first few minutes of each meeting to a “*check-in*” where team members can share how they’re feeling. This creates a space for empathy and connection, paving the way for more authentic collaboration.

PROMOTING DIVERSITY AND INCLUSION IN DEVELOPMENT

Rethinking Conflict Resolution

Masculine energy often seeks to resolve conflicts quickly and move on, while **feminine energy emphasizes understanding the root cause and addressing emotional undercurrents.**

- ✓ In D&I initiatives, train mediators to use both approaches: listening deeply to underlying concerns (*feminine*) and facilitating actionable resolutions (*masculine*). This can be especially **powerful in addressing microaggressions or misunderstandings in diverse teams.**

PROMOTING DIVERSITY AND INCLUSION IN DEVELOPMENT

Designing Inclusive Policies

Masculine energy might prioritise clear rules and expectations, while **feminine energy would ensure those rules are compassionate and adaptable.**

- ✓ For instance, when designing parental leave policies, balance the **structural clarity** (e.g., *leave duration, eligibility*) with **flexibility and emotional support** (e.g., *peer support groups for new parents*).

PROMOTING DIVERSITY AND INCLUSION IN DEVELOPMENT

Recognising and Rewarding Both Energies

Often, workplace recognition skews toward visible achievements (*masculine*). But let's **celebrate quiet contributions too**; like the team member who ensures everyone feels heard during a brainstorming session (*feminine*).

- ✓ **Acknowledge and reward behaviours like mentoring, fostering inclusivity, and showing emotional intelligence alongside hitting KPIs.**

PROMOTING DIVERSITY AND INCLUSION IN DEVELOPMENT

Building Safe Spaces

Masculine energy creates frameworks for safety (*like anti-discrimination policies*), but **feminine energy makes those frameworks feel welcoming and genuine.**

- ✓ Employee resource groups (ERGs) that focus on underrepresented communities can thrive when they **combine clear objectives (*masculine*) with safe, empathetic spaces for dialogue (*feminine*).**

RESOURCES

A monochromatic, teal-toned photograph of a library or study area. 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

Articles

- [How Do Masculine and Feminine Energies Affect Diversity and Inclusion?"](#)
- [A Plea for Wider Inclusion and More Feminine Energy.](#)
- [Women in Leadership – Embracing Femininity.](#)



CONCLUSION



THE END

Thank you for attending



CoGrammar



Department
for Education