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Welcome to this session:

Building High Performance Teams - 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

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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

- 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.**

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CONNECTION before content...

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*Leadership & Management/**Building High Performance Teams - Part 2***

What's In Your Backpack?

Open Questions...

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"What's one task or responsibility you've been trusted with that made you feel truly empowered, and how did that experience shape your confidence or skills?"

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"Think about a time when you were given the freedom to make decisions on your own. How did that impact your performance, and what did you learn about yourself?"

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LEARNING OUTCOMES

Learning Outcomes

- Empower team members through **delegation, fostering autonomy**, and elevating individual and team **performance**.
- Develop effective communication skills designed for high-performance teams, including active listening, fostering open dialogue, and **adept conflict resolution**.

THE NITTY GRITTY

EMPOWERING & DELEGATING

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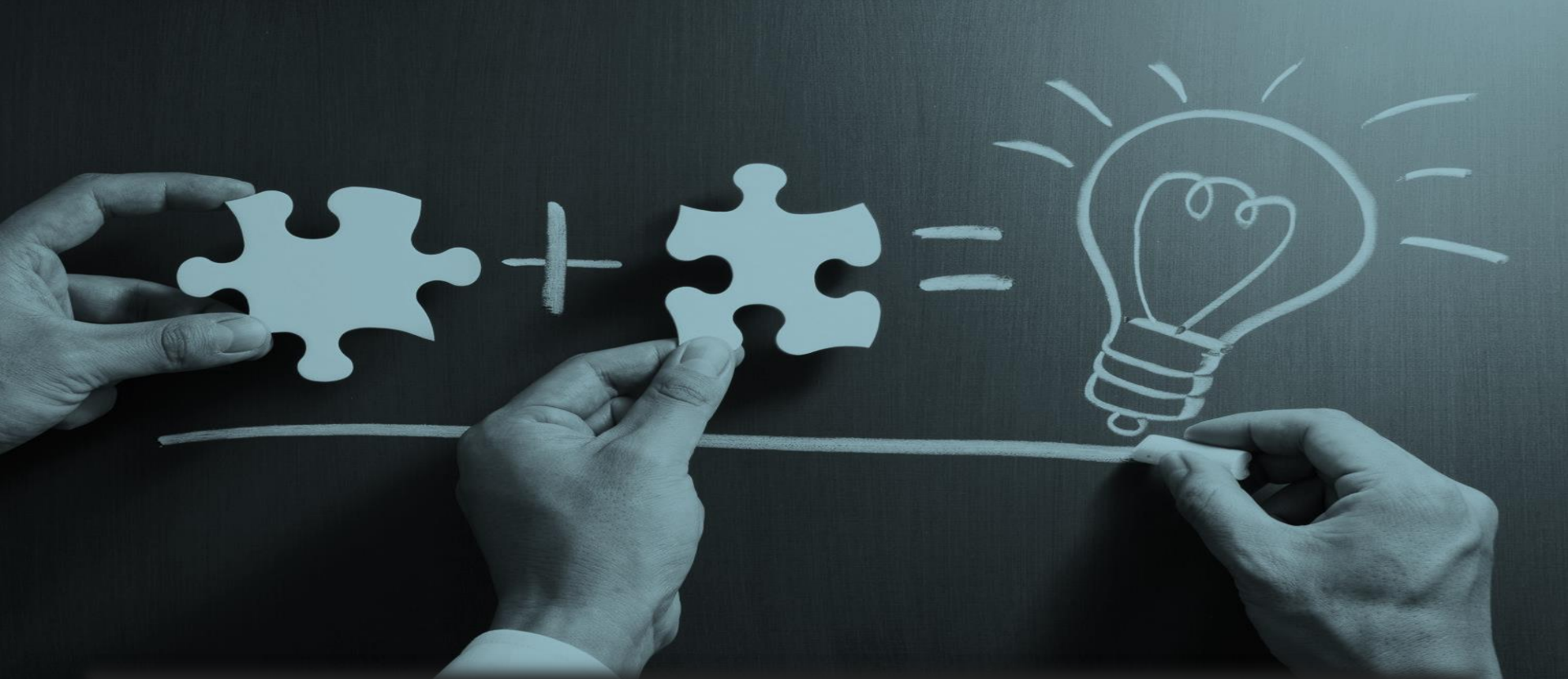
*Leadership & Management/**Empowering & Delegating***

EMPOWERING AND DELEGATING

Empowering and delegating is another foundational aspect of effective leadership, **enabling teams to maximise their potential** and contribute meaningfully to organisational objectives.

In leadership, understanding **the art of empowerment and delegation** is paramount for fostering a culture of trust, innovation, and sustained growth.

Empowering a team involves granting autonomy, fostering a sense of ownership, and **providing individuals with the tools and confidence** to take initiative.

EMPOWERING AND DELEGATING

A skilled **leader recognises the unique strengths and talents** within the team, encouraging members to contribute ideas and make decisions.

This enhances **job satisfaction** and cultivates an environment where **creativity flourishes**.

Empowered teams are more resilient, adaptive, and capable of navigating challenges with a shared sense of responsibility.

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INDIVIDUAL LIBERTY

When empowering team members **to take ownership, individual liberty comes into play**; giving people the freedom to make choices within clear boundaries.

Key Elements Of Empowerment

- ✓ Clear communication.

- ✓ Recognition of individual strengths.

- ✓ Continuous learning culture.

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*Leadership & Management/**Empowering & Delegating***

Time To Reflect

1. As a leader or aspiring leader, how have you actively fostered a culture of empowerment within your team? Reflect on specific instances where you recognised and celebrated individual strengths, communicated goals transparently, and provided opportunities for continuous learning.

EMPOWERING AND DELEGATING

Delegation

Delegating is the **strategic distribution of tasks and responsibilities** among team members based on their skills and expertise.

Effective delegation **drives team members' professional growth**.

Delegated responsibilities should align with individual strengths, **providing opportunities for skill refinement and increased job satisfaction**.

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RULE OF LAW

Clarity in expectations and accountability in delegation is key. **Laws provide structure and fairness in society**, ensuring that everyone understands their responsibilities.

Key Elements Of Delegation

✓ Clarity in expectations.

✓ Support and guidance.

✓ Encouraging accountability.

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EMPOWERING AND DELEGATING

By imparting skills, providing valuable insights, and guiding self-reflection, leaders cultivate environments where team members flourish, bringing forth their optimal contributions to the shared search for achievement and growth.

Essentially, empowerment and delegation transcend mere managerial functions; they represent transformative leadership practices that unlock the full potential of both individuals and teams.

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1. In your role as a leader, how intentional have you been in delegating responsibilities within your team? Reflect on instances where you provided clear expectations, offered support and guidance, and encouraged accountability in the delegation process.

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Midway

COMMUNICATION IN HIGH-PERFORMANCE TEAMS

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*Leadership & Management/**Communication in High-Performance Teams***

COMMUNICATION IN HIGH-PERFORMANCE TEAMS

Effective communication is the linchpin of the intricate fabric of high-performing teams **that weaves individual strengths and collective efforts**.

Successful collaboration relies on open, transparent, and purposeful communication, making it a fundamental aspect of leadership within team dynamics.

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TOLERANCE

In high-performing teams, diversity of thought is inevitable. **Tolerance is key to navigating and valuing different viewpoints.**

Key Elements Of Communication

✓ Open channels and transparency.

✓ Active listening and feedback.

✓ Clarity of roles and expectations.

✓ Timely and relevant information sharing.

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*Leadership & Management/**Communication in High-Performance Teams***

1. As a leader or aspiring leader within a high-performing team, how consciously have you cultivated open and transparent communication channels, practised active listening, and provided constructive feedback?

COMMUNICATION IN HIGH-PERFORMANCE TEAMS

Technology in Communication

In the contemporary landscape of high-performing teams, technology acts as a catalyst with influence, revolutionising how teams communicate, collaborate, and achieve goals.

Leaders leverage various tools to streamline processes, break geographical barriers, and promote real-time collaboration, enhancing their teams' efficiency and effectiveness.

Collaborative Technology

- ✓ Virtual collaboration platforms.

- ✓ Video conferencing.

- ✓ Project management software.

- ✓ Collaborative document editing.

- ✓ Internal communication apps.

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COMMUNICATION IN HIGH-PERFORMANCE TEAMS

As technology evolves, leaders must stay attuned to emerging tools and trends.

Embracing innovative solutions that align with the team's needs can further enhance communication, collaboration, and overall team performance.

When thoughtfully integrated, transforming high-performing teams into agile, connected, and innovative entities, technology becomes a powerful enabler.

COMMUNICATION IN HIGH-PERFORMANCE TEAMS

Challenges

While communication is critical for high-performing teams, challenges such as **misinterpretation, information overload**, and **siloed communication** can arise.

Effective leaders implement strategies to address these challenges, emphasising the importance of **fostering a resilient communication culture**.

MUTUAL RESPECT

Active listening and constructive feedback reinforce respect for colleagues' ideas and experiences.

COMMUNICATION IN HIGH-PERFORMANCE TEAMS

Leaders play a pivotal role in refining communication skills.

Through guidance on active listening, feedback mechanisms, and fostering a culture of openness, leaders create environments where communication is not just a means of information exchange but a catalyst for collaborative excellence.

Team communication is an interplay of shared understanding, mutual respect, and collective commitment, laying the groundwork for sustained success.

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Time To Reflect

1. As a leader or aspiring leader, how effectively have you leveraged technology to enhance communication and collaboration within your high-performing team?

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QUESTIONS & ANSWERS

LECTURE CONCLUSION & RECAP

Thank you
for attending

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