

CoGrammar

Welcome to this session:

Lecture:

Strategic Leadership In Action

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

Photo by [Glenn Carstens-Peters](#) on [Unsplash](#)

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.**

Open Questions



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Question 1

How would you define an ‘ethical decision’?

Do you think it’s always clear what’s ethical and what’s not?





Question 2

Why do you think organisations sometimes struggle to prioritise ethics in decision-making?

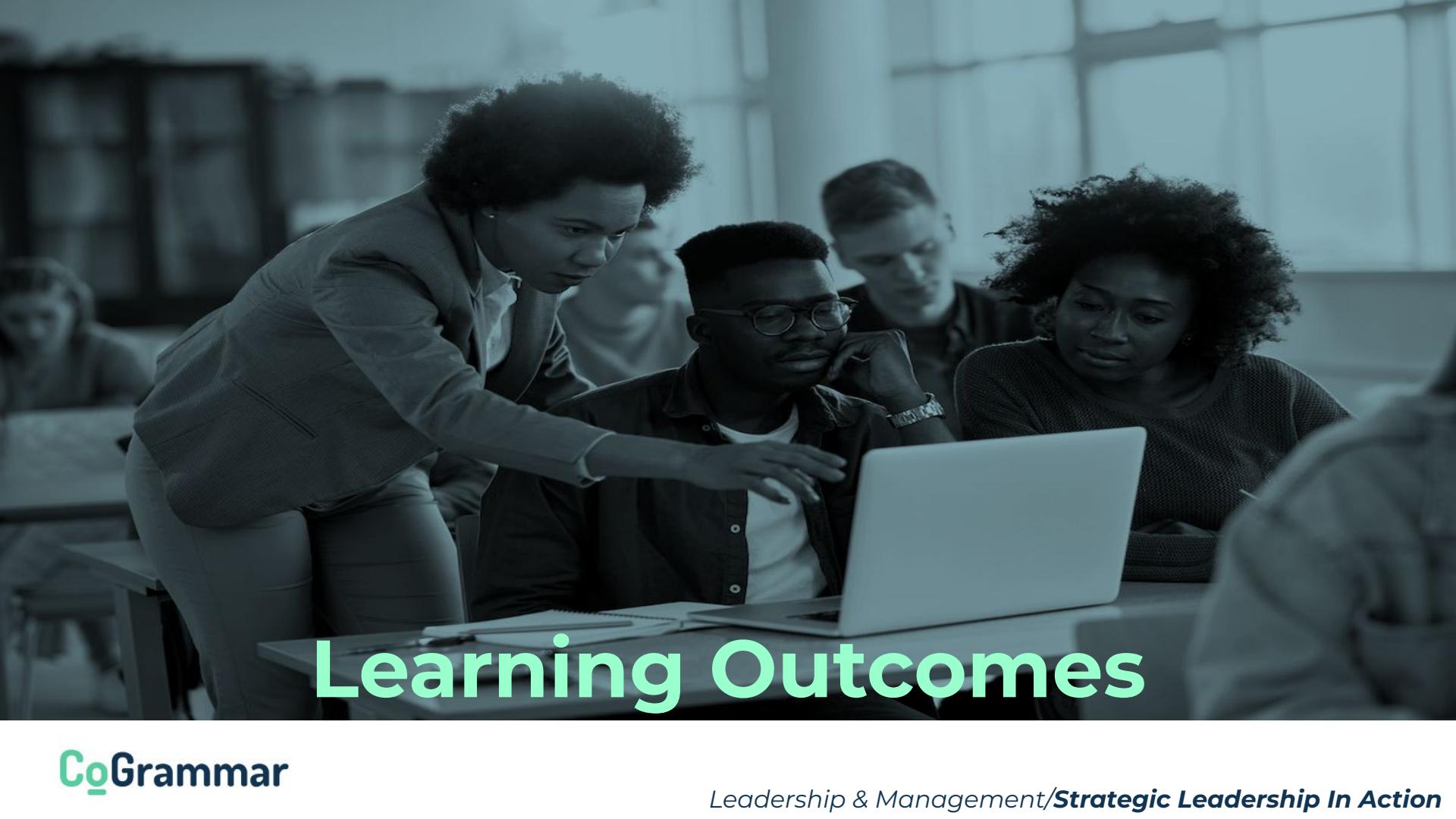
What might be the risks if they don't?

Question 3

Why do you think some changes succeed while others fail?

Do you think the planning phase has something to do with it?





Learning Outcomes

Learning Outcomes



- Craft **strategies to integrate ethical considerations** into organisational decision-making processes.
- Implement **strategic plans that support organisational change initiatives**, promoting innovation and resilience.

STRATEGIC LEADERSHIP IN ACTION

Strategic leadership is a process that requires astute decision-making and **proactive change management to steer organisations toward success.**

Integrating ethical considerations into decision-making and leading change through strategic planning are key here.

Leaders can **foster trust, integrity, and sustainability by embracing ethical principles** and aligning decisions with organisational values. Leaders can drive innovation, resilience, and long-term growth by leveraging strategic planning to anticipate and navigate change effectively.

DEMOCRACY QUESTION

How can democratic practices strengthen stakeholder engagement in organisational change?



Integrating Ethical Consideration into Decision-Making



INTEGRATING ETHICAL CONSIDERATION INTO DECISION-MAKING

- **Organisations face increasingly intricate challenges** where ethical considerations are critical in shaping outcomes and maintaining stakeholder trust.
 - Making ethically sound decisions in such situations requires a deliberate and conscientious approach **guided by core integrity, fairness, and accountability principles.**

INTEGRATING ETHICAL CONSIDERATION INTO DECISION-MAKING

- **Ethics are the moral compass** that guides individuals and organisations in determining right from wrong.
- **Ethical considerations arise at various levels** when making decisions, from personal choices to organisational policies and societal impacts.
 - Decisions made without regard to ethical principles **risk undermining trust, reputation, and long-term sustainability.**

THE RULE OF LAW REFLECTION

It is important to adhere to legal frameworks while making decisions, ensuring accountability and compliance with laws that govern business practices.



Key Principles

- ✓ Integrity.
- ✓ Fairness.
- ✓ Accountability.





Navigating Complex Ethical Dilemmas

- ✓ Identify stakeholders.
- ✓ Gather information.
- ✓ Evaluate alternatives.
- ✓ Consult ethical frameworks.
- ✓ Input and feedback.
- ✓ Reflect on values.

TOLERANCE OF DIFFERENT FAITHS AND BELIEFS

Inclusive policies uphold organisational values while respecting diversity.

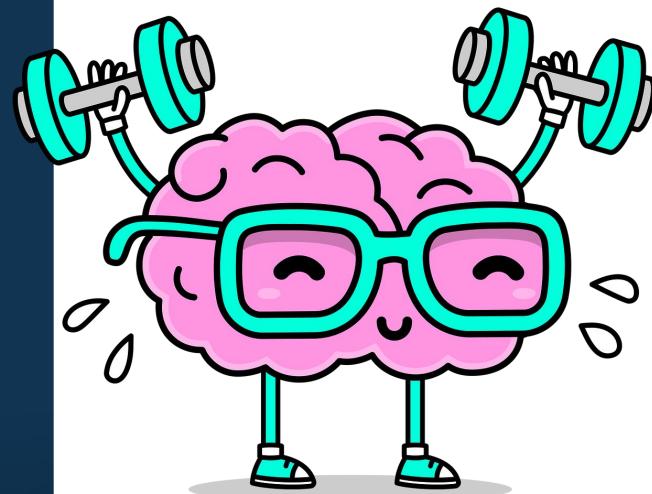


<https://www.youtube.com/watch?v=sXd44IMRQfQ>



Personal Activity - Time To Reflect

1. How can I consistently uphold integrity, fairness, and accountability in my decision-making processes, especially when faced with challenging circumstances or conflicting interests?



Let's take a break

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Leading Change Through Strategic Planning

<https://www.youtube.com/watch?v=9hci5lw8xhk>

Adkar

BY Jeffrey M. Hiatt

BigIdeasGrowingMinds



Benefits Of Strategic Planning

- ✓ Direction.
- ✓ Anticipating and adapting to change.
- ✓ Resource allocation.
- ✓ Stakeholder engagement.



MUTUAL RESPECT

Respect for diverse stakeholder perspectives when aligning strategic goals, fosters a culture of transparency and inclusivity.





Change Management Strategies

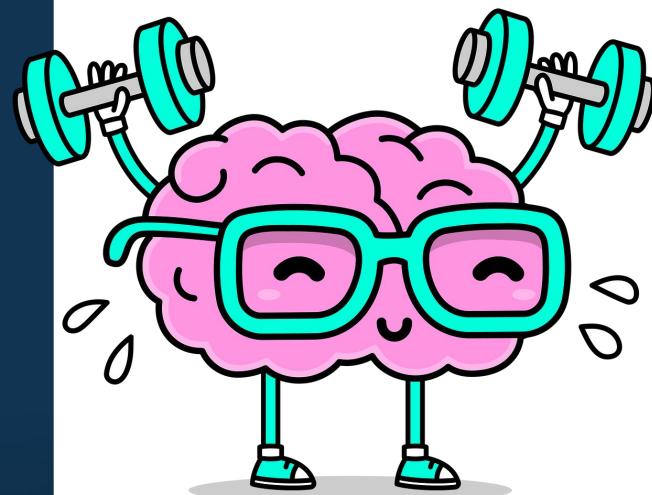
- ✓ Clear communication.
- ✓ Empowering leadership.
- ✓ Engaging stakeholders.
- ✓ Building capabilities.
- ✓ Monitoring and evaluation.

INDIVIDUAL LIBERTY

Empower employees by respecting their autonomy and involving them in creating innovative solutions during organisational changes.



Personal Activity - Time To Reflect



1. If you could wave a magic wand and make one positive change in your team or workplace, what would it be? Now, think about what small, practical steps you could take to get closer to that vision without the wand; how might you inspire others to join you on this journey?
2. When you think about change, does it feel exciting or overwhelming? What's one thing you can do to ensure the change you lead is not only effective but also energises and engages your team; how can you bring them along in a way that feels meaningful and collaborative?

Conclusion



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Conclusion

- **Ethical Decision-Making:**
 - Integrate integrity, fairness, and accountability in your decision-making processes.
- **Stakeholder Engagement:**
 - Respect diverse perspectives and promote transparency and inclusivity.
- **Strategic Leadership:**
 - Empower employees, drive innovation, and foster resilience through strategic planning.
- **Fundamental British Values Principles:**
 - Uphold Democracy, The Rule of Law, Tolerance, Mutual Respect, and Individual Liberty to guide organizational change.
- **Leading Change:**
 - Embrace challenges, engage your team, and drive positive transformation through collaboration.

Questions and Answers

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Thank you for attending

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for Education