



Welcome to this
session:

Open Session:

Leading Through Change

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.**

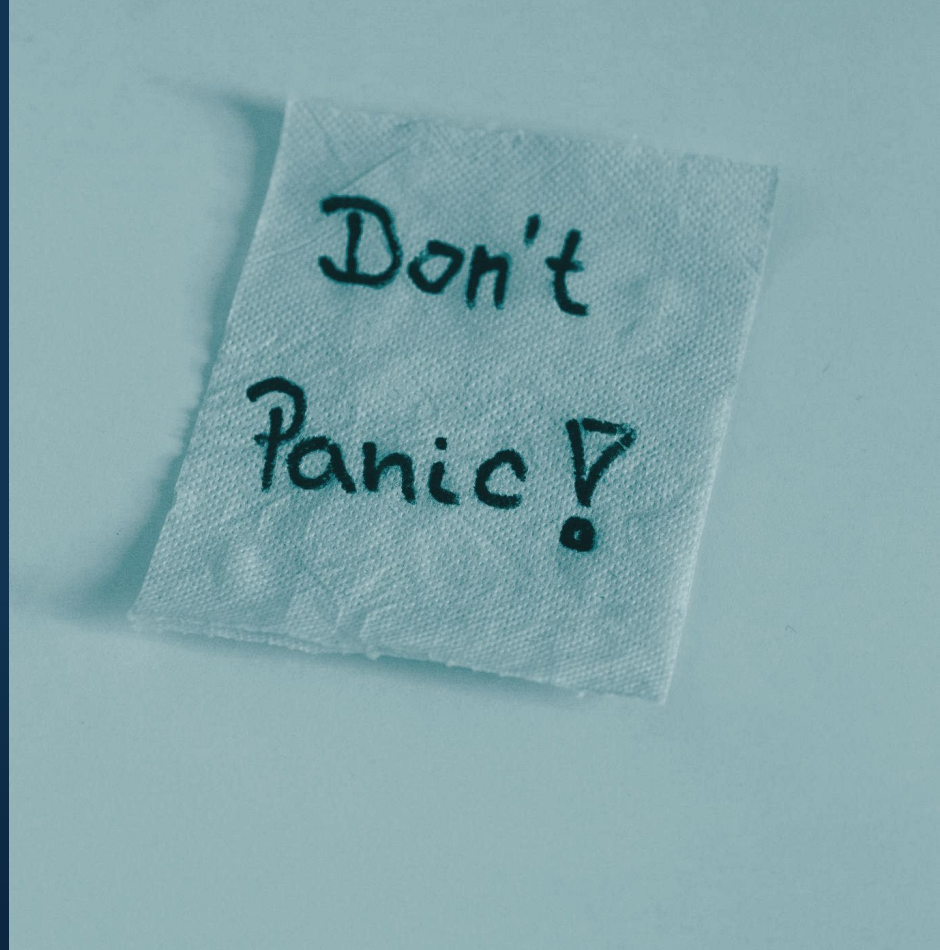
Open Questions

A large, three-dimensional question mark sculpture is the central focus. It is constructed from a dark material and is filled with numerous small, bright, starburst-like lights that create a glowing effect. The sculpture is positioned on the right side of the frame, with its base extending towards the bottom. To the left of the question mark, there is a circular object, possibly a light fixture or a part of the sculpture, also containing a glowing light. The background is dark and textured, with some vertical lines visible, suggesting an indoor setting with a dark wall or ceiling.

Question 1

Think about a time when you experienced a significant change at work or in your organisation.


How did you and your team react to the change, and what role did leadership play in managing that change?



Question 2

What do you think is the most challenging part of leading through change, and how can leaders overcome these challenges?

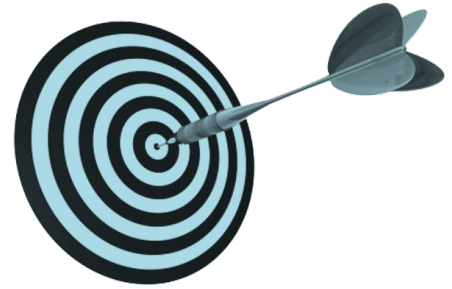




Learning Objectives

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- The inevitability of change
- Identify the key role of leadership
- Define organisational resilience
- Apply strategies to build resilient teams
- Implement effective change management strategies
- How to overcome resistance to change
- Create a culture that supports and embraces change
- Develop emotional intelligence as a leadership tool



Why Change is Inevitable

- Change is a constant in today's business world.
- Technological advancements, market dynamics, and consumer expectations are continually evolving.
- Organisations that fail to adapt risk falling behind.
- Leaders must guide and support their teams through change.

The Role of Leadership in Change

Key Roles of Leadership:

- **Visionary:** Set clear goals and articulate the direction of change.
- **Communicator:** Provide transparency and clarity on the 'why', 'how', and 'what'.
- **Motivator:** Keep morale high and inspire the team to embrace change.
- **Problem Solver:** Address challenges and find solutions with the team.

Leaders are essential in driving and guiding teams through change.

What is Organisational Resilience?

Resilience is the ability to adapt and thrive despite adversity.

- Key Components of Resilience:
 - **Agility in decision-making:** Fast, informed responses to challenges.
 - **Strong leadership:** Leadership at all levels helps build resilience.
 - **Continuous learning:** Upskilling and professional development.
 - **Supportive culture:** A culture that encourages change and innovation.

Building Resilience in Teams

- Characteristics of Resilient Teams:
 - **Trust:** Team members rely on each other and the leader.
 - **Psychological Safety:** Teams feel safe to express concerns and take risks.
 - **Open Communication:** Leaders foster transparent dialogue.
 - **Mental Well-being Support:** Leaders provide tools for stress management.
 - **Empathy and Understanding:** Leaders provide emotional support and guidance.

Leading Through Change – Strategies

- Strategies for Leading Through Change:
 - **Communicate Clearly and Often:** Ensure transparency at all stages.
 - **Involve Employees in the Process:** Gather feedback and make employees part of the solution.
 - **Foster a Growth Mindset:** Encourage seeing change as an opportunity for growth.
 - **Provide Support and Resources:** Offer training and guidance to help navigate change.

Overcoming Resistance to Change

- **Reasons for Resistance:**

- Fear of the unknown
- Loss of control
- Lack of trust in leadership
- Uncertainty about benefits

- **Managing Resistance:**

- Acknowledge concerns and listen actively.
- Provide clarity and consistent information.
- Build trust through transparency and demonstrated care for the team.

Creating a Culture that Supports Change

- Key Elements of a Change-Supportive Culture:
 - **Encourage Innovation:** Empower teams to think creatively and embrace new ideas.
 - **Reward Adaptability:** Recognise and celebrate flexibility and willingness to change.
 - **Foster Collaboration:** Facilitate teamwork to tackle challenges together.
 - **Celebrate Successes:** Acknowledge achievements and milestones to keep morale high.

The Power of Emotional Intelligence in Leading Change

- Emotional Intelligence in Leadership:
 - **Self-awareness:** Understanding your emotions and reactions.
 - **Self-regulation:** Staying calm and collected during challenging times.
 - **Empathy:** Understanding the feelings and perspectives of others.
 - **Social Skills:** Building relationships and resolving conflicts.

Leaders with high Emotional Intelligence can better navigate the emotional complexities of change.

Conclusion

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- Change is inevitable and necessary for growth.
- Leadership is central to navigating and driving change.
- Building resilience within teams and organisations is crucial for long-term success.
- Emotional intelligence, communication, and culture are key to leading through change.

Questions and Answers



Thank you for attending



CoGrammar



Department
for Education