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Welcome to this session:

Q&A Session

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

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Ian Wyles
safeguarding@hyperiondev.com

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Housekeeping

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*Leadership & Management/**Strategic Planning***

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.

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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.**

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VISION & MISSION DEVELOPMENT

"How can leaders effectively differentiate between a vision statement and a mission statement?"

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VISION & MISSION DEVELOPMENT

- A **vision is aspirational**; what you aim to achieve long-term.

  ✔ For example, Tesla's vision is to *"accelerate the world's transition to sustainable energy."* It's big, bold, and futuristic.

- A **mission**, however, **focuses on the how.**

  ✔ Tesla's mission is, *"to create the most compelling electric vehicles to drive this transition."*

- Recent research highlights that clarity in vision and mission statements **increases employee engagement by 18%.**

Question 2

"What are the key steps in developing a strong vision and mission?"

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Leadership & Management/Q&A Session

VISION & MISSION DEVELOPMENT

- **Involve stakeholders:** Include employees, customers, and leaders to ensure alignment.

- **Ask critical questions:**

  - ✔ Vision: What impact do we want to have in 10+ years?

  - ✔ Mission: How will we deliver value every day?

- **Use clear language:** Avoid jargon; speak to the heart.

- **Test for resonance:** Share drafts with your team. Ask: *"Does this inspire you?"*

SWOT ANALYSIS

"*How does a SWOT analysis guide better decision-making for leaders?*"

SWOT ANALYSIS

- A SWOT *(Strengths, Weaknesses, Opportunities, Threats)* analysis is like **holding up a mirror and binoculars at the same time**.

  ✔ It identifies what you're good at (strengths), where you need to improve (weaknesses), the chances you can seize (opportunities), and potential risks (threats).

- For example, in 2024, research from McKinsey highlighted that organizations using SWOT frameworks **aligned opportunities with market trends 40% more effectively**.
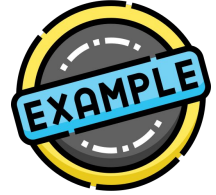
SWOT ANALYSIS

- Consider a tech startup:

  ✔ **Strengths:** Agile team, cutting-edge AI expertise.

  ✔ **Weaknesses:** Limited funding, low market presence.

  ✔ **Opportunities:** AI demand in healthcare.

  ✔ **Threats:** Established competitors.

EXAMPLE

SWOT ANALYSIS

- From this, leadership might:

  ✔ Use their strength (agility) to release a pilot healthcare product.

  ✔ Address funding weaknesses through partnerships.

  ✔ Mitigate threats by focusing on a niche like rural healthcare.

- The key is prioritisation: Don't act on all elements—**strategise based on relevance and impact**.

STRATEGIC GOAL-SETTING

*Leadership & Management/**Q&A Session***

"What makes a strategic goal "SMART," and why does it matter?"

STRATEGIC GOAL-SETTING

- SMART stands for **Specific, Measurable, Achievable, Relevant, Time-bound**. It matters because vague goals lead to vague outcomes.

- For instance, instead of saying, *"We want to improve customer satisfaction,"* a SMART goal would be: *"Increase customer satisfaction scores by 10% within six months by enhancing support training."*

- A 2024 Gallup report showed teams with SMART goals outperformed those without by 25% in achieving KPIs. The **framework keeps everyone aligned and accountable**.

STRATEGIC GOAL-SETTING

- **Cascade goals:** Start with the organisation's strategy and break it into departmental and individual objectives.

- **Communicate clearly:** Show how personal contributions connect to the bigger picture.

- **Regular check-ins:** Discuss progress during one-on-ones.

  - For example, if the strategic goal is *"expand into international markets,"* a marketing team member might own the goal of "developing a social media campaign targeting three new countries."

CHANGE MANAGEMENT STRATEGIES

"What are the biggest challenges leaders face when managing change, and how can they overcome them?"

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CHANGE MANAGEMENT STRATEGIES

- **Challenges include:**

  ✔ **Resistance:** Employees fear the unknown.

  ✔ **Communication gaps:** Misunderstanding leads to disengagement.

  ✔ **Implementation fatigue:** Change feels endless.

CHANGE MANAGEMENT STRATEGIES

- **To overcome these:**

  ✔ **Involve employees early:** People support what they help create.

  ✔ **Over-communicate:** Use every channel to share the why, what, and how.

  ✔ **Celebrate milestones:** Recognise progress, no matter how small.

- According to Kotter's 8-step model **change succeeds when there's an emotional case as much as a logical one**. Paint a picture of what success looks like.

Question 8

"How can leaders ensure long-term success after implementing a change?"

CHANGE MANAGEMENT STRATEGIES

- **Embed changes into culture:** Update policies, processes, and training to reflect the new way.

- **Monitor and adapt:** Regularly assess outcomes and tweak as needed.

- **Keep the conversation alive:** Reinforce why the change matters in meetings, newsletters, and recognition programs.

  - For instance, a 2024 case study on Microsoft's cultural transformation highlighted that consistent reinforcement of their growth mindset helped embed change deeply. Leadership walked the talk, and employee feedback loops ensured continuous improvement.

Thank you
for attending

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