



Welcome to this session:

Q&A Session

*Holistic Leadership
Approach*

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

A close-up photograph of a hand holding a pen, writing on a checklist. The checklist is on a piece of paper with a grid pattern. The text on the checklist is partially legible and includes items like 'Drive', 'Drive', and 'Moz'. The entire image has a teal tint.

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.**



ALIGNING DECISION-MAKING WITH STRATEGIC GOALS

Question 1

What steps do you think leaders should take to check that their decisions are strategic and not just reactive?



ALIGNING DECISION-MAKING WITH STRATEGIC GOALS

- **Revisit Strategic Goals Regularly:** Keep the organisational mission, vision, and values visible and central. Studies in 2024 show that leaders who map decisions against a strategic alignment matrix see better long-term outcomes,
- ✓ **Strategic Planning and Execution Trends for 2024 and Beyond.**
- **Engage Stakeholders:** Involve diverse perspectives to assess decision impacts. This is as a critical component of successful leadership.
- **Use Data-Driven Decision Making:** Rely on metrics and KPIs aligned with goals, not just gut instincts.



Question 2

Have you ever considered how personal biases might affect your decisions?

What strategies could counteract this?

ALIGNING DECISION-MAKING WITH STRATEGIC GOALS

- **Awareness is Key:** Personal biases often stem from past experiences. In 2024, Harvard Business Review emphasized the importance of unconscious bias training for leadership.
- ✓ **Unconscious Bias Training That Works.**
- **Seek Diverse Input:** Build diverse teams to challenge blind spots.
- **Leverage Tools:** Utilise decision frameworks like the Eisenhower Matrix to prioritise objectively...**BALANCE** always.

EISENHOWER MATRIX

The Eisenhower Matrix is a **task management tool** that helps you organise and prioritize tasks by urgency and importance.

	Urgent	Not urgent
Important	DO Tasks with clear deadlines and consequences. e.g. client deadlines	SCHEDULE Tasks without a deadline that contribute to your goals. e.g. networking
Not important	DELEGATE Tasks that need to be done but don't require your skillset. e.g. blog posts	DELETE Distractions that make you feel worse afterwards. e.g. social media

A black and white photograph of three people (two men and one woman) sitting at a table, smiling and holding white mugs, suggesting a positive meeting or discussion. The image is overlaid with a teal tint.

CULTIVATING EFFECTIVE COMMUNICATION



Question 3

What do you think makes communication from a leader truly effective?

CULTIVATING EFFECTIVE COMMUNICATION

- **Clarity:** Clearly outline goals, expectations, and the ‘why’ behind decisions. Research shows clarity as the most valued trait in a leader’s communication.
- ✓ **The Cornerstone of Effective Leadership: Why Clarity Matters.**
- **Consistency:** Regular updates build trust.
- **Empathy:** Active listening and emotional intelligence go a long way in making communication impactful.

Question 4

Why do you think employees might hesitate to communicate openly, and what can leaders do to change that?



CULTIVATING EFFECTIVE COMMUNICATION

- **Model Vulnerability:** Share your own challenges and how you're addressing them.
- **Encourage Feedback:** Use tools like anonymous feedback systems.
- **Reward Openness:** Recognise employees who speak up, fostering trust and engagement.

MUTUAL RESPECT

Leaders can model respect by actively listening to team members and valuing diverse contributions in decision-making and communication.





Question 5

What have you noticed about how leaders respond when communication breaks down under pressure?

CULTIVATING EFFECTIVE COMMUNICATION

- **Pause and Reflect:** Take a moment to regroup instead of reacting emotionally.
- **Re-establish Channels:** Reiterate what's important and recalibrate with key stakeholders.
- **Debrief Afterwards:** Structured post-mortems to learn and improve.
- ✓ **Project Post-Mortem: Best Practices for a Successful Meeting.**

Question 6

What tools or platforms do you think can enhance communication and decision-making in leadership?



CULTIVATING EFFECTIVE COMMUNICATION

- **Collaborative Platforms:** Tools like Slack or Asana streamline communication.
- **Decision Analytics:** AI-driven platforms help simulate outcomes, highlighted in Gartner's 2024 report.
 - **Gartner Identifies the Top 10 Strategic Technology Trends for 2025.**
- **Remote Inclusion:** Virtual collaboration tools ensure everyone stays in the loop, regardless of location.

TOLERANCE

Tolerance underpins effective communication practices, ensuring diverse perspectives enrich strategic decisions.



Conclusion

- **Aligning Decisions with Strategy**
 - Regularly check and align decisions with organizational goals.
 - Involve your team for better alignment and outcomes.
- **Managing Biases**
 - Recognise personal biases to ensure objective and fair decision-making.
- **Effective Communication**
 - Clear, consistent communication builds trust and understanding.
 - Use tools like Slack, Asana, and AI-driven platforms to improve communication.
- **Mutual Respect & Tolerance**
 - Value diverse perspectives to make well-rounded, inclusive decisions.

Questions and Answers



Thank you for attending



CoGrammar



Department
for Education