

CoGrammar

Welcome to this session:
Lecture:
**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

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



Photo by [Towfiq barbhuiya](#) on [Unsplash](#)

Question 1

"When you think about decisions you've made in the past, how often did you stop to check if they aligned with a bigger goal or strategy? Can you share an example?"



Question 2

"Imagine you are part of a team with a clear strategic goal, but the decisions being made seem to go in different directions. What would you do to bring alignment?"



Question 3

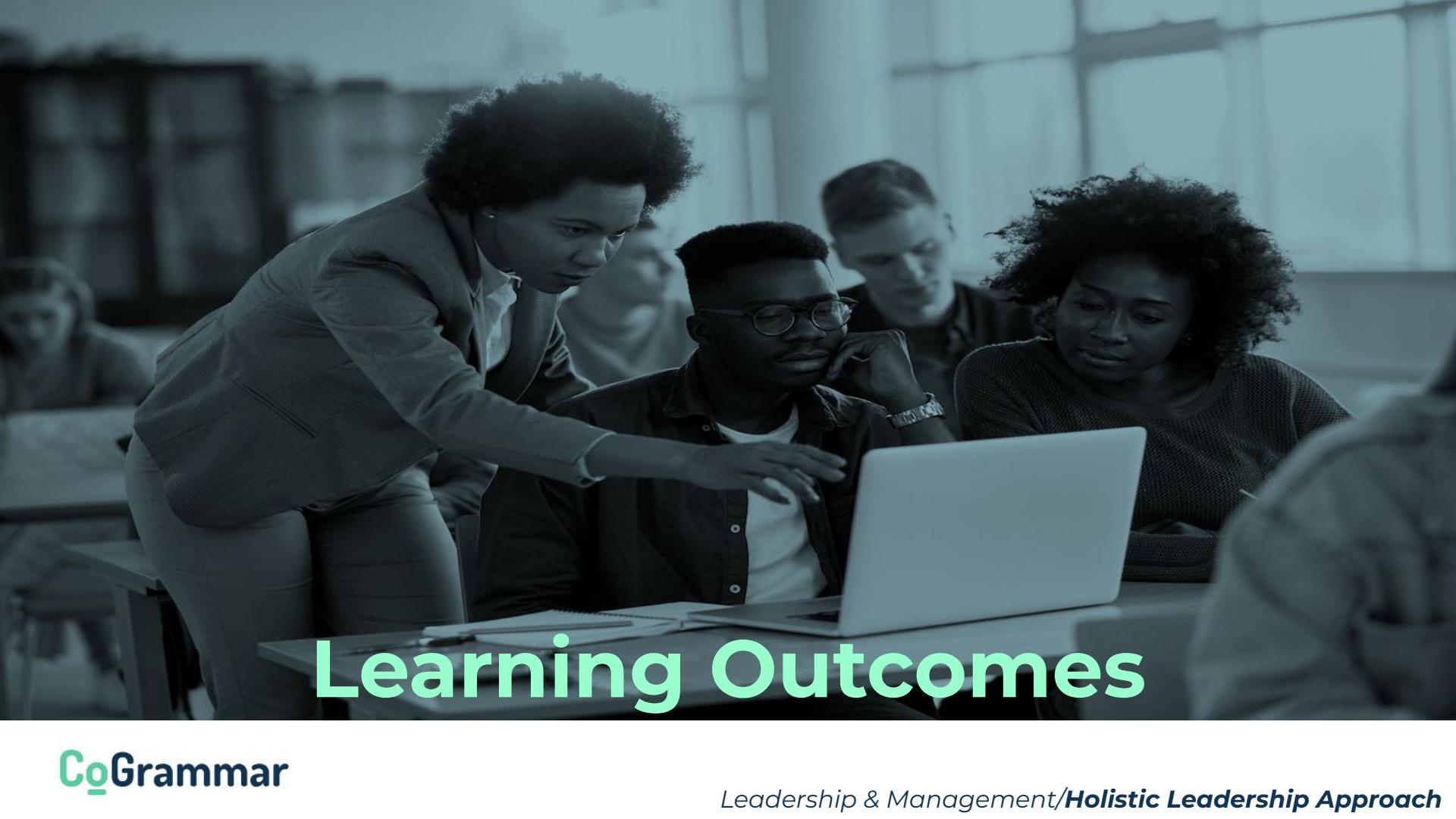
"Think about the best communicator you know. What makes their communication style so effective, and how do they make others feel heard?"





Question 4

"Why do you think misunderstandings happen even when people feel like they're communicating clearly? How can we avoid them?"



Learning Outcomes

Learning Outcomes



- Integrate organisational **mission and vision statements into decision-making** processes to ensure alignment with strategic objectives.
- Develop **communication skills to promote team collaboration, transparency, and trust** through active listening, probing questions, and constructive feedback techniques.

HOLISTIC LEADERSHIP

A holistic leadership approach integrates key principles from two critical domains: **aligning decision-making with strategic goals** and cultivating effective communication practices.

By harmonising these elements, leaders can steer their organisations towards success by ensuring every decision is aligned with overarching strategic objectives, fostering collaboration, transparency, and trust through **transparent and empathetic communication channels**.

How to be a Holistic Leader?



Aligning Decision-Making and Strategic Goals



ALIGNING DECISION-MAKING AND STRATEGIC GOALS

Aligning decision-making with strategic goals is paramount for success in any organisation. This involves ensuring that every action, from day-to-day operations to long-term planning, **aligns with the organisation's mission, vision, and strategic objectives.**



VISION STATEMENT

- A vision statement outlines the organisation's long-term aspirations and goals. It answers the question: "*Where do we envision ourselves in the future?*"
 - It should be ambitious yet realistic, motivating stakeholders and providing a **clear direction** for growth and development.
 - An effective vision statement inspires employees, customers, and partners, aligning their **efforts towards a common goal**.

MISSION STATEMENT

- A mission statement defines an organisation's purpose and primary objectives. It answers, "**What do we do, and why do we do it?**"
 - It should be concise, clear, and inspirational, guiding the organisation's **daily operations** and strategic decisions.
 - A well-crafted mission statement communicates the organisation's core values, target audience, and the **value it provides to stakeholders**.

STRATEGIC GOALS

- Strategic goals are **specific, measurable objectives** that support the organisation's mission and vision.
- They provide a **roadmap for achieving the desired outcomes** and guide decision-making at all levels of the organisation.
 - Strategic goals should be aligned with the mission and vision, ensuring that every action **contributes to the overarching purpose** and vision of the organisation.

Vision Template

- ✓ Future aspiration.
- ✓ Long-term goals.
- ✓ Inspiration.
- ✓ Alignment.
- ✓ Clarity.





Mission Template

- ✓ Purpose.
- ✓ Core values.
- ✓ Target audience.
- ✓ Unique value proposition.
- ✓ Conciseness.

Crafting Strategic Goals

- ✓ Conduct A Swot Analysis.
- ✓ Define Mission And Vision.
- ✓ Identify Strategic Priorities.
- ✓ Set Smart Goals.
- ✓ Engage Stakeholders.
- ✓ Establish KPIs.
- ✓ Create Action Plans.
- ✓ Review And Adapt.



Let's take a break

CoGrammar



Cultivating Effective Communication Practices



https://www.youtube.com/watch?v=em6EJ7_MFcw



The Key to

Powerful Leadership Communication

blue point

HOW DOES EFFECTIVE COMMUNICATION FOSTER COLLABORATION?

- ✓ Effective communication encourages **open dialogue** and **idea-sharing** among team members.
- ✓ It promotes synergy by **ensuring everyone is on the same page** regarding goals, responsibilities, and expectations.
- ✓ Collaborative environments **thrive on clear communication channels** facilitating brainstorming, problem-solving, and decision-making.

WHY IS TRANSPARENCY CRITICAL FOR EFFECTIVE COMMUNICATION?

- ✓ Transparent communication **builds trust and credibility** within teams and organisations.
- ✓ It involves sharing relevant information **openly, honestly, and in a timely manner.**
- ✓ Transparent communication **fosters a culture of accountability and integrity**, reducing misunderstandings and conflicts.

HOW DOES EFFECTIVE COMMUNICATION BUILD TRUST?

- ✓ Trust is the **foundation of strong relationships**, both personal and professional.
- ✓ Effective communication builds trust by **demonstrating authenticity, reliability, and respect for others' perspectives**.
- ✓ Trust enables teams to work together cohesively, even in challenging circumstances, **fostering resilience and mutual support**.



Active Listening

- Hearing the words spoken and paying attention to the speaker's tone, body language, and emotions to grasp the underlying message accurately.
- Requires the listener to provide feedback, ask clarifying questions, and paraphrase key points to demonstrate understanding and encourage further dialogue.

Probing Questions

- These questions uncover underlying motivations, concerns, or reasoning behind a statement or action.
- Probing questions are open-ended and encourage the respondent to reflect, elaborate, or provide additional context, facilitating a more comprehensive understanding of the subject matter.





Constructive Feedback

- Provides helpful insights, suggestions, or guidance to support someone's growth, improvement, or development.
- Emphasises identifying areas of strength and areas for improvement in a respectful and supportive manner.
- Constructive feedback is specific and actionable, focusing on behaviours or actions.

#1 NEW YORK TIMES AND WALL STREET JOURNAL BESTSELLER

Brené Brown
PhD, MSW

dare to lead

BRAVE WORK.
TOUGH CONVERSATIONS.
WHOLE HEARTS.

DARING GREATLY AND RISING STRONG AT WORK

A practical guide for the workplace,
the marketplace, and everyday life

UNLEASH THE POWER OF STORYTELLING

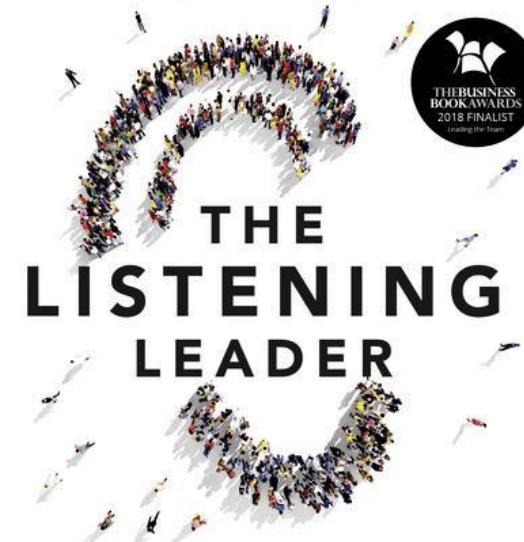
WIN HEARTS, CHANGE MINDS,
GET RESULTS



ROB BIESENBACH

'An inspirational work. The Listening Leader bristles with insight, common sense and practical tools for everyday use.'

PAUL RAMSHAW, CO-FOUNDER AND CEO, SENSATION.IO



How to drive performance by using
communicative leadership

EMILIO GALLI ZUGARO
WITH CLEMENTINA GALLI ZUGARO

FT PUBLISHING
FINANCIAL TIMES

Conclusion



Photo by [Aaron Burden](#) on [Unsplash](#)

Conclusion

- **Holistic Leadership** integrates decision-making with strategic goals and fosters effective communication.
- **Strategic Goals** provide a clear roadmap to achieve the organization's mission and vision.
- **Mission and Vision** guide purpose and direction, ensuring alignment with organizational goals.
- **Transparency** in communication builds trust, reduces conflicts, and fosters a culture of accountability.
- **Effective Communication** promotes collaboration, builds trust, and supports strong, resilient teams.
- **Active Listening, Probing Questions, and Constructive Feedback** are vital communication tools for fostering collaboration and understanding.

Questions and Answers

CoGrammar



Thank you for attending

CoGrammar



Department
for Education