

Leadership and Organisational Values



Certificate IV in Leadership and Management
(BSB40520)



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Melbourne Head Office



Session 1: Leadership & Workplace
Communication

Session Overview



EXPLORE LEADERSHIP
VALUES ACROSS GLOBAL
HISTORY



CONNECT ANCIENT
WISDOM TO MODERN
BUSINESS PRACTICE



APPLY ETHICAL
LEADERSHIP IN
CORPORATE CONTEXTS



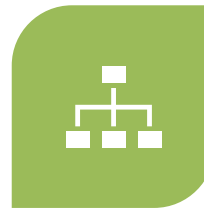
REFLECT ON PERSONAL
AND ORGANISATIONAL
ALIGNMENT



LEARNING OUTCOMES:



1. EXPLAIN HOW VALUES
SHAPE LEADERSHIP
DECISIONS.



2. RECOGNISE HOW
PERSONAL BEHAVIOUR
REFLECTS
ORGANISATIONAL
CULTURE.



3. APPLY VALUES-BASED
REASONING TO REAL
WORKPLACE CHALLENGES.

The Timeless Nature of Leadership



"Leadership is not about power; it's about purpose."



Great leaders exist in every era – from ancient empires to modern enterprises.

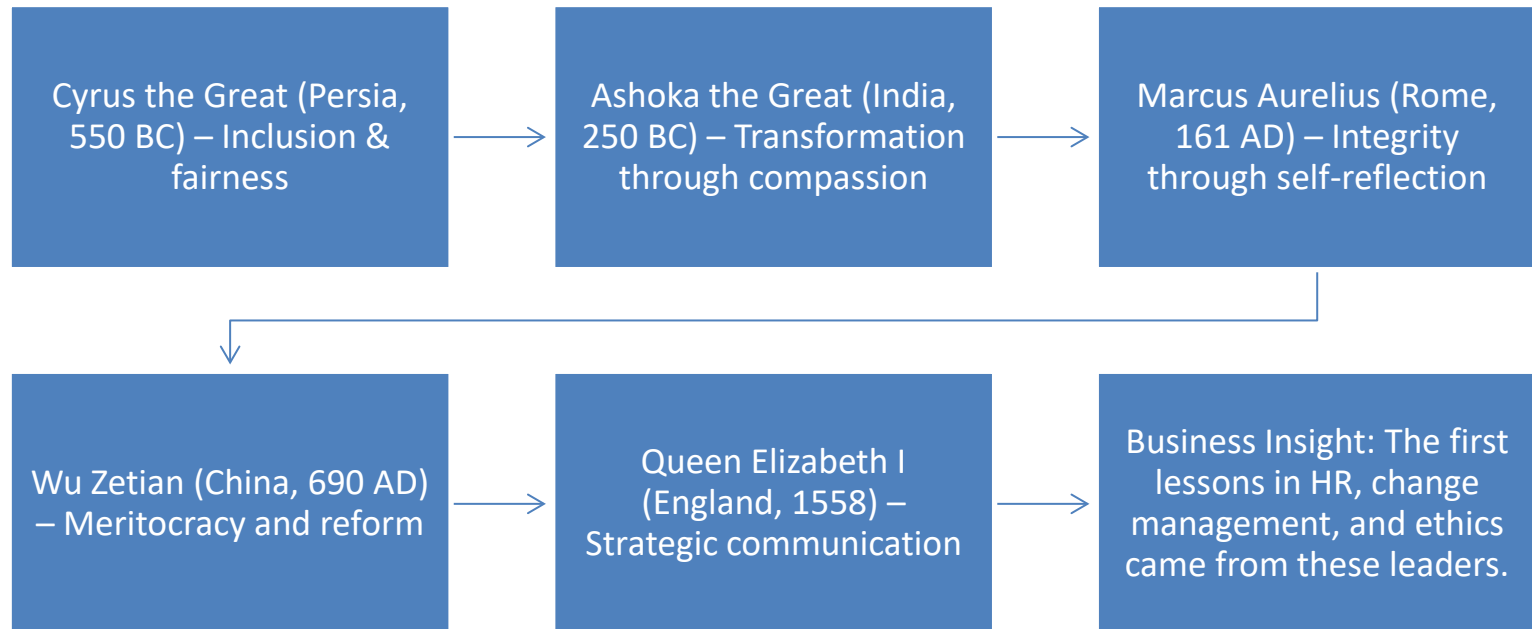


Values connect them all: integrity, courage, fairness, compassion, vision.



Discussion: What makes a leader memorable in your experience?

Leadership Through the Ages



From Monarchs to Managers

What we learn from historical leadership:

- Lead with values, not position.
- Reward merit, not popularity.
- Reflect before reacting.
- Balance empathy with authority.

Modern Translation: These same traits underpin authentic corporate leadership today.

Shakespeare's Leaders – The Human Side of Power

"Uneasy lies the head that wears a crown." – Henry IV

"To thine own self be true." – Hamlet

Ambition vs Integrity
(Julius Caesar)

Listening vs Ego
(King Lear)

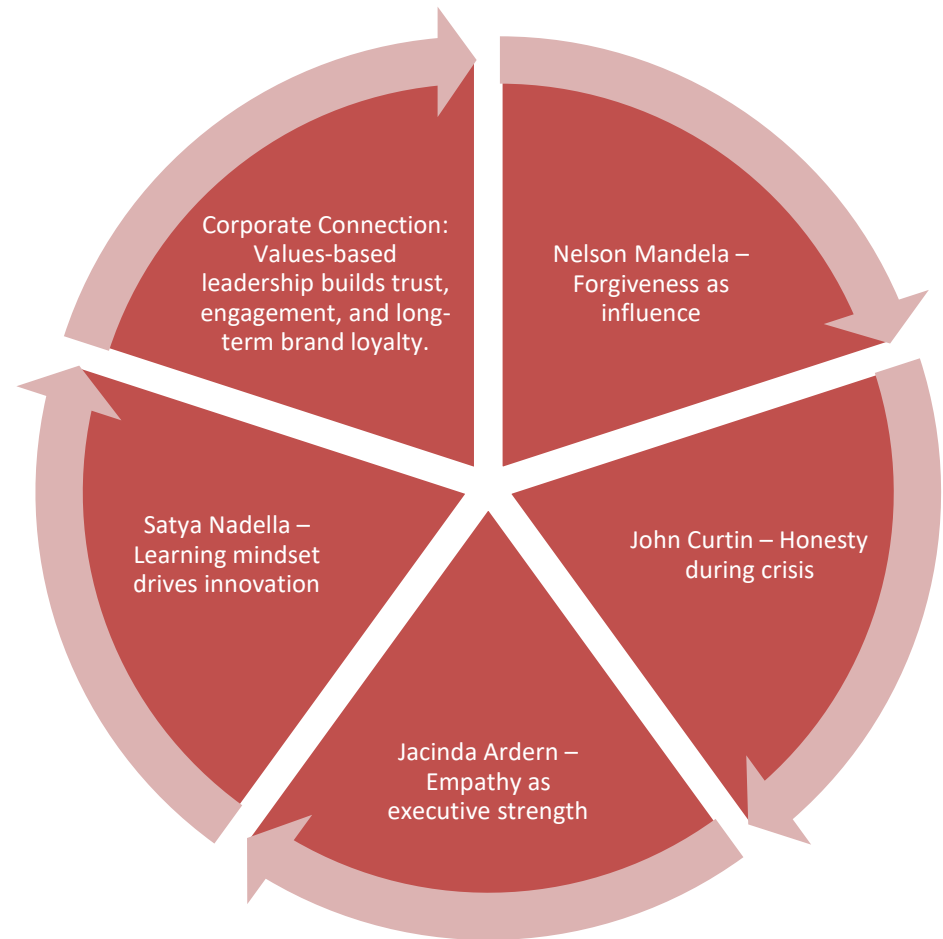
Shared Purpose
(Henry V)

Business Lens: Every meeting is your stage; every decision is your dialogue.

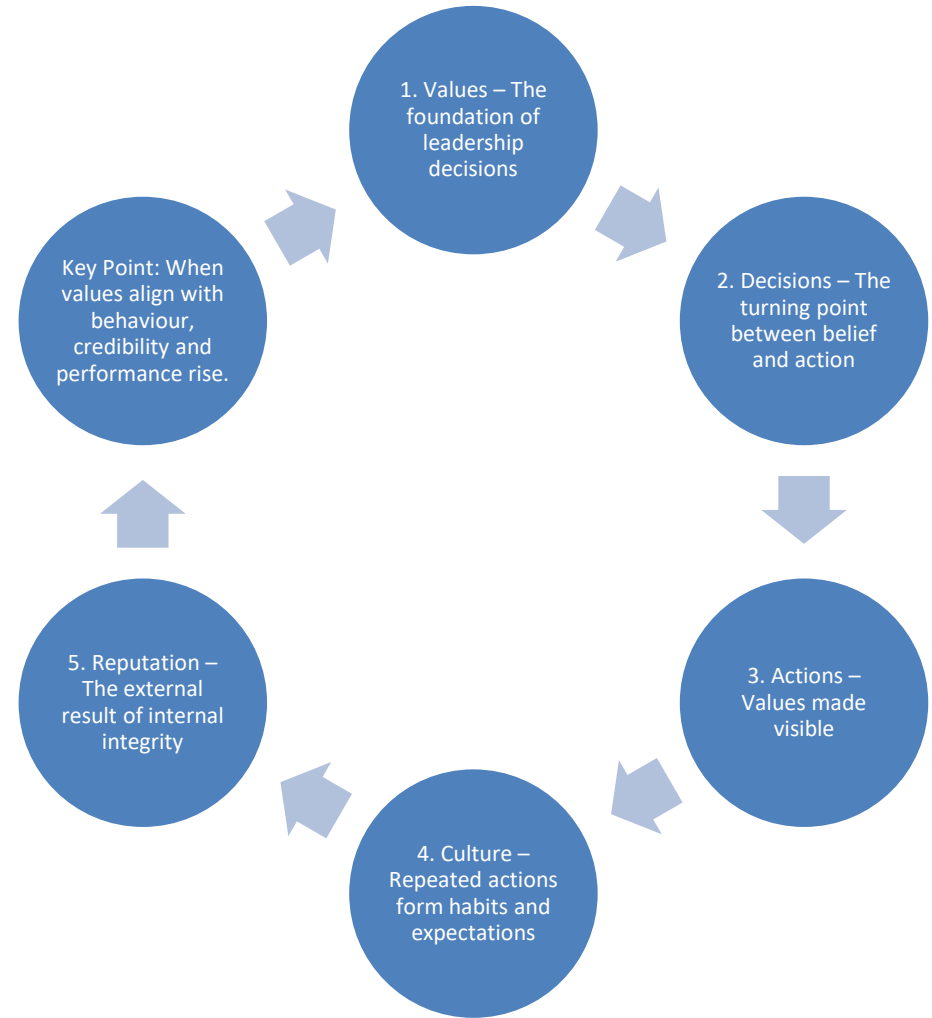
The Sword of Damocles

- Ancient parable of power and pressure
- Damocles sits on the throne, a sword hanging by a single hair above his head
- Message for Business: Leadership carries constant accountability.
 - - Deadlines
 - - Compliance
 - - Ethical responsibility
- Reflection: What are the 'swords' hanging over leaders in your organisation?

Modern Global Leadership



The Values-to-Behaviour Chain



Organisational Values in Action



Typical corporate values: Integrity | Respect | Accountability | Teamwork | Excellence



Application:



- Embed values into policies and KPIs.



- Model behaviours daily.



- Recognise value-based achievements.

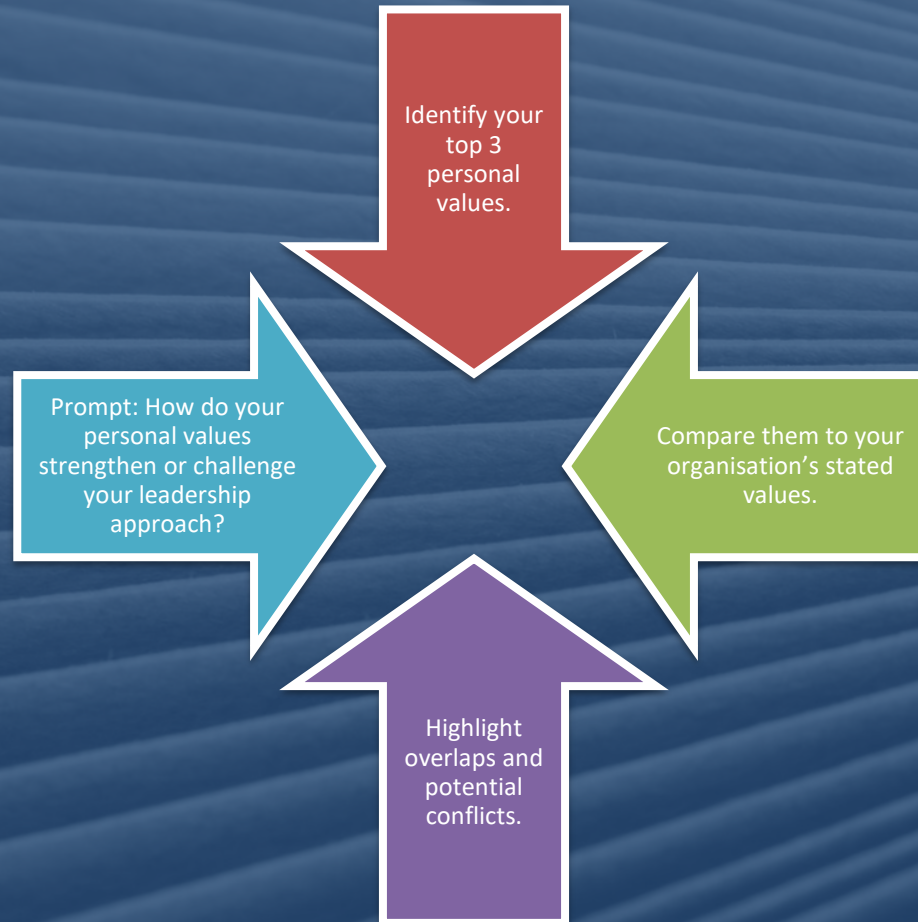


- Lead with consistency.



Discussion: Which value is hardest to maintain under pressure?

Reflection Exercise – The Personal Alignment Map



Practical Scenario



Scenario: A project deadline was missed, and client trust is at risk.



Question: How do you respond while modelling your organisation's values?



Steps to Model Leadership:



1. Stay calm and acknowledge facts.



2. Demonstrate accountability.



3. Communicate with respect.



4. Focus on solution and prevention.

Reflection and Commitment



WHICH LEADER'S EXAMPLE
RESONATED MOST WITH
YOU TODAY?



WHAT VALUE WILL YOU
CONSCIOUSLY
DEMONSTRATE THIS
MONTH?



HOW WILL YOU MEASURE
YOUR SUCCESS AS A VALUES-
BASED LEADER?



QUOTE: 'CHARACTER IS
POWER.' – BOOKER T.
WASHINGTON

Closing – The Leadership Legacy

From ancient empires to boardrooms, the formula remains the same:

- Lead with vision.

- Act with integrity.

- Communicate with empathy.

- Reflect often.

Next Session: Communicating with Influence

Thank you for your participation, Jordan.