Module specification

When printed this becomes an uncontrolled document. Please access the Module Directory for the most up to date version by clicking on the following link: Module directory

Refer to the module guidance notes for completion of each section of the specification.

Module code	BUS491
Module title	Managing a Hybrid Team
Level	4
Credit value	10
Faculty	FSLS
Module Leader	Marcus Hansen
HECoS Code	100078
Cost Code	GDZB

Programmes in which module to be offered

Programme title	Is the module core or option for this programme
Standalone module Affiliated to BA(Hons) Business for QAA purposes	Option

Pre-requisites

None

Breakdown of module hours

Learning and teaching hours	16 hrs
Placement tutor support	0 hrs
Supervised learning e.g. practical classes, workshops	2 hrs
Project supervision (level 6 projects and dissertation modules only)	0 hrs
Total active learning and teaching hours	**18** hrs
Placement / work based learning	0 hrs
Guided independent study	82 hrs
Module duration (total hours)	100 hrs

For office use only	
Initial approval date	28/09/2021
With effect from date	01/01/2022
Date and details of revision	
Version number	1

Module aims

The overall aim of this module is to introduce students to a structured approach to support individuals as they and their organisations traverse the current challenges of an evolving hybrid workplace where employees are demanding a more flexible approach to work and work patterns. This includes providing students with a practical toolkit and a range of techniques to deliver training interventions that are people centred. It also includes an understanding of the tools and techniques required to respond more effectively to facilitate both in-office and remote work for employees.

Module Learning Outcomes - at the end of this module, students will be able to:

1	Describe how to support individuals as they and their organisations traverse the current challenges of an evolving hybrid workplace
2	Demonstrate knowledge and understanding of what the operational challenges are to deliver effective hybrid team management
3	Develop a range of tools and techniques required to respond more effectively to facilitate both in-office and remote work for employees
4	Evaluate the effectiveness of hybrid management practices

Assessment

Indicative Assessment Tasks:

This section outlines the type of assessment task the student will be expected to complete as part of the module. More details will be made available in the relevant academic year module handbook.

Students will be required to complete an online discussion forum on each weekly topic. The forums will enable students to reflect and demonstrate their learning. The minimum expectation for the total word count is 2,000 words.

Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)
1	1-4	Coursework	100

Derogations

None

Learning and Teaching Strategies

This module will be delivered entirely online and the learning and teaching strategies will be accessible and wide-ranging in order to cater for a diverse audience. It is anticipated that content will take the form of recorded lectures, supporting signposts to learning materials such as links to videos, a Moodle book if appropriate and further reading, asynchronous tutorials via discussion forums and live dialogic forums to stimulate thinking. Students will be expected to engage with all content.

The delivery for the four week short course will include:

- 1 x recorded lecture per week
- Supporting signposts to learning material on Moodle, such as links to videos (e.g. TED talks),
- A study guide if appropriate and further reading
- Material to support the delivery of 3 x Asynchronous tutorials
- Delivery of 1 x 2hr Dialogic forums

Indicative Syllabus Outline

Indicative topics for this module's syllabus include:

- Introduction to Managing a Hybrid Team
- The benefits and challenges of implementing a hybrid work model
- Retaining and growing a company culture with a dispersed workforce
- How to successfully operationalise a hybrid work model

Indicative Bibliography:

Please note the essential reads and other indicative reading are subject to annual review and update.

Essential Reads

Dale, G. (2020) Flexible Working: How to implement flexibility in the Workplace to improve employee and business performance. Kogan Page

Other indicative reading

Dyer, C. and Shepherd, K. (2021) Remote Work: Redesign Processes, Practices and Strategies to Engage a Remote Workforce

Hall, K. and Hall, A. Leading Remote and Virtual Teams: Managing yourself and others in remote and hybrid teams or when working from home

Journals

Academy of Management Journal
European Journal of Work and Organizational Psychology
Human Resource Management Journal
Organization Studies

Websites

https://www.mckinsey.com
https://hbr.org/
https://www.cipd.co.uk/
https://www.forbes.com

Employability skills – the Glyndŵr Graduate

Each module and programme is designed to cover core Glyndŵr Graduate Attributes with the aim that each Graduate will leave Glyndŵr having achieved key employability skills as part of their study. The following attributes will be covered within this module either through the content or as part of the assessment. The programme is designed to cover all attributes and each module may cover different areas.

Core Attributes
Engaged
Enterprising
Creative
Ethical

Key Attitudes
Commitment
Curiosity
Resilience
Confidence
Adaptability

Practical Skillsets
Digital Fluency

Organisation
Leadership and Team working
Critical Thinking
Emotional Intelligence
Communication