UNIVERSITY 4 INDUSTRY

+ Skill-building for New Work

+ Self-paced online training using a high-quality video format

+ Led by experts

+ Practical exercises

+ Live sessions via Microsoft Teams

Blended learning incl. 4 live sessions

🕐 1-2 hours per week over 8 weeks

👥 Target group:
Team leaders & team members in transforming organizations (from all industries that include knowledge workers)
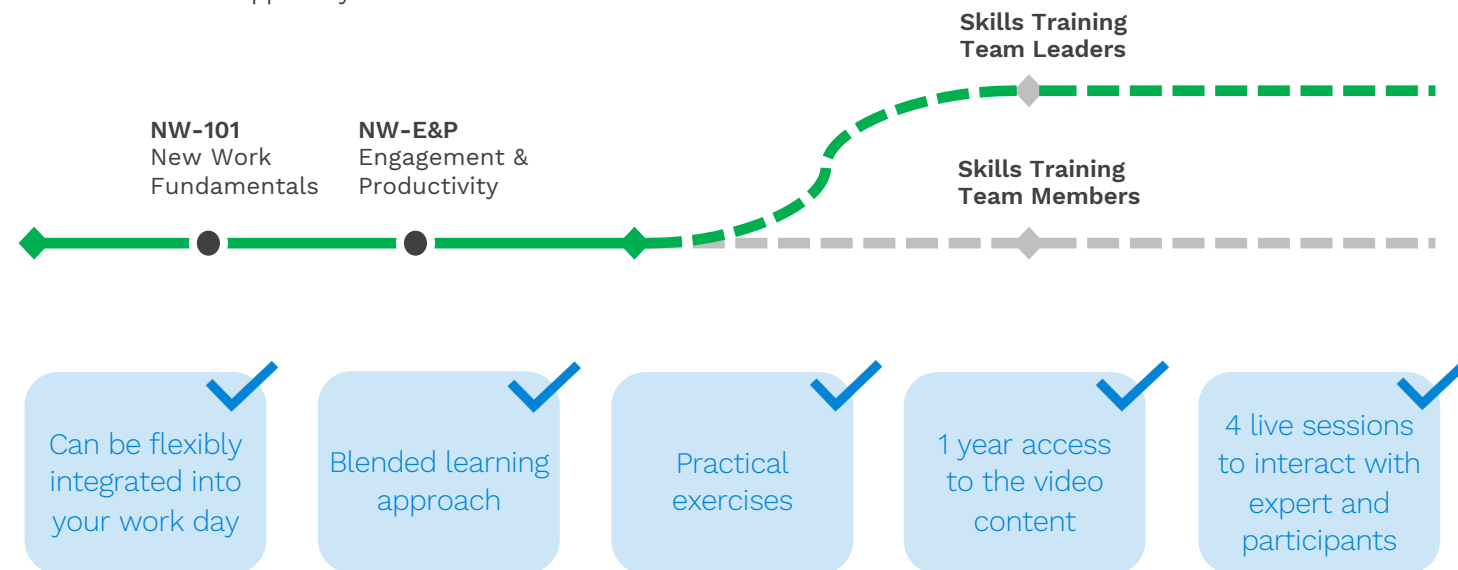
New Work is needed for the New Normal

Learn all you need to know about New Work in 8 weeks in an expert-led program

The pandemic severely disrupted the way we work, and it happened overnight. People are beginning to return to their offices (in parts), however, in order to retain top talent, offering more flexibility in the way of working is essential. How can CEOs, managers, and team leaders in general offer more flexibility while making sure that engagement and productivity stay the same, or even increase?

There are lots of things to consider: leadership and teamwork in virtual or hybrid settings, digital workflows and IT tools, IT and data security in remote work, basic awareness and a common understanding of the new work framework, as well as broad support by leaders and teams.

Our New Work course program is aimed at leaders in organizations from all industry sectors that include knowledge workers and are going through a digital transformation process. There is a learning path for team leaders and one for team members.

In addition to being introduced to the fundamentals of New Work, participants will learn how to 'make New Work work' in their own team. A mindset shift and new skills are needed in order to keep up engagement and productivity, and to make the company successful in the New Normal.

NW-101
New Work Fundamentals

NW-E&P
Engagement & Productivity

Skills Training Team Leaders

Skills Training Team Members

✔ Can be flexibly integrated into your work day

✔ Blended learning approach

✔ Practical exercises

✔ 1 year access to the video content

✔ 4 live sessions to interact with expert and participants

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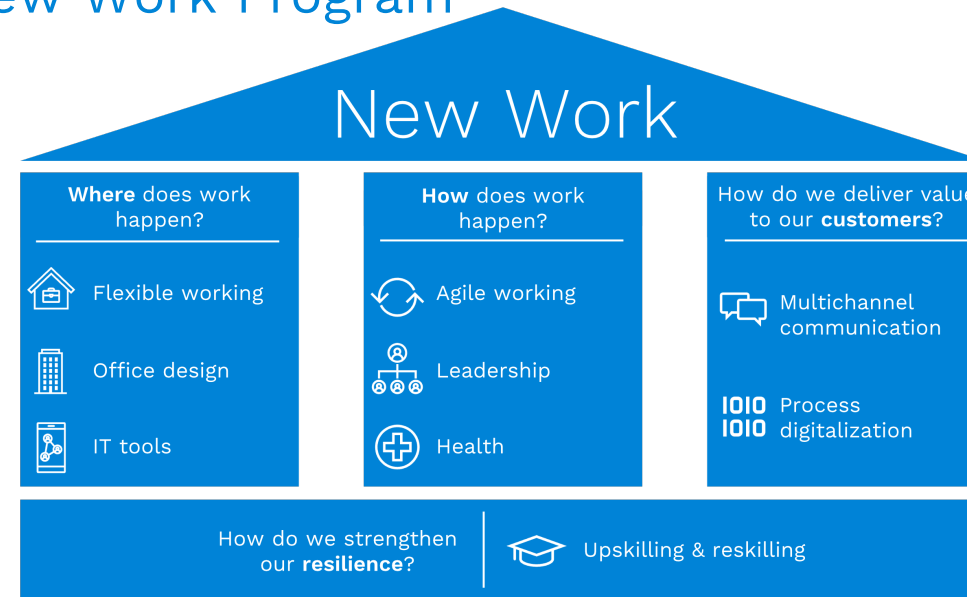
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The New Work Program

New Work

Where does work happen?
- Flexible working
- Office design
- IT tools

How does work happen?
- Agile working
- Leadership
- Health

How do we deliver value to our **customers**?
- Multichannel communication
- Process digitalization

How do we strengthen our **resilience**?
- Upskilling & reskilling

Training need
Developing a New Work model is more essential than ever in order to benefit from the positive aspects while leveraging the momentum of the crisis.

Learning goals
- Develop a specific framework for the future of work incl. next steps
- Adopt mindset and skillset needed for a successful New Work transformation

Target group
Team leaders and team members in transforming organizations (from all industries that include knowledge workers)

Format and content
Starting point for a transformation is always leadership. This is why leaders should undergo a leader-specific version of the multi-week training first, make some strategic decisions and decide on the framework for new work in their company, before team members undergo the training within that framework in the second level. The program stretches over 8 weeks (1-2 hours per week) and various activities, and learners are encouraged to collaborate and discuss in addition to the learning activities during the whole time.

Language & Customization Options
- English or German
- Time frame can be more compressed (e.g., 2-4 hours per week over 4 weeks) or stretched out over a longer period
- Team leaders training can be done independently of team members training
- Expert workshops can be adapted to specific company needs

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The New Work Learning Journey

Blended learning approach = online, self-paced learning + active exercises + expert workshops + moderated online forum and wiki + optional open-door expert hours

Week 1	Week 2	Week 3	Week 4	Week 5-7	Week 8
Introduction to New Work	Engagement and Productivity	Analysis of own context	New Work framework definition	New Skills training (see Deep Dive below)	Developing a team charter
U4I platform, self-paced	Virtual expert workshop	Activity	U4I platform, self-paced + expert workshop	U4I platform, self-paced	Virtual expert workshop

Deep Dive: New Skills training (Week 5-7)

- Various skills that increase engagement and productivity are learned in a self-paced, asynchronous way
- Time per skill: 30-60 minutes including a hands-on exercise where learners get active and reflect on their results
- Recommended: learning in peer groups and/or accompanying the skill learning in a moderated forum
- Optional: open hours with expert for specific questions

		Leaders	Employees
Engagement	Remaining visible		X
	Being a listening leader	X	
	Psychological safety	X	
	Strengths-based leadership	X	
	Strengths profile	X	X
Productivity	Self-organization	X	X
	Leading virtual teams	X	
	Working in virtual teams		X
	Use of technology	X	X
	Coaching	X	
	Resilience	X	X