

Module Descriptor

Module 4: How to facilitate social connectedness in hybrid workplaces

MODULE TITLE	How to facilitate social connectedness in hybrid workplaces
MODULE DURATION	2 hours
OVERVIEW & GENERAL OBJECTIVE	This module equips HR professionals and managers with the insights, strategies, and practical tools they need to create a supportive, inclusive culture regardless of physical location. By the end of this module, participants will understand the importance of social connection in hybrid workplaces and be prepared to implement initiatives that boost morale, collaboration, and overall wellbeing.

LEARNING OUTCOMES

Specific knowledge, skills, and attitudes, which the learners will acquire with the successful completion of the module are described.

2-4 per type

Knowledge:

After the completion of this module learners will:

- Understand the concept of social connectedness and its impact on employee wellbeing, engagement, and performance in a hybrid workplace.
- Identify the unique challenges that affect social connectedness in hybrid environments.
- Recognise the role of leadership and the wider organisation in developing an inclusive, connected workplace environment across physical and virtual spaces.

Skills:

After the completion of this module learners will be able to:

- Develop strategies to create and sustain meaningful connections among team members, regardless of their physical location.
- Utilise digital tools and platforms effectively to support communication and collaboration in a hybrid setting.
- Design initiatives, events, and routines that encourage meaningful and impactful interaction within hybrid teams.

Attitudes:

After the completion of this module learners will be:



- Committed to hybrid workplace inclusivity, ensuring remote employees feel valued and involved in the workplace culture.
- Flexibility to new, innovative approaches and digital tools to maximise social connectedness.
- Empathetic towards hybrid employees' social and emotional needs.

COURSE CONTENT

- Introduction and icebreaker (5 minutes)
- Understanding social connectedness (25 minutes)
- Challenges in hybrid and remote workplaces (20 minutes)
- Strategies to enhance social connectedness (40 minutes)
- Inclusivity and empathy as cornerstones of connection (15 minutes)
- Social Connectedness Blueprint, Closing Remarks, and Q&A Session (15 minutes)

What You'll Take Away:

- A deeper understanding of social connectedness in hybrid workplaces.
- Practical strategies and tools to create a more inclusive and connected team environment.
- A personalised action plan to implement immediately in your organisation.
- Suggestions for resources and digital tools to optimise your organisational readiness for the hybrid workplace.

RECOMMENDED LITERATURE

Dale, G. (2021) Hybrid Working - Practical Guidance, cipd.org. Available at: <https://www.cipd.org/globalassets/media/knowledge/knowledge-hub/guides/2024-pdfs/hybrid-working-taskforce-guide-feb2024.pdf>.

Hallenbeck, G. (2023) How to Approach Leadership in a Hybrid Work Environment, Center for Creative Leadership. Available at: <https://www.ccl.org/articles/leading-effectively-articles/how-leaders-should-approach-today-s-new-hybrid-workforce/>.

Knight, R. (2020) How to Manage a Hybrid Team, Harvard Business Review. Available at: <https://hbr.org/2020/10/how-to-manage-a-hybrid-team#:~:text=You%20need%20to%20create%20practices,together%20in%20this%20new%20environment>.

Marsh, V. (2021) How to be a high-performing leader in a hybrid workplace, EY UK. Available at: https://www.ey.com/en_uk/workforce/how-to-be-a-high-performing-leader-in-a-hybrid-workplace.