



Prifysgol Cymru
Y Drindod Dewi Sant
University of Wales
Trinity Saint David

200
1822 - 2022

Personnel Resourcing & Development (BMT5005)

Industry Challenges

Week 5

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Before we start

As there are quite a few of us here, please ensure that your microphone is muted during all teaching until you are asked a question or there is a group discussion to prevent background noise.

You should attend every class and have a private space to work so that you can concentrate fully on the lesson.

You should not be at work, shopping, driving or caring for children.

Your camera must be always on during lectures please. -Use the Teams university background to protect your privacy.

YOU must join via a laptop or PC/MAC—No attendance permitted on phones or tablets

You will be removed from the session and logged as absent if you fail to adhere to these criteria.

This and all sessions will be recorded so that you can watch it again

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Why is this important?

- This is a Full Time University course and as such the University definitions of engagement and decorum apply as they would in a physical classroom.
- Your Cameras must remain 'On' for the duration of the session in order to ensure equal engagement and for your lecturers to observe your full attendance of the session which is a condition for student loans/maintenance to be authorised.
- You should be using a **desktop or laptop device** with a camera, speakers and a microphone so that you will be able to engage in the session on equal footing with your classmates.
- You will be asked to share your screen and "present" your work, access documents, engage in writing activities use websites and create presentations which are either difficult or impossible on a phone.

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Get a laptop!

- Therefore, we ask you to purchase a laptop if you don't already own one, **by the end of Week 2**.
- Failure to do so within this time period will result in you being reported to the Level Lead in Week 3.
- The University offers bursaries that can provide a suitable device and/or contribute towards connectivity costs if you need some financial help with this.

-Digital Connectivity Bursary Application Form

-Undergraduate Bursaries

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Recap

Last week gave an
overview of...

.....?

.....?

Next Week!

.....?

.....?

.....?

How resilient are you?

- [How Resilient Are You?](#)
- [From MindTools.com](#)
- Complete the quiz using the link.



Pestle

- Political
- Economic
- Sociological
- Technology
- Legal
- Environmental

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Quiet Quitting

- Quiet quitting” is a new name for an old behaviour. The authors, who have conducted 360-degree leadership assessments for decades, have regularly asked people to rate whether their “work environment is a place where people want to go the extra mile.” Their data indicates that quiet quitting is usually less about an employee’s willingness to work harder and more creatively, and more about a manager’s ability to build a relationship with their employees where they are not counting the minutes until quitting time.

(Zenger, J and Folkman, J, 2022)

Formica, S and Sfodera, F (2022) The Great Resignation and Quiet Quitting paradigm shifts: An overview of current situation and future research directions. *Journal of Hospitality Marketing and Management*. Available at: [The Great Resignation and Quiet Quitting paradigm shifts: An overview of current situation and futur \(tandfonline.com\)](https://www.tandfonline.com) (Accessed: 08th November 2022).

Thompson, S (2022) *What to Do about Quiet Quitting: 3 Ways to Reframe the Narrative*. Available at: https://www.workhuman.com/blog/what-to-do-about-quiet-quitting/?utm_source=bing&utm_medium=cpc&utm_campaign=2022q4_wh_sem_nb_awareness_blog_post_emea_exa_pros&utm_content=quiet_quitting&campaignid=431010035&adgroupid=1136895989599120&adid=&msclkid=3582fd97fbc911a39b089ee6b77b40bd&gclid=3582fd97fbc911a39b089ee6b77b40bd&gclsrc=3p.ds (Accessed: 08th November 2022).

MILLER, K.L, (2022) *Actually, we've been 'quiet quitting' and 'quiet firing' for year*. Available at: <https://www.proquest.com/docview/2711638951?accountid=130472&parentSessionId=NTQe0ENFdlrhV%2BZq9FRaXy7T4HtGTZChCbo888rVRRw%3D&pq-origsite=primo> (Accessed 08th November 2022)

Schrötgens, et al (2021) *Three keys to building a more skilled post pandemic workforce* <https://www.mckinsey.com/capabilities/people-and-organizational-performance/our-insights/three-keys-to-building-a-more-skilled-postpandemic-workforce?hdpid=9bcda72f-fa09-4ed0-a29b-5ace6de0bee0&hctky=13279435&hlkid=3c0b3e8664364355a132cf81a7f5970b>

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Change Management...

- What is it?
- Why do we need it?





Organizational Change



What are the drivers of Change?

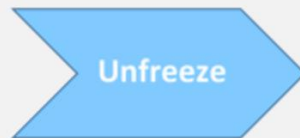
- **Growth opportunities, especially new markets.**
- **Economic downturns and challenging trading conditions.**
- **Shifts in strategic objectives.**
- **Technological developments.**
- **Competitive pressures, including new entrants, mergers and acquisitions.**
- **Customer or supplier pressure, particularly shifting markets.**
- **Learning new organisation behaviours and skills.**
- **Government legislation/initiatives**



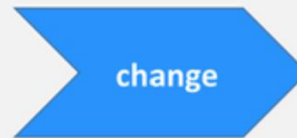
Kurt Lewin's 3 Stage Model

LEWIN'S CHANGE MODEL

Lewin's Three Stage Change Process – Practical Steps



- Determines what needs to change
- Ensure there is strong support from management
- Create the need for change
- Manage and understand the doubts and concerns



- Communicate often
- Dispel rumors
- Empower action
- Involve people in the process



- Anchor the changes into the culture
- Develop ways to sustain the change
- Provide support and training
- Celebrate successes

How do
we react
to change?

In the chat box, what is one
word that you think when it
comes to change?

Kubler Ross Change Curve





Watch the video - What does change mean to you?



SEE YOU
NEXT WEEK





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I look forward to seeing you next week.

If you have any questions in the meantime, please send an email from your student account

k.roberts@uwtsd.ac.uk

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