

LCDB7008 Visions for the Future : Theoretical Perspectives on Management

Week 7-8

Leadership and hybrid work
management

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Learning Objectives (1 of 2)

Understand the future of work experiential learning and evaluate the role of leadership in business dynamics from theoretical lens

Scenario I – Hybrid working

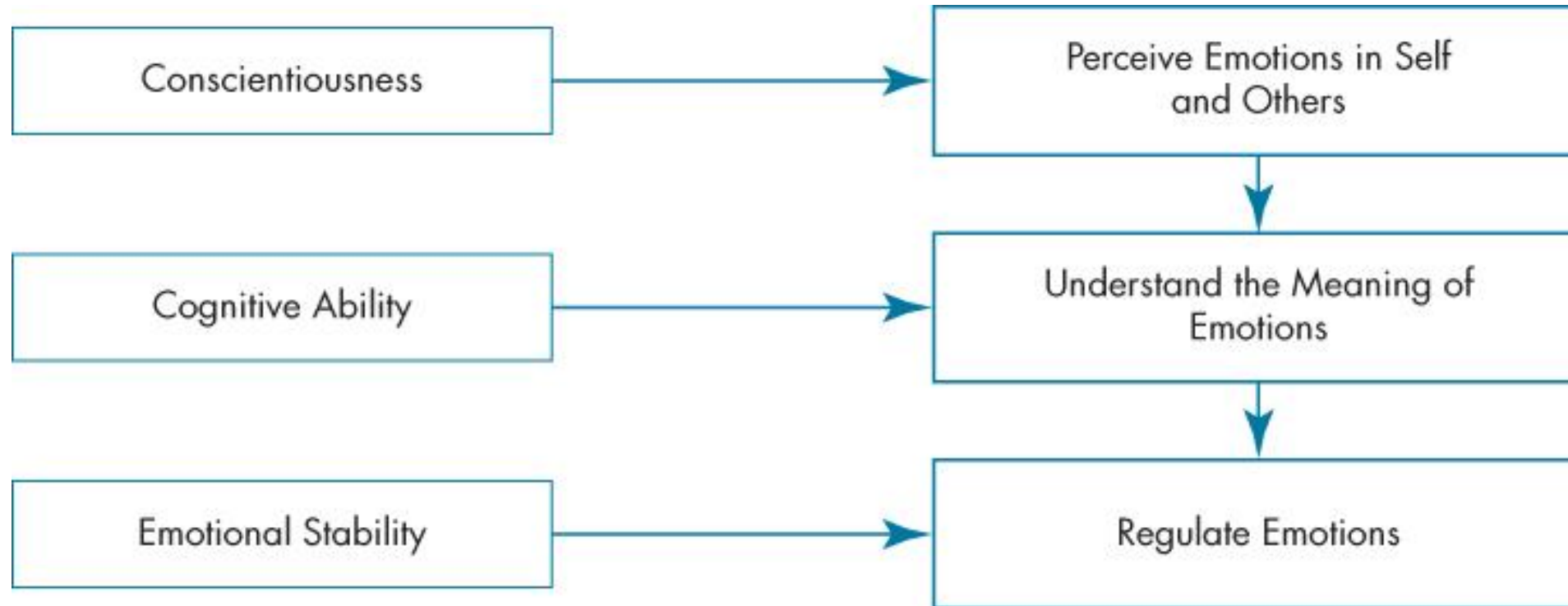
Scenario II – Team management



Future of work and employee

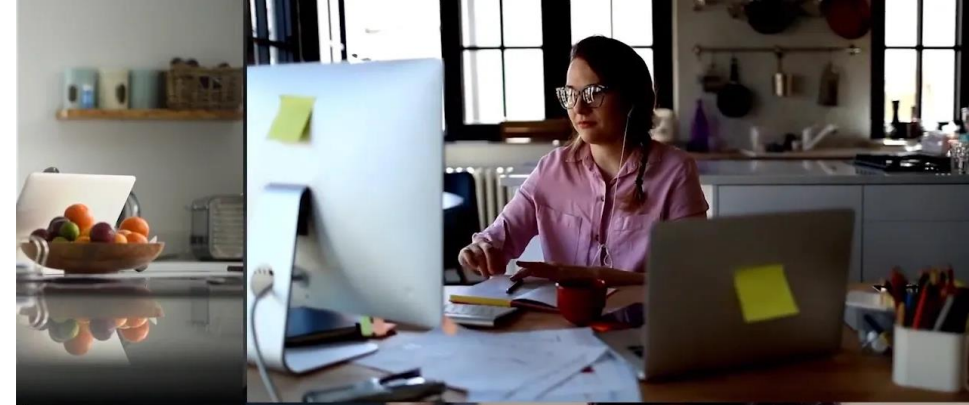
Future of work

Exhibit 4-5 A Cascading Model of Emotional Intelligence



Alfes, K. *et al.* (2022) 'New ways of working and the implications for employees: a systematic framework and suggestions for future research', *The International Journal of Human Resource Management*, 33(22), pp. 4361–4385. doi: 10.1080/09585192.2022.2149151.

Experiential learning



Scenario 1 - Alternate
work mode

Future of Hybrid working

Future of Hybrid working (3:25 mins)

- [The Future of Hybrid Working](https://youtu.be/U5qfgarKjaQ)



<https://youtu.be/U5qfgarKjaQ>
<https://youtu.be/U5qfgarKjaQ>

Employees' perspectives



Work Space with sound

The click with sound





In a factory

The click with sound

<https://youtu.be/D7ZZp8XuUTE?si=pGZsJebiVym8Ka1q>

https://youtu.be/DPjvVyW_HKg



Work from Home

- The click with sound
- [10 Hours of Relaxing Music & Soft Rain Sounds - Sleep Music, Piano Music \(Brian\)](#)



Leader's perspective

Scenario (II) – Team Management

Robot staff in business world

Customers' perspective

https://youtu.be/FogiE8_3fPE?si=TbhWD2KJmK-TSG8f



How do you feel.....
? From co-workers'
perspectives

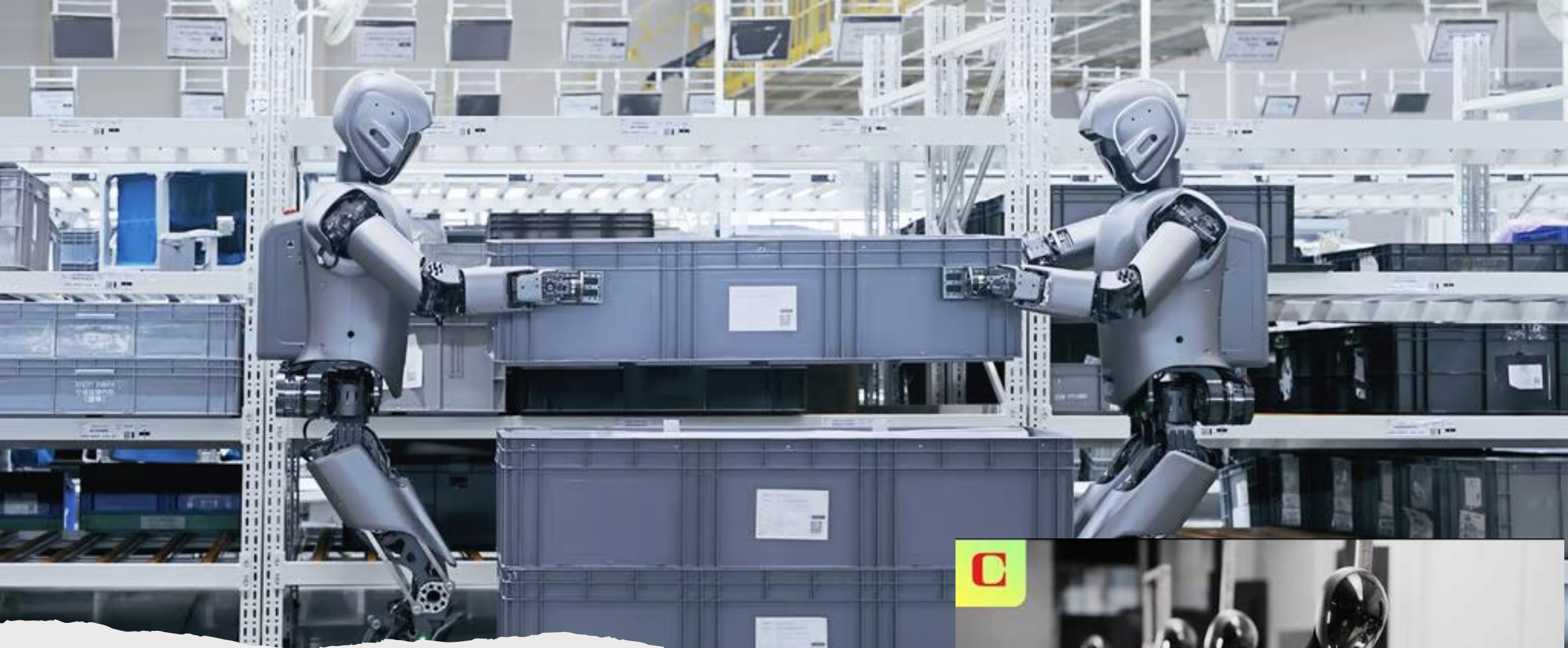


Robot as your co-worker / colleagues



Robot as your co- worker / colleagues





Robot as your co-worker / colleagues





What is your choice of
teammates ?



Scenario - Leaders, Co-worker and Colleagues

1) What is your choice ? Team A (Human staff) or Team B (Mix o human and Robot? Team C (A team of Robot) ? Why

2) How do you manage your team in relation to the following considerations?

- Job satisfaction
- Employee motivation
- Team performance (sales target, profit...)
- Business sustainability

Please use literature and theory to justify your answers.

Literature Reading



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Q&A !



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Thank You!



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Reference

- Belias, D., Rossidis, I., Papademetriou, C., & Mantas, C. (2021). Job Satisfaction as Affected by Types of Leadership: A Case Study of Greek Tourism Sector. *Journal of Quality Assurance in Hospitality & Tourism*, 23(2), 299–317. <https://doi.org/10.1080/1528008X.2020.1867695>
- Collins Jim, Level 5 Leadership: The Triumph of Humility and Fierce Resolve, Harvard Business Review, pp 65-76, January 2001)
- KOTTERMAN, J., (2006) . Leadership Versus Management: What's the Difference? *The Journal for Quality and Participation*, **29**(2), pp. 13-17.
- Ilies, R., Judge, T., & Wagner, D. (2006). Making Sense of Motivational Leadership: The Trail from Transformational Leaders to Motivated Followers. *Journal of Leadership & Organizational Studies*, 13(1), 1-22. <https://doi.org/10.1177/10717919070130010301>