

Applied Leadership and Management in the Workplace

Module Assignment Submission

Student Name:	Keri Mcdonald
Student Number:	2525956
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Introduction

My introduction focuses on remote management and its impact on modern businesses. Remote management refers to overseeing employees who work in different locations rather than in a shared office environment. With the rise of working from home, managers rely heavily on digital tools such as

email, messaging platforms, and video conferencing to communicate, organise tasks, and maintain productivity.

It is important to examine remote management from multiple perspectives, as it affects everyone within an organisation. For employees, remote working can influence communication, motivation, and work-life balance. While some value the flexibility and independence it offers, others may struggle to stay focused or feel disconnected from colleagues. From a managerial perspective, remote management requires adapting leadership styles to effectively support employees and ensure high-quality performance. For businesses, it can impact productivity, operational costs, and collaboration.

This introduction draws on both qualitative and quantitative research methods. Qualitative research explores opinions and experiences, while quantitative research uses numerical data to measure trends such as productivity and the extent of remote working. It also includes primary research, such as surveys, and secondary research from articles and books.

Overall, remote management is a key aspect of modern business, supported by clear communication and effective use of technology.

Employee

Advantages for Employees

Olson (1983) explains that working from home can improve productivity and give employees more flexibility. People often face fewer distractions at home, which can increase productivity by around 10–20% and help them finish tasks faster. Remote working also allows workers to organise their day more easily, with over 70% saying it improves their work–life balance. In addition, not commuting can save about 1–2 hours each day, giving people more time for other activities.

This can save time and reduce stress for the employee. Therefore, remote working can improve productivity and help workers feel happier and more comfortable in their jobs. Lumapps. (2026) suggests that Remote working can make employees happier because it gives them more freedom and flexibility. For example, workers do not have to spend time travelling to work every day, which can save time and money for the employee. They can use this extra time to relax with their family. or finish their work more comfortably at home. This can reduce stress and help people feel more in control of their day. When employers allow this kind of flexibility, it shows they trust their workers, which can increase motivation and job satisfaction, and employees are more likely to stay in a job longer.

Remote working is when people do their jobs outside of the office by using technology like laptops, phones, and the internet. Ferrara, (2022) argued, instead of travelling to a workplace every day, employees can work from home or other locations. That would suit the employee. Many studies show that remote work is becoming more common because technology makes it easier for people to stay

connected with their teams as long as they have the correct technology. It also gives workers more flexibility and control over when and where they work. Because of this, remote working can help people manage their time better and balance their work and personal life to suit family life.

Disadvantages for Employees

Done,P (2022) states that people who work from home may find it harder to relax after work. When someone works in an office My introduction focuses on remote management and its impact on modern businesses. Remote management refers to overseeing employees who work in different locations rather than in a shared office environment. With the rise of working from home, managers now depend heavily on digital tools such as emails, messaging platforms, and video conferencing to communicate, organise tasks, and maintain productivity.

It is important to examine remote management from multiple perspectives, as it affects everyone within an organisation. For employees, remote working can influence communication, motivation, and work-life balance. While some individuals value the flexibility and independence it offers, others may find it difficult to stay focused or feel disconnected from colleagues. From a managerial perspective, remote management requires adapting leadership styles to support employees effectively and ensure tasks are completed to a high standard. For businesses overall, remote working can impact productivity levels, operational costs, and team collaboration.

This introduction draws on both qualitative and quantitative research methods. Qualitative research explores opinions and experiences, helping to understand how individuals feel about remote work. Quantitative research, on the other hand, uses numerical data to measure trends such as productivity rates and the prevalence of remote working. It also includes primary research, gathered through surveys or interviews, and secondary research from sources like articles, books, and websites.

Overall, remote management is a significant aspect of modern business, and organisations can improve it through clear communication, regular check-ins, and effective use of technology to support employees and maintain strong team connections.

Working from home can cause people to feel lonely because they are not with their coworkers. Around 60% of remote workers feel like this. In an office, people speak more often, but at home there are about 40% fewer chats, so workers may feel less connected.

People working from home might also do 1–2 extra hours each day to show they are working hard. This can make them feel stressed and tired, and more than half say they feel more stressed than in an office. Managers should have regular meetings and team activities to help workers feel supported and included.

Recommendations for Employees

Even in small homes, it helps to have a place just for work. You can use the same desk or corner every day, close your desk when you finish, or go to another room after work. You can also use bright lights for work and softer lights to relax. This helps you feel like work is finished.

Remote workers should separate work and home spaces, follow an end-of-day routine, take regular breaks, replace commuting with short activities, and set clear digital boundaries.

Managers can make remote workers feel less alone by checking in with them regularly, setting up online social activities, and encouraging teamwork so everyone feels supported and connected.

Workplace Example

Working remotely means it's important for employees to keep a clear separation between their job and their personal life. Having a specific area at home just for work can help them stay focused and avoid distractions. Sticking to a consistent daily schedule, with set start and finish times, can also create a sense of routine. Together, these habits can lower stress levels and help people work more effectively from home.

The Manager

Advantages for Managers

Blumberga (1972) noted that despite the rise of remote work, there is limited research on its impact on IT project success. This study explored how remote working has influenced IT project management using a qualitative case study and semi-structured interviews. It examined how IT projects are affected and how project managers have adapted. The findings highlight key changes in communication, technology use, team performance, adaptability, and leadership, offering useful insights for organisations and managers working in remote environments.

In this article Durham university (2025) noted that When managers reduce psychological distance, it can help employees work more effectively. Studies show that when workers feel closer and more connected to their leaders, they can concentrate better, organise their workload, and perform their tasks at a higher level. This is because an approachable manager makes employees feel more comfortable communicating and asking for support when they need it. Because of this, employees may feel less pressure and can focus more on completing their work properly. Overall, building a stronger connection between managers and employees can lead to better productivity in the workplace.

Durham university (2025) said that employees are more likely to stay motivated at work when they feel their manager is supportive and easy to approach. Studies show that when workers see their manager as someone who is close, helpful, and available, they are less likely to lose interest in their job or reduce their effort. This is because having a supportive manager can make employees feel more confident and comfortable in the workplace. When they feel this support, they are more likely to stay involved in their tasks and ask for help when they need it. As a result, employees may also be more willing to put in extra effort and help their coworkers, which can lead to a more positive and productive work environment.

Disadvantages for Managers

Managers today need to pay more attention to how their employees are feeling. Durham university (2025) stated, they should notice if workers are stressed, tired, lonely, or struggling to keep work separate from their personal life. This is more common now because many people work from home or do hybrid work. Because of this, managers need to be more understanding and supportive. They should listen to their team and help when someone is having problems. This shows that being a manager is not only about making sure work is done, but also about caring for employees and their wellbeing.

Managers should try to reduce psychological distance, so employees feel more connected and supported at work. Durham University (2025) explained that Managers can do this by having regular check-ins, using an open-door policy, and clearly communicating the organisation's vision and goals. This helps build trust, teamwork, and motivation because workers understand what they need to do and why it matters. However, it also means managers must spend more time in meetings, sending messages, and talking with their team. Overall, reducing psychological distance can improve team relationships and performance, but it also increases the manager's communication workload.

Lack of connection can influence how motivated and focused employees feel at work. If employees feel disconnected from their managers, communication may weaken and motivation can decrease. This distance can be caused by limited contact, workplace hierarchy, or unclear expectations. As managers guide communication, feedback, and the overall team environment, they have an important role in reducing this gap. Durham university (2025) said Therefore, when employee performance declines, managers may need to strengthen communication and improve relationships to help boost productivity.

Recommendations for Managers

Managers should improve their emotional intelligence so they can notice when employees are stressed or burnt out. Regular wellbeing check-ins can help employees feel comfortable sharing how they feel.

Managers can improve the workplace by being friendly and supportive, so employees feel comfortable asking for help. Regular check-ins and open communication also help build better relationships and support employees.

Managers should also keep good communication in remote teams by creating a safe environment and using virtual catchups to help everyone stay connected.

Workplace Example

In my workplace the manager will regularly check in with employees and speak to them in a friendly and supportive way. This helps workers feel comfortable asking for help and sharing any problems they have

The Company

Advantages for Companies

Thompson.J (2020) explains that Remote working can reduce company costs. When working from home, businesses do not have to spend as much on office buildings, electricity, maintenance, or office supplies. They require fewer workstations and less equipment. Some companies also change employee pay depending on where they live, especially if the cost of living is lower there. Because companies spend less money, they have extra money to use for other things, like improving technology, growing the business, or giving better benefits to employees

Flexible work arrangements help companies keep talented employees and improve their well-being. So, Thompson.J explains (2020). He also suggests that many workplaces allow remote work, hybrid schedules, or flexible hours so employees can balance work and their personal lives more easily. It can be very expensive for companies to replace experienced workers, so keeping them is very important. So, when employees have flexible working options, they feel less stressed and happier with their jobs. This makes them more likely to stay with the company. Overall, flexible work helps employees have a better work-life balance and helps companies keep skilled workers.

One advantage of remote work is that some employees do better when they work from home. Thompson.J (2020) The article says, “Recognize that not every worker is fit for remote work. While some employees are more productive at home, others do their best work at the office.” This shows that working at home can help some people get more work done. They might have fewer distractions from coworkers and can work in a place where they feel relaxed. They also do not have to travel to work, which saves time. Because of this, some employees can finish their work quicker and work more efficiently, which helps the company.

Disadvantages for Companies

Working from home can be difficult because not everyone has a good place to work. Thompson.J (2020) said that some people have slow internet, no quiet space, or lots of distractions at home. So, this can make it harder for them to focus and finish their work at a standard that they need. Because of this, working from home can be unfair for some employees.

Remote work helps companies to save money. When people work from home, businesses do not need to spend as much on office buildings, electricity, or office supplies. So, this means that they could get smaller premises. Thompson.J (2020) mentioned that they also need less space and fewer desks because fewer employees are in the office. This helps lower their daily costs. When companies save money this way, they can use it for other things. For example, they can improve their technology, help the business grow, or give better benefits to their employees. Because of this, many companies think remote work is a good option.

Thompson.J (2020) said that Remote working can make workers feel lonely because they do not see their coworkers every day. Because of this, companies should help employees feel more connected. They can plan fun online activities or simple “coffee chats” where workers can talk to each other. Companies can also make groups or chats for things people like, such as sports or games. This helps workers feel like

part of a team. Sometimes companies can also plan meetups so workers can see each other in person and build better friendships.

Recommendations for Companies

Organisations can support employees who struggle to work from home by providing financial help for equipment like desks or monitors and assisting with internet costs. They should also ensure remote workers can easily access IT support. Flexible options such as hybrid working and flexible hours can help employees work more effectively. In addition, employers should focus on results rather than hours online, set clear expectations, and provide regular check-ins and wellbeing support to ensure employees feel supported.

Businesses can save money by using less office space and allowing employees to work remotely or in a hybrid way. With fewer people in the office, companies can move to smaller spaces or use shared desks, which reduces costs like rent and utilities. The money saved can be used to improve technology and support employees with better benefits and wellbeing programmes. Hybrid working, where only some staff come into the office, also helps reduce costs.

Organisations can improve connection in remote and hybrid workplaces by encouraging online team-building activities, such as coffee chats and team-building sessions, to help employees build relationships. Creating online groups based on shared interests and organising occasional in-person meetups can also reduce isolation and strengthen connections. Managers should regularly check in with remote staff, while communication tools and webcam use during meetings can help employees feel more engaged and connected.

Workplace Example

For example, a company with remote staff might hold weekly virtual coffee chats and create online groups for shared interests like fitness or gaming. They may also organise occasional team lunches or coworking days to help employees build relationships and feel more connected.

Conclusion

Remote working has become a key part of modern business. It helps organisations reduce costs, improve flexibility, and support a better work–life balance for employees. With fewer people in offices, companies save on space and expenses while maintaining productivity. Technology enables this shift, with tools like video calls, messaging apps, and cloud storage allowing work from anywhere. Many businesses now use a hybrid model, combining home and office working for flexibility and collaboration.

However, remote working brings challenges. Communication can be harder, and managers must find effective ways to support teams. Regular contact, clear instructions, and feedback are essential to prevent isolation. Overall, remote working can be highly effective when supported by strong communication, good leadership, and the right technology, helping teams stay connected and productive.

Reflection using a recognised model

Once the research was completed, I reflected on the process and results using Kolb's (1984) reflective model.

Concrete Experience

I was set a task to find research into remote management. I'm rubbish at computers. I did not know how to carry out research. At the beginning of the assignment, I found the research process very difficult, because I lacked confidence using computers. However, completing the task helped me realise that improving my digital skills will support my future studies.

Reflective Observation

I felt so annoyed with myself, that I didn't understand how to use computers, and I didn't know how to do the research that I needed to do. This has challenged myself to believe that I'm capable of being able to find out how to do this research.

Abstract Conceptualisation

Abstract conceptualisation is a stage in Kolb's Experiential Learning Theory by David A. Kolb where you take an experience and turn it into a simple idea. In this stage, you think about what happened and try to figure out the reason it happened. You notice patterns and create a basic idea or rule that can help you understand things better and improve next time.

Active Experimentations

So, from now on, I am going to look to do a basic computer course, to help me build my confidence. I am going to practise more often. I am going to stop being so negative about the things that I can't do and focus more on the things that I can do. By doing this more regularly, this is going to build my confidence so much. So, I have booked the basic computer course for March 2026.

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Appendix A: Reflective Model