LEADING TEAMS
IN THE DIGITAL AGE

A 6-week online course that will help you and your team work better together, be more effective and reach your goals. Get the modern toolbelt for culture, collaboration and leadership in times of change and complexity - all while doing your job.

HYPER ISLAND

ABOUT THE COURSE

Leading teams in the digital age is a 6-week online course that will help you and your team work better together, constantly learn, and be more effective and reach your goals.

- Get the modern toolbelt for culture, collaboration and leadership in times of change and complexity.

- Learn the essentials of effective teamwork, get support from our experts, see yourself and your team develop in real-time – and all while doing your job.

- Create value for yourself, your team and your company. Apply tools and see impact right away. Welcome to an online course that you'll actually complete.

It's a fun, high energy way of rethinking organisational culture,

getting to know some fabulous new friends in the business

and having the luxury of getting to know yourself better.

— Sarah Speake, Director Of Commercial Marketing & Research, ITV

COURSE OVERVIEW

By the end of this course, you will be able to:

- Choose and apply powerful tools, methods and tactics to support exceptional teamwork and build culture.

- Describe and discuss how workplace and business culture are transforming in the 'digital age' and the new implications/demands for work teams.

- Understand and apply core principles and models for modern teamwork, group development, and facilitative leadership.

- Continuously increase your self-awareness as a team member and leader; identify your strengths and areas for development.

- Apply approaches to continuously build culture and influence change within an organization or community.

COURSE TOPICS

You'll learn to be a better leader, collaborator and colleague, regardless of your role. And you'll create value for yourself, your team and your company.

The Digital Age, Leadership and Teams
How to approach the "digital revolution" and the changing nature of work

Creating Effective Teams
What does a highly effective modern team look like? How to team develop to become highly productive, growth-oriented and happy?

Navigating Everyday Change & Uncertainty
Keeping a steady course, even through stormy waters. How can the team continuously learn to become stronger over time?

Handling Conflict
Creating a culture that transforms conflict into something positive

Continuous Team Development
Constantly learning and evolving the routines, behaviours and structures that support the team to be at its best.

1. The Digital Age, Leadership and Teams
On the digital revolution and the changing nature of work

What do we mean when we talk about "the digital age"? How should we approach the massive structural changes happening in society – cutting across technology, business, culture – and what are the implications for organizations, teams and individual professionals? Crucially, how must we re-think our notions of leadership and teamwork in this context?

- Putting "the digital age" in context
- Exploring future of work trends
- The new logic for leaders and teams

2. Creating Effective Teams
Fostering the conditions for the team to succeed

What does a highly effective modern team look like? How to team develop to become highly adaptive, productive, growth-oriented and happy? This unit looks at the modern fundamentals of team development and explores the tools and techniques members and leaders can apply to foster the conditions for success on a daily basis.

- Why invest in teams?
- Core models for understanding teamwork
- Balancing content & process
- Supporting basic social needs
- Stages of group development

3. Navigating Everyday Change & Uncertainty
Keeping a steady course, even through stormy waters

How can the team continuously learn to become stronger and stronger over time? How can we set ourselves up to not only survive but thrive in a context of volatility, uncertainty, change and ambiguity? This unit looks at how teams can foster mindsets, cultures and practice that are optimized for a context of change and uncertainty.

- Qualities of highly adaptive teams
- Tight sychronization vs. loose coordination
- The alignment & autonomy framework
- Prototyping new ways of working
- Tools for constant teaming

4. Handling Conflict
Transforming team friction into something positive

Conflict is a normal and predictable part of collaboration. Conflict it can be challenging, but when handled well, it can also be the fuel that accelerates the team to its next level of effectiveness. Handling conflict well involves self-awareness, understanding of group dynamics, the ability to foster trust and openness, the ability to give and receive feedback, and a culture willing to surface and deal with friction.

- How to think about "conflict"
- Responses to conflict
- Diversity & team awareness
- Working with feedback
- The coaching approach

5. Continuous Team Development
Constantly learning and evolving how the team works

Effective teams are highly deliberate in how they apply structure and rules, while continuously learning and revising their ways of working. Like the operating system on your computer or phone – it's regularly updated with new features and improvements. This unit looks at how teams can be highly intentional when it comes to developing and updating their operating system. A final unit designed to set you up for continuous learning and success over time.

- Key elements for sustaining momentum
- Routines and habits: how to make things stick
- Iterative loops: how to learn and adjust over time
- Creating/Refreshing your team's "operating system"

EXAMPLES OF COURSE WORKSHOPS

As you go through the course you will be encouraged to run workshops with your team, using step-by-step workshop outlines from Hyper Island. Here are a few examples.

- Diffusion Curve Workshop
- Future Mapping
- Marshmallow Challenge
- Team Self-Assessment
- Team Purpose and Culture
- Personal Presentations
- Project Point Of Departure
- Team Remote Working Charter
- Team Reflection

- Design Sprint For Any Team
- 90-minute Prototypes
- Circles Of Influence
- Structured Feedback Methods
- Conflict Responses
- Process Design Canvas
- Ideation & Concept Development
- Mash-up Innovation
- Engineering Your Team OS
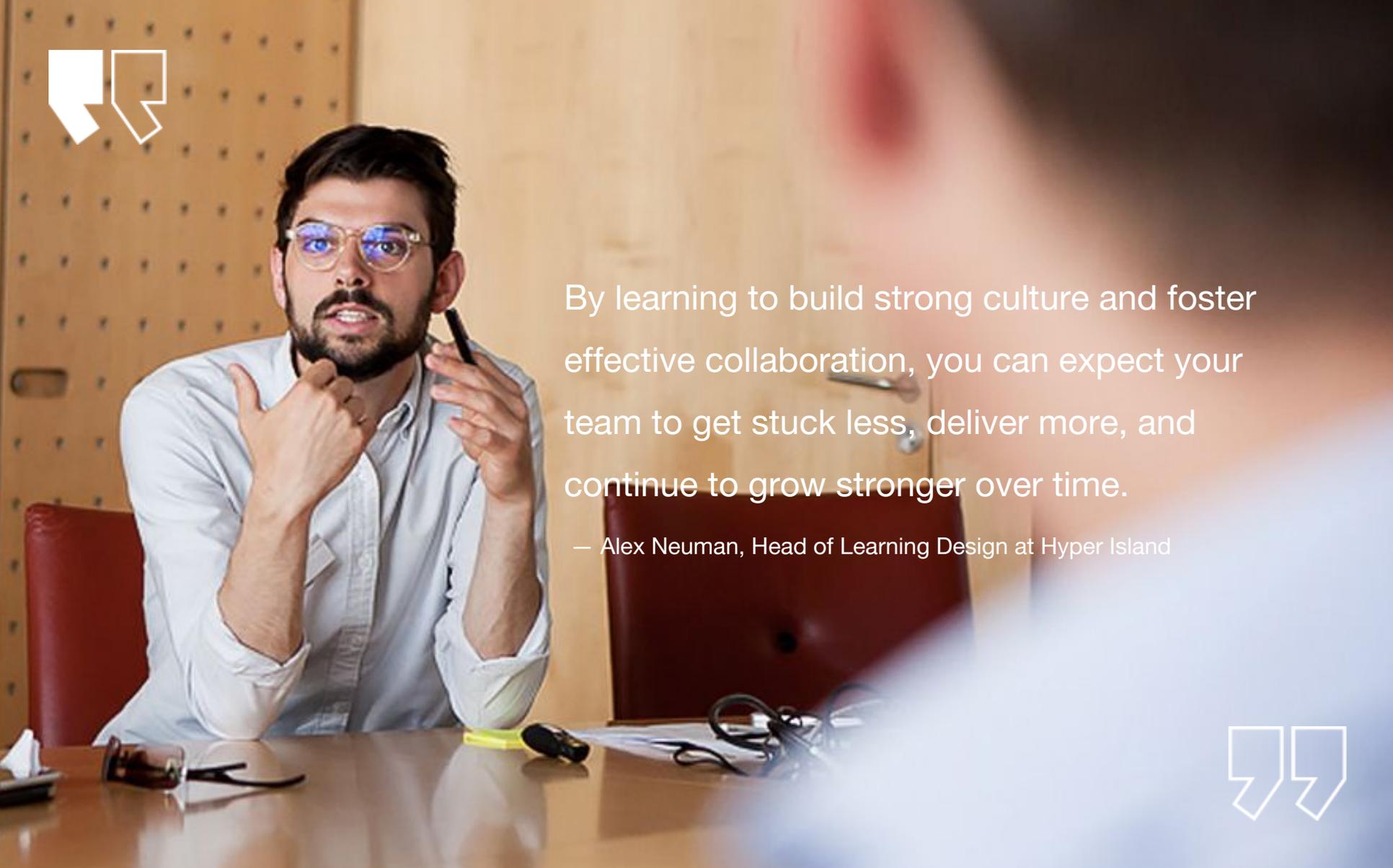
By learning to build strong culture and foster effective collaboration, you can expect your team to get stuck less, deliver more, and continue to grow stronger over time.

— Alex Neuman, Head of Learning Design at Hyper Island

HOW IT WORKS

The Hyper Island approach is different from a traditional online course. We combine hands-on learning in your workplace with a fast-paced online environment to create a powerful experience that truly pays off.

Learn with peers from around the world
An open online learning environment that encourage and facilitates dialogue, discussion and feedback. We use Slack to create a highly interactive, participatory space for interaction.

Weekly Challenges
Learn by doing: put ideas and tools into practie with weekly challenges to build your competence.

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Tools, Videos and Resources
Content kits packed with rich learning content to maximize your knowledge. For each module we curate the best learning materials to support you to apply the tools in action.

Live webinars
Sessions with course leaders to troubleshoot your hurdles and support your progress. Join live or watch the recording on your own time.