



University of
Zurich ^{UZH}

UZH International Summer School 2021 Leadership in the Future of Work

4– 23 July 2021





Preface

From large corporations to governments, from international organizations to renowned academic institutions – everyone wants to know what the future of work will bring. And not few claim that they already do.

But which forecasts and predictions really hold? How can we distinguish substance from noise? Which topics really matter? Who is in charge? And what actions can or should we take in our own lives to create the version of the future that we actually want?

This course offers a three-week virtual journey for students from around the world that allows them to explore the Future of Work from a range of different angles and perspectives, while reflecting on their own role as current and future leaders. With a mix of instruction and hands-on exercises, students will discover ways to better understand, prepare for, and ultimately shape the future of work.



Main Learnings

- ✓ Identify key themes and approaches to studying the future of work
- ✓ Understand the role of leadership in shaping the future of work
- ✓ Critically assess predictions and forecasts and the role of different stakeholders
- ✓ Understand drivers, manifestations and implications of change
- ✓ Identify one's own ability and role in shaping work-related change



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Course Content



Content 1: LEADERSHIP

Key Themes in Leadership

- Leadership theories and research
 - Overview of a hundred years of research on leadership
- The 7 P of leadership:
 - Purpose
 - Passion
 - Power
 - People
 - Perception
 - Plan
 - Performance



Content 2: FUTURE OF WORK

Drivers of Change

TECHNOLOGY

- Focus on different technologies, industries and sectors
- Provide cross-country perspectives and historical context (changes leading up to Industry 4.0”) --> bring in historians

GLOBAL TRENDS

- Explain role of shifting demographics, globalization, etc.
- Lay out (shifting) land-scape of actors, incl. IOs, governments etc.

PEOPLE

- Discuss notions of power and the role of leadership in shaping change
- Identify key lessons from leaders of our time

VALUES & EXPECTATIONS

- Outline shifts and trends in relation to perception of and attitude towards work (time and space)
- Identify and discuss own experiences with and preferences for work and leadership



Content 2 (contd.)

Implications of Change

- Compare different visions of the FoW and its responses
 - Critically discuss efforts to promote change, incl.
 - (i) strikes and worker walk-outs (see Project Maven --> Leonie, 2x90 mins)
 - (ii) regulation and legislative efforts,
 - (iii) voluntary commitments to “best practices” and innovative management & leadership styles
- and the role of social-emotional skills in each of these scenarios



Content 2 (contd.)

Manifestations of Change

- Explain phenomena like the Gig Economy, work-from-home, the multi-generational workplace etc.
- Discuss job quality indicators and employee satisfaction surveys etc.
- Discuss the “skills gap” (incl. predictions of what skills will be needed and valued)
- Investigate how works feels to me



Content 3: LEADERSHIP IN THE FUTURE OF WORK

Leading Change

- Change makers
- Leveraging visions in times of crisis and opportunity
- Building the future through collaboration
- Culture appropriate action



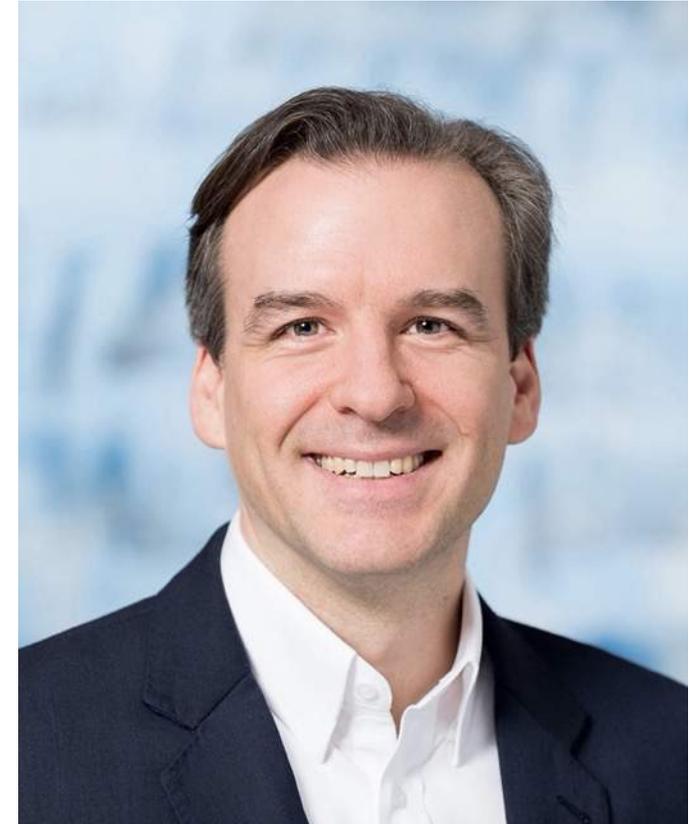
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Course Directors and Guest Speakers



Your Course Director: Professor Dr. Jochen Menges

- Professor of Leadership and Human Resource Management at University of Zurich
- Partners with businesses to do research and to educate executives about the future of work, skill development in the digital age, leadership, emotional intelligence, motivation, diversity+inclusion, organizational culture
- Focuses on how leaders successfully build institutions and inspire people to pursue collective goals, on how people best work together in ways that contribute to their productivity and well-being, and on how organizations become future-ready in a fast-changing world
- Provides evidence-based advice rooted in rigorous experimental, archival, survey-based and field research that is actionable in the corporate world





Your Instructors from the Center for Leadership in the Future of Work

Prof. Dr. Jochen Menges

Prof. Dr. Lauren Howe

Dr. Inez v. Weitershausen

Dr. Nicolas Bastardoz

Craig Cooper, MBA

Leonie Hentrup

Vera Hampel

Florence Bernays





Guest Speakers

Alain Dehaze, CEO, The Adecco Group

Andreas Liedtke, Managing Director, The Boston Consulting Group

John Monks, Curve

Dr. Rob Britton, RealLeadership

Nico Luchsinger, Asia Society

...and many more



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Teaching and Learning Methods Assessment



Teaching and Learning Methods

- Lectures and small group seminars
- Case studies
- Social skills training
- Personal leadership challenge exercise (that guides all activities, e.g. identify personal cause and find ways to spread your message, using social media, reaching out to others etc.)
- Participation in online research projects over 3 weeks
- Hands-on exercises with partner(s), e.g.
 - Interview a leader and a worker about their vision of the future of work and create short video, summarizing your findings;
 - Identify a company that successfully promotes SE-skills to advance their business activities (in collaboration with partners and/or kick-start start-ups)



Assessment

In order to get 6 ECTS credits for this summer school, you have to:

- Attend all required lectures/sessions and participate actively in the course
- Engage with the material (readings, video etc.) that is distributed in and before the program (preparation workload approx. 10 hours)
- Reflect on your own experiences and create a "my leadership journal"
- Collaborate with partners on developing a plan for action

Grading: course is not graded (pass or fail). Students will receive a Transcript of Records and a Confirmation of Completion after the Summer School.



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Tentative Schedule





Tentative Schedule Week 1: Leadership

| Date | Topic | Lecturer(s) |
|------------------------|---|-----------------|
| Sunday, July 4 | Welcome | IRC, JM, LH, IW |
| Monday, July 5 (am) | Introduction / Formalia / Research Project(s) | JM, IW, LH |
| Monday, July 5 (pm) | Leadership | JM + others |
| Tuesday, July 6 (am) | Leadership | JM + others |
| Tuesday, July 6 (pm) | Leadership | JM + others |
| Wednesday, July 7 (am) | Leadership | JM + others |
| Wednesday, July 7 (pm) | Leadership | JM + others |
| Thursday, July 8 (am) | Leadership | JM + others |
| Thursday, July 8 (pm) | Leadership | JM + others |
| Friday, July 9 (am) | Leadership | JM + others |
| Friday, July 9 (pm) | Reflections on the week | JM + others |



Tentative Schedule Week 2: Future of Work

| Date | Topic | Lecturer(s) |
|-------------------------|--|-------------------|
| Monday, July 12 (am) | Drivers of Change | IW + others |
| Monday, July 12 (pm) | Drivers of Change | IW + others |
| Tuesday, July 13 (am) | Manifestations of Change | IW + others |
| Tuesday, July 13 (pm) | Manifestations of Change | IW + others |
| Wednesday, July 14 (am) | Implications of Change | IW + others |
| Wednesday, July 14 (pm) | Implications of Change | IW + others |
| Thursday, July 15 (am) | Perspectives on Change: Switzerland + Europe | IW + others |
| Thursday, July 15 (pm) | Perspectives on Change: Asia | IW + Asia Society |
| Friday, July 16 (am) | Perspectives on Change: America | IW + others |
| Friday, July 16 (pm) | Reflections on the week | IW + others |



Tentative Schedule Week 3: Leading the Future

| Date | Topic | Lecturer(s) |
|-----------------------------|-------------------------|-------------|
| Monday, July 19 (am) | Leading Change | LH + others |
| Monday, July 19 (pm) | Leading Change | LH + others |
| Tuesday, July 20 (am) | Leading Change | LH + others |
| Tuesday, July, July 20 (pm) | Leading Change | LH + others |
| Wednesday, July 21 (am) | Leading Change | LH + others |
| Wednesday, July 21 (pm) | Leading Change | LH + others |
| Thursday, July 22 (am) | Leading Change | LH + others |
| Thursday, July 22 (pm) | Leading Change | LH + others |
| Friday, July 23 (am) | Reflections on the week | IW |
| Friday, July 23 (pm) | Grand Finale | IW, LH |



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Contact





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Your Contact at the University of Zurich

In case of any questions regarding the UZH International Summer Schools please contact **Ms. Carmen Richard**:

UZH International Relations Office

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