Scenario

You are a mid-level manager at Horizon Innovations Ltd., a progressive marketing agency that has recently transitioned to a hybrid work model. As employees return to the office after a prolonged period of remote work, you notice a discernible shift in team dynamics. The agency values flexibility, allowing employees to choose between on-site and remote work. However, this transition has led to communication challenges, particularly with team members working remotely feeling less engaged during collaborative discussions.

In this hybrid environment, a diverse team, including recent hires and longstanding employees like Robin, find navigating the changing work environment challenging. Robin, a critical team member with over five years of experience, reaches out to you, expressing concern about feeling disconnected. She highlights the difficulty in establishing meaningful relationships with new team members and the impact on her engagement and overall well-being.

Robin shares her perspective on the team's dynamics, emphasising the need for a stronger sense of connection and collaboration. The subtle yet noticeable shift in communication patterns, especially between on-site and remote team members, affects cohesion and productivity.

Instructions

- Read the following scenario and answer the questions that follow.
  - Your answers should not exceed a paragraph of more than 120 words per question.
  - Your file upload should be in PDF format and use the following naming convention:
    - Name_Surname_M7_Assignment
    - Example: Jamie_Jones_M7_Assignment
    - Upload your assignment as a PDF file to the **Module 7 folder** in GitHub.
- This is a graded assessment and makes up 10% of your total score for the course.

Questions

1. How would you use your leadership role to enhance team networking and foster meaningful connections?

2. What strategies could you employ to assist team members, including Robin, transition back to the workplace?

3. How can you address the growing isolation and ensure your team's mental and physical well-being?

Grading

- The following assessment criteria will be used to grade your submission:
  - Effort
  - Application
  - Examples
  - Leadership insight
- Marks for each of the criteria will be assigned accordingly:
  - 0 - Failed to submit
  - 1 - Limited
  - 2 - Basic
  - 3 - Proficient
  - 4 - Advanced
  - 5 - Exceptional
- Please see the rubric below for detailed explanations of each criteria and the accompanying score.

Rubric

- The task total will be a score out of 20

Criteria	1 Limited	2 Basic	3 Proficient	4 Advanced	5 Exceptional
Effort	Minimal effort apparent, with little attention to detail or engagement with the task.	Shows some effort, but responses may lack polish or thoroughness.	Demonstrates a solid effort, with responses showing attention to detail and engagement with the task.	Displays a strong effort, with responses exhibiting thoroughness, coherence, and depth.	Exemplifies an outstanding effort, with responses displaying exceptional clarity, insight, and completeness.
Application	Fails to apply learnt information effectively to the scenario.	Demonstrates basic application of learnt information to the scenario, but lacks depth or coherence.	Applies learnt information to the scenario with clarity and coherence, demonstrating a solid understanding of its relevance.	Applies learnt information skillfully to the scenario, offering insightful analysis and connections.	Applies learnt information in a highly sophisticated manner, integrating multiple perspectives and drawing nuanced conclusions.
Examples	Few or no examples provided. Demonstrates limited understanding or application of concepts.	Provides some examples, but they may be simplistic or lack depth. Demonstrates basic understanding of concepts.	Offers several relevant examples demonstrating understanding of concepts. Examples are well-integrated into the response.	Presents numerous detailed examples that vividly illustrate concepts and their applications.	Presents numerous detailed examples that vividly illustrate concepts and their applications.
Leadership insight	Shows little understanding of leadership principles; fails to connect theories to the scenario.	Displays basic understanding of leadership concepts; makes simple, expected connections to the scenario.	Demonstrates clear understanding and application of leadership principles; makes relevant connections to the scenario, reflecting solid insight.	Exhibits deep understanding of leadership concepts; offers thoughtful, original insights that enhance the scenario analysis.	Demonstrates profound and nuanced understanding of leadership; integrates sophisticated insights that significantly enrich the scenario, reflecting a high level of strategic thinking.