



Leading tech-enabled teams sprint

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Why this sprint?

Work has changed. Teams are scattered across locations, time zones, and kitchen tables. AI chatbots sit alongside human colleagues. The office competes with home offices, coffee shops, and co-working spaces. Managing this complexity requires more than traditional leadership approaches.

The leading tech-enabled teams sprint equips leaders with frameworks and practical tools to navigate hybrid work, integrate AI effectively, and build high-performing distributed teams. Thinking through real-world scenarios and hands-on exercises, you'll discover how to balance autonomy with accountability, visibility with trust, and technology with human connection.

Over four modules, you'll explore strategies from leading experts and develop practical approaches for your team. You'll finish with a hands-on project focused on your own organisational challenges.

- + Build a strategic understanding of contemporary leadership challenges in hybrid and knowledge work environments
- + Apply principles for effective team coordination, visibility, and role design
- + Distinguish between activity- and outcome-oriented work and structure teams accordingly
- + Identify risks and opportunities in digital tool adoption, including the use of AI and shadow IT
- + Design practical interventions to improve the performance and resilience of their teams
- + Complete an applied project aligned with their own organisational context
- + Receive the USYD digital badge, a credential recognising leadership in modern team environments

Assumed knowledge

Experience managing teams or leading initiatives. Understanding of organisational structures and how value is created within your organisation.

Time commitment

The core sprint content is self-paced over two weeks, comprised of videos, additional readings, and workbook activities. We recommend setting aside 30–60 minutes daily for core content.

There are three live sessions of around 90 minutes each, which are recorded. Networking events are optional but valuable for connecting with your cohort.

Learning outcomes

- 01 Evaluate leadership approaches to hybrid and knowledge work environments, with a focus on outcome orientation.
- 02 Apply principles of effective role design to support clarity, collaboration, and flow.
- 03 Assess the use of digital tools and AI in team settings, identifying risks and opportunities to enhance team effectiveness.
- 04 Design a leadership intervention that addresses a real-world team challenge.

What is involved?

The sprint combines asynchronous learning with live interactive sessions. Online modules include video content featuring University of Sydney Business School faculty and Microsoft experts, additional readings, a practical workbook, and cohort discussions. Each module builds toward a final project where you'll design a tech-enabled strategy for your own team, incorporating the principles and tools explored throughout the sprint.



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Modules

Module 1

Introduction & foundations

Modern teams face unprecedented challenges: geographic dispersion, cultural diversity, and the integration of AI tools. This module establishes the foundations for leading in this complex environment. You'll explore different hybrid work models—from traditional office-centric approaches to fully distributed teams—and understand their trade-offs. We'll examine how AI is reshaping teamwork and introduce seven core principles for balancing flexibility with effectiveness, autonomy with support, and technology with human judgement.

Module 2

The team view: organising your hybrid team

How do you maintain visibility without surveillance? Foster inclusion across time zones? Choose the right communication tools for different tasks? This module tackles the practical challenges of distributed teamwork. You'll learn frameworks for managing visibility across multiple dimensions, supporting team wellbeing when you can't see warning signs, and selecting collaboration tools that match task requirements. We'll explore how AI can assist teams through meeting support, workflow automation, and strategic advice—while maintaining appropriate boundaries.

Module 3

The leader view: setting team and tech strategy

Leadership in tech-enabled environments requires new approaches to performance management, cultural differences, and AI integration. This module examines how to measure effectiveness rather than activity, navigate the complexities of leading global teams, and spot when team members are over-relying on AI. You'll develop strategies for creating psychological safety, managing "shadow IT," and using AI as your own leadership coach. Real-world case studies illuminate common pitfalls and proven solutions.

Module 4

The organisational view: situating tech-enabled teams

Your team doesn't exist in isolation. This module addresses the broader organisational context: working with IT policies, influencing hybrid work arrangements, and managing data security in distributed environments. You'll explore how physical space design impacts collaboration, learn to balance security with usability, and understand policy implications from digital nomad visas to tax obligations. The module concludes with strategies for scaling successful team practices across your organisation.

Assessment

The final project requires you to develop a tech-enabled leadership strategy for a real team challenge. Drawing on sprint concepts and tools, you'll create a practical intervention addressing issues like hybrid coordination, AI adoption, or distributed team culture. Projects should demonstrate clear understanding of the principles while providing actionable solutions tailored to your specific context.