Explore the macro- and micro-level changes impacting the workplace, and develop and lead strategies that create value for your employees and stakeholders alike.
ABOUT THIS COURSE

The world of work has changed significantly, as have the needs of the modern workforce. Today, employees and business leaders face unprecedented challenges in the workplace, with a labor market that’s affected by trends such as globalization, automation, artificial intelligence, growing wealth inequality, and climate change. The rate of this transformation has also outpaced many of the public policies, business strategies, and organizational practices that were previously designed to govern work, pay, and employment relations.

This MIT Sloan School of Management Leading the Future of Work online short course aims to prepare you, and your organization, for an evolving workplace as it investigates its impact on social, legal, and economic policy. Over six weeks, you’ll explore the reasons why workplace advancements require a new, updated social contract — the mutual expectations and obligations workers, employers, and society have for work relationships — so that the quality of jobs can be improved, inequalities can be addressed, and everyone can prosper. You’ll also develop the tools and strategies to create this new social contract, examine the role of technology and automation in work, and learn how to empower both your employees and shareholders alike.

WHAT THE PROGRAM COVERS

This program is designed to provide you with a deeper understanding of how the evolving workplace affects businesses and individuals, as well as the role technology and automation plays in influencing and speeding up organizational change. You’ll address the misconceptions about the increasing impact of technology advancements and learn to see automation as a valuable tool developed to achieve objectives rather than replace jobs.

Throughout the program, you’ll be exposed to a new way of thinking based on ideas from Thomas Kochan’s book, Shaping the Future of Work, and learn to apply a new social contract suitable for today’s economy and workforce. You’ll also explore ways to empower your employees’ voice and discover how it can benefit the business.

On completion of the program, you’ll have the knowledge and skill set to develop organizational strategies, which prioritize good working practices, as well as create value for shareholders.

- **Price:** $2,800
- **Duration:** 6 weeks, excluding 1 week orientation.
- **Learning:** 6–8 hours of self-paced learning per week, entirely online.
WHO SHOULD TAKE THIS COURSE?

This program is designed for anyone interested in understanding the future of work and its implications for their careers, organizations, and broader society. This includes business leaders, as well as mid, senior and top-level managers such as C-suites and policymakers in both the public and private sector. Decision makers will gain the expertise to effectively implement strategic process changes that lead their business forward. Professionals involved in HR transformation, organizational design, and change management will learn more about new developments and how they can prepare their relevant workforces for change. Additionally, those in the public sector will benefit from learning to identify opportunities in order to positively impact labor policies at a business level.
WHAT YOU’LL LEARN

This online program integrates rich, interactive media such as videos, infographics, and e-learning activities as well as traditional didactic components such as downloadable course notes. There are also opportunities for collaborative learning through discussion forums. The following modules contribute to the holistic approach your learning path takes:

ORIENTATION MODULE

WELCOME TO YOUR ONLINE CAMPUS
ONE WEEK
You’ll be welcomed to the program and begin connecting with fellow participants, while exploring the navigation and tools of your Online Campus. Be alerted to key milestones in the learning path, and review how your results will be calculated and distributed. You’ll be required to complete your student profile, confirm your certificate delivery address, and submit a digital copy of your passport/identity document.

MODULE 1

THE CURRENT STATE OF WORK: CHALLENGES AND OPPORTUNITIES
Learn about the current state of the labor market in order to understand the challenges and opportunities it presents.

MODULE 2

THE OLD SOCIAL CONTRACT AND THE NEW WORLD OF WORK
Review the path that has led to the current state of work to understand why elements of the old social contract endure despite the need for change.

MODULE 3

PARTNERING WITH THE WORKFORCE TO INTEGRATE NEW TECHNOLOGY
Learn about some of the technology integration approaches being taken to prepare the workforce for the future.
MODULE 4
MANAGING WORK TO BENEFIT BOTH LABOR AND BUSINESSES
Discover the societal benefits of high-road business strategies.

MODULE 5
INCORPORATING WORKER VOICE
Explore the importance of listening to and engaging with employee voice to empower the future workforce.

MODULE 6
THE FUTURE OF WORK: BUILDING A NEW SOCIAL CONTRACT
Collaborate on building a new social contract and develop a roadmap for leading the future of work.

ABOUT MIT SLOAN
The MIT Sloan School of Management is one of the world’s leading business schools, emphasizing innovation in practice and research, with a mission to develop principled, innovative leaders who improve the world, and to generate ideas that advance management practice. The school’s focus on action learning means that students are able to apply concepts learned in the classroom to real-world business settings. Through its collaborative spirit, MIT Sloan welcomes and celebrates diverse viewpoints, creating an environment where new ideas grow and thrive.

WHY MIT SLOAN EXECUTIVE EDUCATION?
Learn more about THE MIT SLOAN ADVANTAGE
WHO YOU’LL LEARN FROM

This subject matter expert from MIT Sloan guides the course design and appears in a number of program videos, along with a variety of industry professionals.

YOUR FACULTY DIRECTOR

THOMAS KOCHAN
George Maverick Bunker Professor of Management, Professor of Work and Organization Studies, and Co-Director, MIT Sloan Institute for Work and Employment Research

Kochan’s research focuses on work and employment policies, institutions and practices, and the changing workforce and economy. His recent work calls attention to the challenges facing families in meeting their responsibilities in their jobs, at home, and in their communities. His book, Shaping the Future of Work, lays out a strategy for changing the course the American economy and employment system has been on for the past 30 years. It aims to help create productive businesses that also provide good jobs, and by doing so build a more inclusive economy.

GetSmarter’s ‘The Future of Work Is Here’ report identified that analytical skills and leadership abilities are considered more valuable by employers than technical and digital know-how.*

*GetSmarter (Sep, 2020).
YOUR SUCCESS TEAM

GetSmarter, with whom MIT Sloan is collaborating to deliver this online program, provides a personalized approach to online education that ensures you’re supported throughout your learning journey.

INDUSTRY EXPERTS

MARIAN BAIRD
Head of Work and Organizational Studies, University of Sydney Business School

RUSSELL LANSBURY
Emeritus Professor, Work and Organizational Studies, University of Sydney Business School

DAVID AUTOR
Ford Professor of Economics, MIT

DIANE GHERSON
Senior Vice President and Former Chief Human Resources Officer, IBM

BRIANNA KEELAN
Workforce Readiness Manager, Stanley Black and Decker

ELISABETH REYNOLDS
Executive Director, MIT Task Force on the Work of the Future

NOLAN CHANG
Medical Director, Business Management and Finance, Southern California Permanente Medical Group, Kaiser Permanente

AMANDA CAGE
President and CEO, National Fund for Workforce Solutions

SARU JAYARAMAN
President, One Fair Wage, and Director, Food Labor Research Center UC Berkeley

DENNIS DABNEY
Senior Vice President, National Labor Relations and Office of Labor Management Partnership Kaiser Permanente

GREG BAMBER
Professor, Monash University, and Co-Editor, “International & Comparative Employment Relations”

ROB ROSENBERG
Executive Vice President Human Resources, DHL Supply Chain

ZEYNEP TON
Professor of the Practice, MIT Sloan School of Management

MARTIN WHITTAKER
CEO, JUST Capital

SANDY PETLAND
Toshiba Professor of Media Arts & Science, and Professor of Information Technology, MIT Sloan School of Management

HEAD LEARNING FACILITATOR
A subject expert from GetSmarter, approved by the University, will guide you through learning-related challenges.

SUCCESS ADVISER
Your one-on-one support at GetSmarter, available during university hours (9a.m.–5p.m. EST) to address technical or administrative questions.

GLOBAL SUCCESS TEAM
This team from GetSmarter is available 24/7 to solve your tech-related queries and concerns.
A POWERFUL COLLABORATION

The MIT Sloan School of Management is collaborating with online education provider, GetSmarter, to create a new class of learning experience — one that is high-touch, intimate, and personalized for the working professional.

WHAT IS MIT SLOAN EXECUTIVE EDUCATION?

MIT Sloan Executive Education offers nondegree executive programs led by MIT Sloan faculty to provide business professionals from around the world with a targeted and flexible means to advance their career development goals and position their organizations for future growth. By collaborating with GetSmarter, a leader in online education, MIT Sloan Executive Education is able to deliver its executive programs through a dynamic, interactive, digital learning platform.

ABOUT GETSMARTER

GetSmarter, a 2U, Inc. brand, collaborates with the world’s leading universities to select, design, and deliver premium online short courses with a data-driven focus on learning gain.

Technology meets academic rigor in GetSmarter’s people-mediated model, which enables lifelong learners across the globe to obtain industry-relevant skills that are recognized by the world’s most reputable academic institutions.

Most workers feel they lack a voice at their jobs. What workers really need is a new social contract governing work that lifts their voices.

- THOMAS KOCHAN, FACULTY DIRECTOR
ABOUT THE CERTIFICATE

This program offers you the opportunity to earn a certificate of completion from one of the world’s leading business schools — the MIT Sloan School of Management. This program also counts towards an MIT Sloan Executive Certificate, which you can earn upon completion of four programs where at least three of the four come from your chosen certificate track and at least one is completed in person. Find full details here.

Completion is based on a series of practical online assignments. In order to be issued with a certificate, you’ll need to meet the requirements outlined in the course handbook. The handbook will be made available to you as soon as you begin the program.

Your certificate will be issued in your legal name and sent to you upon successful completion of the program, as per the stipulated requirements.

At MIT Sloan Executive Education, we are focused on bridging the energy, engagement, and idea flow of physical in-person teaching and learning into online experiences. We aim to positively modify individual and collective behaviors that participants will take back to their teams and propagate throughout their organizations.

- PAUL MCDONAGH-SMITH, DIGITAL CAPABILITY LEADER, MIT SLOAN EXECUTIVE EDUCATION
HOW YOU’LL LEARN

Every course is broken down into manageable, weekly modules, designed to accelerate your learning process through diverse learning activities:

• Work through your downloadable and online instructional material
• Interact with your peers and learning facilitators through weekly class-wide forums and reviewed small group discussions
• Enjoy a wide range of interactive content, including video lectures, infographics, live polls, and more
• Investigate rich, real-world case studies
• Apply what you learn each week to quizzes and ongoing project submissions, culminating in the ability to implement effective business strategies for the future workplace

TECHNICAL REQUIREMENTS

BASIC REQUIREMENTS
In order to complete this program you’ll need a current email account and access to a computer and the internet, as well as a PDF Reader. You may need to view Microsoft PowerPoint presentations, and read and create documents in Microsoft Word or Excel.

BROWSER REQUIREMENTS
We recommend that you use Google Chrome as your internet browser when accessing the Online Campus. Although this is not a requirement, we have found that this browser performs best for ease of access to program material. This browser can be downloaded here.

ADDITIONAL REQUIREMENTS
Certain courses may require additional software and resources. These additional software and resource requirements will be communicated to you upon registration and/or at the beginning of the program. Please note that Google, Vimeo, and YouTube may be used in our course delivery, and if these services are blocked in your jurisdiction, you may have difficulty in accessing program content. Please check with an Enrollment Adviser before registering for this program if you have any concerns about this affecting your experience with the Online Campus.
LEADING THE FUTURE OF WORK

ONLINE SHORT COURSE

Explore the macro- and micro-level changes impacting the workplace, and develop and lead strategies that create value for your employees and stakeholders alike.

FIND OUT MORE

CONTACT US

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