



## New Opportunities for the Development of Education at the Technical University of Liberec

Specific objective A2: Development in the field of distance learning, online learning and blended learning



**NPO\_TUL\_MSMT-16598/2022**

# Introduction to Virtual Mobility: Current HR challenges of HRM in post-pandemic period

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Financováno  
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NextGenerationEU



Národní  
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MINISTERSTVO ŠKOLSTVÍ,  
MLÁDEŽE A TĚLOVÝCHOVY



# Virtual Mobility

1st online session: 6 December 2023



# What is Virtual Mobility (VM)?

What is VM focused on?

- Interaction and communication of geographically separated participants,
- Exchange, competence building and interaction in small groups.

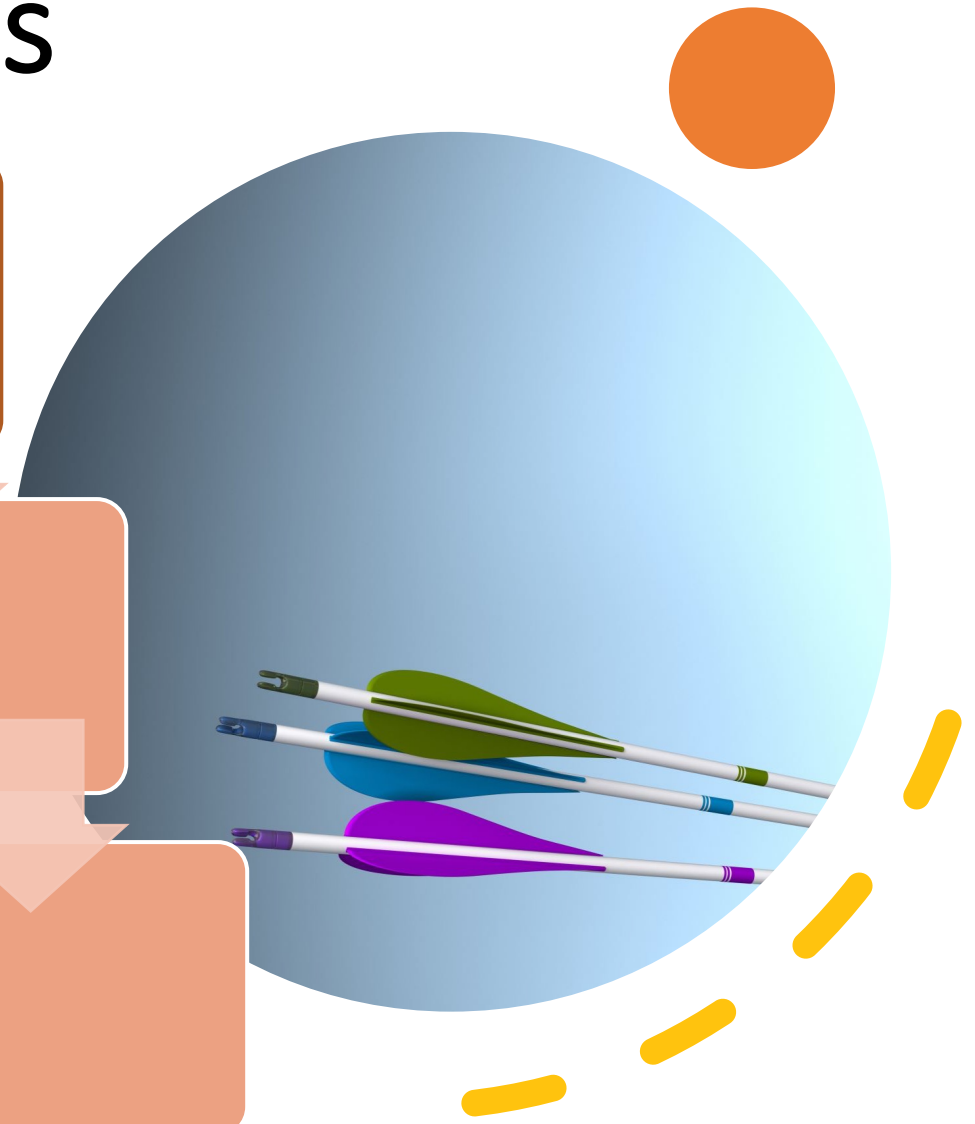


# VM Learning objectives

**Group work:** internalisation, dividing of partial tasks among individual group members

**Communication practice:** discussions, giving feedback, conflict avoidance, etc.

**Competence development:** presentation of personal brand, collaboration/digital/personal competence





# The VM concept of our cooperation

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- ✓ **Work in teams**  
(mixed teams)
- ✓ **Synchronous work** – MS Teams and other apps  
(Padlet)
- ✓ **Teamwork** – tool/app of your choice  
(e-mail, social media, etc.)

# Organization of our VM

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## Duration: 5 weeks

- 3 online sessions, offline/online work

## Requirements

- Workgroup on the assigned topic
- Poster preparation as final outcome

## Type of work

- Individual
- Groupwork

## Final evaluation

- Part of course evaluation at each university
- Evaluation is based on the poster and group presentation of it



# Final poster requirements

- Create an informative and visually engaging poster highlighting current post-pandemic human resource management trends.
- Choose one key finding or anticipated development from the topic your team has been assigned. Your poster should provide critical insights and information that can be used for adaptation by human resource professionals and organisations.
- **Poster Specifications:**
  - 1. Title: Provide the title of the topic/challenge.
  - 2. Length: 1-2 pages.
  - 3. Layout: Divide the poster into logically arranged sections for easy readability. Consider a clean and organized layout.
  - 4. Visual Elements: Use visual elements, graphics and images to enhance the eye-catching appearance of the poster and effectively convey information to the audience.

# What are the benefits for YOU?



- Increasing YOUR global and intercultural competency,
- engaging in project-based learning,
- promoting digital literacy,
- developing professional skills,
- supporting global engagement,
- promoting a different perspective,
- getting new contacts and making friends.





# Current HR challenges of HRM in post-pandemic period

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- The challenges of Human Resource Management (HRM) in the post-pandemic period are multifaceted and critical for organizational resilience and success.
- Some examples of challenges:
- Remote work has become more prevalent, requiring HR professionals to navigate issues related to virtual team management,
- Employee engagement and well-being in the online world of work
- Talent acquisition through different sources necessitating innovative recruitment strategies and emphasis on employee development.
- Additionally, the need for upskilling and reskilling employees to adapt to changing work dynamics is a pressing challenge.
- Overall, successfully managing these challenges is crucial for organizations to adapt, thrive, and maintain a motivated and skilled workforce in the post-pandemic landscape.

**Who are you?**



**Introduce yourself in Padlet**



# Ice-breaker activity

## What would you rather?

- Find true love today or win the lottery next year?
- Lose your sight or your memories?
- Have universal respect or unlimited power?
- Always be 10 minutes late or 20 minutes early?
- Have the ability to see 10 minutes into the future or 150 years into the future?
- Have telekinesis (the ability to move things with your thoughts) or telepathy (the ability to read minds)?
- Never be able to go out at night or during the day?
- Solve world hunger or global warming?



# Teams and assigned topics

	TEAM 1	TEAM 2	TEAM 3	TEAM 4	TEAM 5	TEAM 6	TEAM 7
<b>CZ</b>	Štěpán Volek	Dominik Štulík	Adam Charvát	Václav Martínek	Matyáš Kleistner	Vojtěch Souček	Kiran Kumar Srinivasan
	Kristýna Hochová	Nikola Hořejšová	Kateřina Faltusová	Karolína Hušková	Adéla Albrechtová	Tereza Náprstková	Tereza Kalíková
	Jana Peigerová	Maria Nishitha Joseph	Lekha Shree Srinivasan	Jiaming Zou	Andrea Neumannová	Radka Solničková	Marie Švarcová
<b>GER</b>	Talay, Dilara	Erbse, Zarah	Bußmann, Nils	Adéla Křížová	Staudenmeyer, Yannick	Kaworski, Tina	Stupp, Sarah
		Binder, Moritz		Titrek, Ilayda		Merkwitz, Maximilian	
<b>IT</b>	Zubani, Marco	Bianchini, Silvia	De Iaco, Francesca	Burini, Luca	Redondi, Eleonora	Gamba, Silvio	Sertori, Chiara
	Sementilli, Anna	Pagnotta, Martina	Mazzoleni, Chiara	Redondi, Eleonora	Belotti, Martina	Pezzotta, Laura	Gamba, Fabio
	Callioni, Irene		Cinquepalmi, Mirea				
<b>FIN</b>	Anna T	Anna N	Ulla, Jenna	Jenni	Tatiana	Kaisa	Elias, Mia

- Topic 1: Digital tools and ethical questions
- Topic 2: Potential Employee Job Search Motivation factors
- Topic 3: Webpage recruitment
- Topic 4: Digital solutions and communication in remote teams

# TEAMWORK: Getting to know the assigned topic

Each team is assigned one topic/challenge organisations currently face in human resource management. In order to be able to produce a final team output on the topic, you need to first familiarise yourself with the topic in the context of theory and then practical analysis of the selected company

Below, you will find an introduction to the selected group work topics; each topic includes practical tasks to be developed during the first online session.

**Time limit: 45 minutes**

**Tools: MS Teams breakout rooms, MS Word**



# Short agenda for the next online sessions

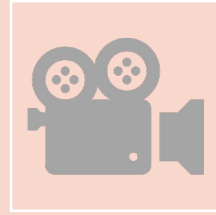
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- Group works on the given topic
- Individual work (theory)
- Next online sessions:
  - May 10 2023 – group work
  - May 15 2023 - final presentation of the poster



# For the 2nd and 3rd Meeting of our VM

(12/12/2023)  
(19/12/2023)



**Continue in the assigned topic.**



**Present your team work results.**



**For the presentation of the  
teamwork results choose tool  
you prefer**

Any  
questions?

