

# Communities at work sprint

## on-a-page\*



## Why this sprint?

The nature of the workplace has shifted dramatically with the huge increase in diversity in organisations, the shift to hybrid modes of working, and the importance of building trust, inclusion and belonging in our teams. Communities are a powerful tool for addressing these shifts.

The communities at work sprint gives participants insight into the key features of workplace community and culture, including approaches to measuring and strategies for building them. The sprint introduces community management, the principles, behaviours, and mindsets that underpin workplace culture, tools and techniques for building community, and the significance of these for leadership.

Over three modules, you'll learn from experts and industry leaders, share insights and network with other professionals, and complete a final project related to your own workplace community.

## What will you gain?

- + Build a strategic understanding of community design principles for varied work environments
- + Apply the four foundational elements of community: membership, influence, needs fulfilment, and shared emotional connection
- + Use the formula for team vitality: purpose, structure, boundaries, catalysers, and measures
- + Distinguish between strategic, activity, and vitality metrics for workplace communities
- + Select tools that enable gathering, collaboration, sense-making, and co-creation
- + Complete an applied project aligned with your own organisational context
- + Receive a University of Sydney digital badge, your credential recognising capability in productive workplace communities

## Learning outcomes

- 01 Articulate principles of community design in the workplace.
- 02 Understand and select key frameworks for building communities.
- 03 Identify ways to measure the vitality of a workplace community.

## Assumed knowledge

Understanding of business or organisational process and leadership. Experience managing teams or leading initiatives.

## Time commitment

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

There are two live sessions of 90 minutes each, which are recorded. A networking event is optional but valuable for connecting with your cohort (and trying out community building techniques!)

# Communities at work sprint

## *on-a-page\**



## What is involved?

The sprint combines asynchronous learning with live interactive sessions. Online modules include video content featuring community science experts and industry practitioners, additional readings, a practical workbook, and cohort discussions. Each module builds toward a final project where you'll measure the vitality of and make recommendations for building community in your own workplace.

## Modules

### Module 1

*Community is the future of work*

Why community? This module provides a historical analysis of work from the industrial revolution to present-day challenges of worker disengagement and systemic alienation. You'll learn what distinguishes a true community from weaker models like audiences, imposed teams, or 'community washing'. We'll explore how strong workplace communities foster better engagement, knowledge sharing, innovation, and resilience – and how breaking down hierarchies can increase efficiency, trust, and adaptability.

### Module 2

*Measuring community*

How do you build a community? This module explores the central building blocks: membership, influence, needs fulfilment, and shared emotional connection. You'll learn the formula for team vitality and a framework for measuring workplace community effectiveness – integrating strategic, activity, and vitality metrics. These measures provide a 360-degree view of community value, ROI, and sustainability.

### Module 3

*Building community*

What tools and techniques enable community? This module examines five core behaviours your tools should support: gathering, working out loud, collaborating, sense-making, and co-creation. You'll explore proven community management techniques – shared experiences, rituals, matchmaking, and social norming – and learn how to design for diverse spectrums of participation using tools like the Commitment Curve.

## Assessment

The final project requires you to audit your own workplace community and make recommendations for building community using the models and concepts developed across the sprint. The focus on a real-world organisation ensures you can immediately apply your learning. Projects should demonstrate clear understanding of community principles while providing actionable solutions tailored to your specific context.