



# Humanocracy as a Utopian Pedestal for Learner Support in ODL: Liaising the Case of Offering **English** to Second Language Learners in OUSL

*Humanocracy is becoming a buzzword in organizational management in the decade. The rise of a pandemic and collapse of bureaucracy and its structures highlighted the drawbacks in systems and structures. Thus, people, organizations and countries were compelled to focus on approaches to enhance productivity and efficiency of processes and services deviating from the routines. Many service oriented fields/industries embraced idea of people centric autonomous working culture, which was also disintegrating the integrated processes. While it sounds utopian, the very approach can be viewed as a pedestal for offering learner support in the open and distance learning (ODL). The grounding principles such as equity, flexibility and autonomy in an ODL eco-system can further be strengthened to provide better services and to facilitate cohesive working environments through this approach. Although not prominently sited, nudging micro -elements of this approach have been found to be effective when offering English to learners of OUSL, highlighting the significance of the discourse.*

**10th August 2022**  
**2:00 PM via Zoom**

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