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Approaching a new Hybrid World

Managing Hybrid from an Employee
Experience Perspective



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Managing Hybrid from an Employee Experience perspective

The impact of COVID-19 has accelerated the use of virtual work and collaboration. As we continue to adapt to this new way of working, leaders at all levels need are placing an emphasis on developing high performing Hybrid teams.

We have **identified some questions** for your organisation to consider as you move towards Hybrid

WORKFORCE

- What does the workforce want/expect?
- How do we onboard new hires remotely?
- Are we supporting managers to lead Hybrid teams?
- Are we supporting people to work effectively in a Hybrid environment?



WORK

- How do we create an effective combination of office and remote work?
- How can we manage remote performance?
- Does our culture facilitate Hybrid working?
- What are the needs of the business?
- How do we manage knowledge sharing?



WORKPLACE

- How much office space and what type of office space do we need?
- What is the purpose of the Hybrid office?
- Are we fair and inclusive to all employees regardless of location?
- Which activities require co-location?



High level approach

The move to Hybrid working impacts all aspects of organisation; your work, workforce and workplace. We outline below a step by step approach which can be tailored to suit the needs of your organisation.



Objectives (1)

- Offer a clear point of view to the Working Group on how to approach Hybrid
- Facilitate specific deep dive sessions to review key focus areas



Objectives (2a)

- Gather employee inputs and sentiment on return to the office; future of work; supports required
- Review key themes with the focus groups.



Objectives (2b)

- Identify the needs and concerns of employee segments
- Co-create the supports required by staff at all levels
- Agree key recommendations to enhance the existing operating model

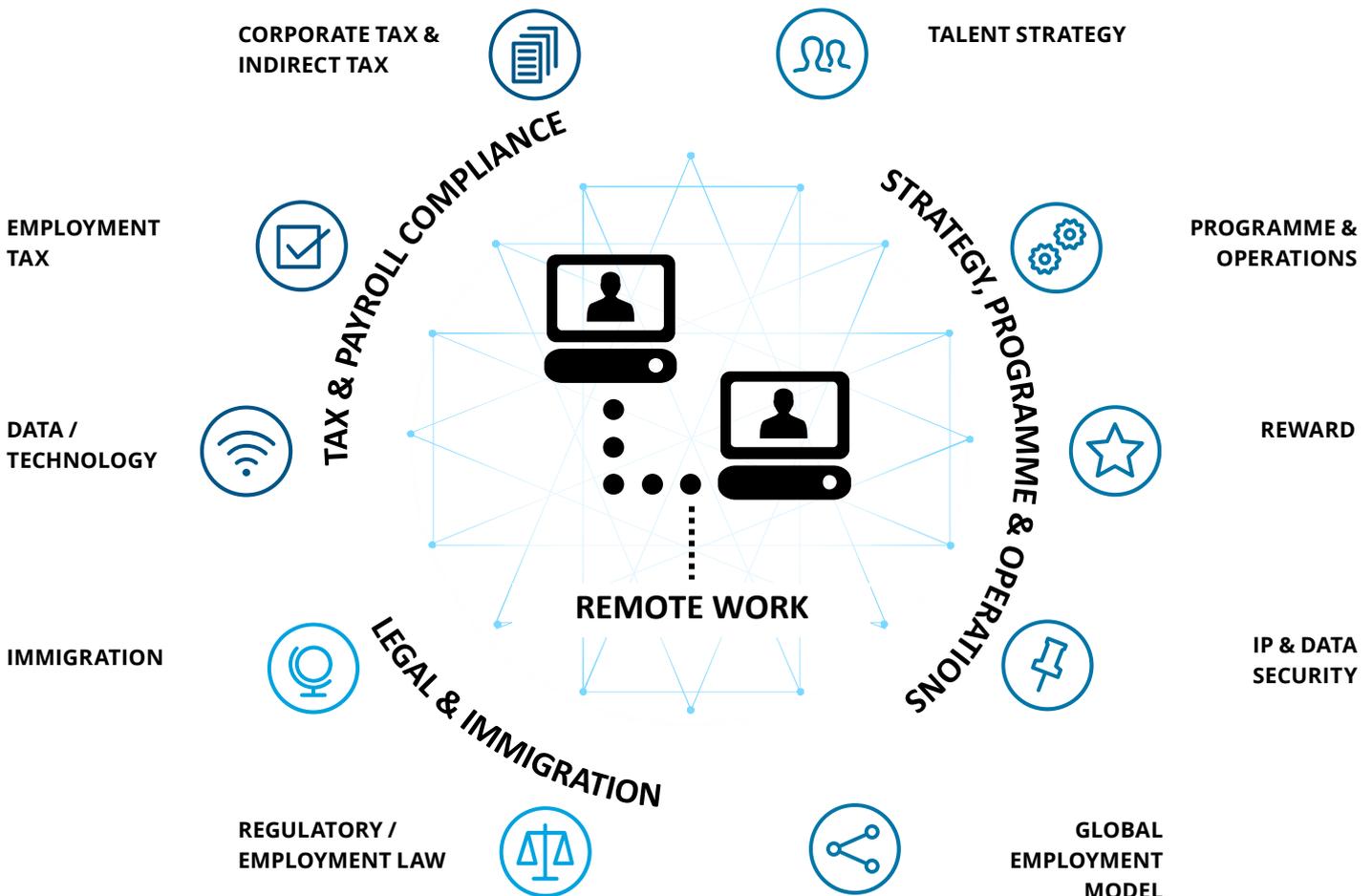


Remote work is a cross-functional effort

A variety of stakeholders across functions need to align and identify priority actions and shared goals to ensure successful remote working can be achieved

The implementation of remote work or a Hybrid working model requires cross functional considerations to **maximise employee experience** and business unit efficiencies, whilst **minimising compliance (tax and legal) risks**.

We recommend establishing a cross-functional working group to lead the implementation.



Next Steps

We are here to help you navigate the post-pandemic working world.

From **facilitating introductory** workshops to guide your thinking to designing an **end-to-end return to work or Hybrid work programme** that best suits your organisations' needs.

Reach out to our team to see how we can best support your organisation.



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