



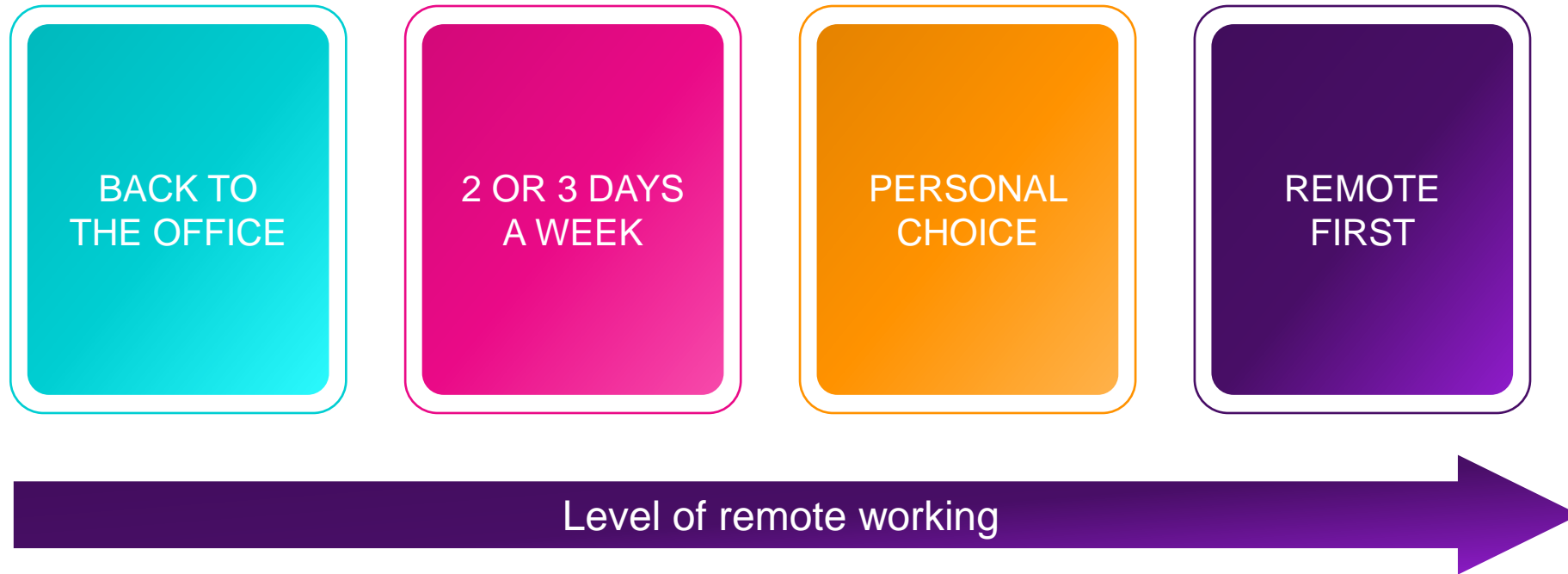
LIVE WEBINAR

HYBRID TEETHING TROUBLES

WHAT WE'LL COVER

1. What does the data tell us?
2. What's the best approach to hybrid?
3. Six common teething troubles and ideas to help

MAJORITY ARE OFFERING GREATER FLEXIBILITY



WHAT DOES THE DATA TELL US?

future forum
by  slack

- 29% higher productivity
- 53% greater ability to focus

 FISHBOWL

50% don't understand their hybrid approach

 | Research
INSTITUTE®

64% would switch jobs if required to return to the office full-time

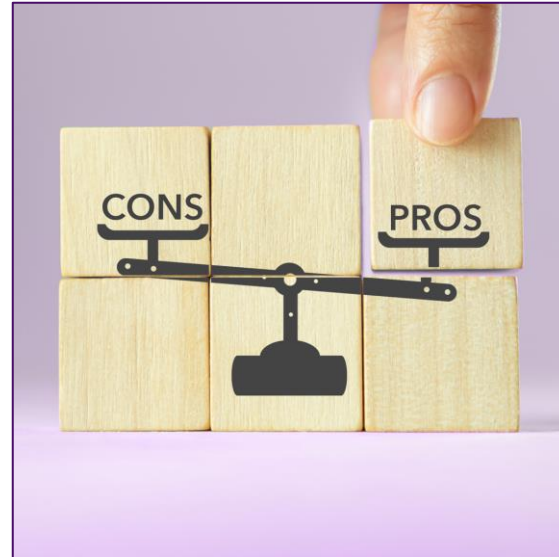
Deloitte.

Only 24% feel their organisation is very ready for hybrid

WHAT DOES ADULT HYBRID LOOK LIKE IN PRACTICE?



HR starts from a position of trust



Managers are encouraged to use their judgement



Freedom and responsibility

HYBRID TEETHING PROBLEMS!

1. Striking the balance home/office
2. They're not productive
3. We're losing our culture because they don't come into the office
4. Proximity bias
5. Can't give flexibility for all
6. Leader's personal preference

#1

STRIKING THE BALANCE

STRIKING THE BALANCE



Telefonica

'When and where
you're most
productive'



 **Spectrum**
Health

Testing and
Experimenting



yelp 

'Hybrid Hell'

#2 “THEY’RE NOT PRODUCTIVE”

ENSURING PRODUCTIVITY



'Tight-loose-tight'



Focus on outcomes



Performance
based on results
not 'busyness'

#3

“WE’RE LOSING OUR CULTURE
BECAUSE THEY DON’T COME INTO
THE OFFICE”

HOW ARE THEY MAKING IT WORK?



audible

'Hub + Home'



CPS

"Purpose and Value"

ENSURING COLLABORATION AND CONNECTIONS

VAYNERMEDIA

'12 @ 12'

 **ATLASSIAN**

Fun with purpose
'Chief Vibe officer'

HubSpot

Daily prompts via
Slack

#4 PROXIMITY BIAS

REDUCING PROXIMITY BIAS

The logo for 'lets go' features the word 'lets' in a black sans-serif font and 'go' in a teal sans-serif font.

Outcome based
hiring

The logo for 'coinbase' is the word 'coinbase' in a blue sans-serif font.

Levelling the
playing field

The Slack logo consists of a colorful icon of four dots (blue, green, yellow, red) followed by the word 'slack' in a black sans-serif font.

“Executive speed
limits”

The logo for 'ultranauts' features a blue icon of a stylized 'u' followed by the word 'ultranauts' in a grey sans-serif font.

Understand team
preferences

CARE ABOUT ME

A 'user-manual' for every colleague including:

- Preferred channel of communication
- Preferred method of learning new information
- Work habits that assist with productivity
- Potential 'triggers' or distractions
- Preferred timing and delivery of feedback



#5

“WE CAN’T OFFER EVERY ROLE
FLEXIBILITY”

FLEXIBILITY FOR EVERYONE



Challenging rituals



Individual schedules



Scheduling app



Ditching approval paperwork

#6 IT'S THE LEADER'S PERSONAL PREFERENCE

HELPING LEADERS DO IT BETTER



Nudging



'Pledge to Flex'
Workshops



'async-by-
default mindset'



Share their
preferences

A decorative image on the left side of the slide showing a dark metal grid with circular cutouts. Light is shining through the cutouts, creating a pattern of bright circles and lines.

MY WORK PREFERENCES

- I believe in asynchronous work most of the time. I think synchronous is habitual, but should be reserved for solving very specific problems.
- I believe in minimal calls, so if I ask you if a call is necessary, it's nothing personal. I promise. :)
- I believe in building strong relationships, but don't believe that comes from more meetings, unless they're specifically dedicated to that purpose.
- I really care about having control over my calendar. I often block off significant chunks of time so that I can get work done.
- I am very inconsistent in my work hours. I am a night owl, so don't be surprised if I message you late at night! I don't expect you to respond.

SCAN ME



Would you mind leaving us a review?

Scan our QR code with your camera and write us a Google review!

Thank you so much!

UPCOMING WEBINARS



Leadership development 22 Feb

The best HR structures 1 March

Making change happen 15 March

An introduction to the EACH model 30 March



DISRUPTIVE LEADERS

Great leadership comms 7 March

Ways to reward and recognise 11 April

Making hybrid work 16 May

Creating more innovation 13 June





THANK YOU