



MANAGING HYBRID TEAMS

Supporting leaders and teams to effectively manage hybrid work

COVID-19 meant many managers and teams had to rapidly adapt to the wholesale adoption of remote working with little or no opportunity to consider how to make this work more effectively in the future.

It is now clear that as organisations reassess their office space requirements and employees increasingly demand a level of flexibility, we are unlikely to return entirely to old working patterns. This makes it critical that leaders and teams are equipped with the right skills and support to make hybrid working patterns achieve successful outcomes for the business and the individuals in it.

“There is a strong pull for some leaders to go back to the way things were and to use the same levers and behaviours to inspire and engage their workforces. While it may feel familiar and reassuring, that style of management best suits a world that no longer exists.”

PWC the Future of Work/Changing Places

We offer a range of sessions for leaders and teams that recognise the complexity this fundamental shift presents, and the vital role managers and teams play in navigating different working patterns.

Sample courses

MANAGING HYBRID TEAMS	WORKING AS A HYBRID TEAM
<p>An opportunity for leaders from different teams to share some of the challenges of managing different working patterns and strategies for making it work.</p> <ul style="list-style-type: none"> ■ Gain clarity about the most typical challenges of hybrid working for them and their team. ■ Gain market insights and data around hybrid working. ■ Share best practice and most relevant solutions for making hybrid working patterns work for the business and the team. 	<p>An opportunity for a team to come together to develop a shared understanding between themselves and with their manager/s about making hybrid working a success.</p> <ul style="list-style-type: none"> ■ Gain insights about what is currently working or not working in relation to flexible working patterns within the team. ■ Share and progress ideas to make hybrid working work better for the whole team. ■ Gain valuable feedback for the wider business to address common challenges, and find flexible working solutions.

Delivered virtually or in person and supported with an e-learning module; our hybrid working sessions for are designed to help leaders and teams develop the necessary techniques and strategies to succeed for their themselves, their team and the wider business.



RESULTS FOR LEADERS

Our sessions enable leaders to:

- Talk openly with leaders of other teams and share strategies and best practice from across the organisation to address the challenges of managing a team remotely.
- Manage their own and their teams' resilience and wellbeing given a lack of connection, potential isolation and virtual fatigue.
- Support their team in developing clear boundaries around work and home that respect each individual's situation and deliver against the outputs the business expects.
- Support their team to identify challenges and find solutions together to normalise hybrid working in a way that works for the whole team.

RESULTS FOR TEAMS

Our sessions enable teams to:

- Be part of the solution and contribute to building a flexible way of working that works for all parties.
- Talk openly with their managers and colleagues and share strategies and best practice from across the organisation to address the challenges of remote working in their team.
- Be part of the process to create clear boundaries and protocols around work and home that respect everyone's situation and deliver against the outputs the business expects.



FIND OUT MORE

