Don't fight the future: Hybrid is here to stay!

SEAC

✓ It's early, but Hybrid Models are working!

✓ But they must be carefully designed! The hybrid workplace cannot be a one-size-fits-all.

✓ We need to consider the entire employee experience.

✓ Organizations must create space—both physical and virtual—to connect people to purpose, accomplishment, and one another.

41%

SEAC

Increased likelihood of engagement when Hybrid workers have flexibility in where and how they work

Employees want best of both worlds:

SEAC

73% prefer the option to keep working remotely.

>30% are worried about the effects of a hybrid model on their workplace culture.

68% of US executives believe employees should be in the office at least three days per week.

67% also want more in-person interactions with their colleagues.

Source: Gartner Research

However, understand what has changed/ is changing!

✓ Once in a generation opportunity to reimagine how we work.

✓ Employees don't know what they want and are reevaluating their relationships with work.

✓ There is no 'finish line'.

✓ Employee engagement drivers are shifting thanks to hybrid work: sense of belonging has become the biggest driver of engagement (Qualtrics research 2021).

Engagement and Belonging: Its bigger than we think, Consider 4 C's…

SEAC

Career Development

✓ Learning about growth/ development opportunities when physically distanced from leaders is challenging.

✓ Recognizing and celebrating employees working remotely achievements is difficult.

✓ Leaders must reimagine growth opportunities for hybrid workers.

✓ Those that prioritize career development see increased likelihood of employee engagement (+115%), sense of opportunity (+167%), and sense of success (+152%).

Customization

✓ Employees enjoyed freedom and autonomy they did not have before, expect same in future.

✓ 50%+ would look for another job if no hybrid workplace.

✓ 50% say tasks that require focus easier to do at home.

✓ Must dedicate time in each environment to the tasks most effectively done there.

TASKS	Harder at Home	Easier at Home
Think creatively		x
Meet deadlines		x
Collaborate with colleagues	x	

Source: 2022 global culture study, O.C.Tanner Institute

TASKS	Harder at Home	Easier at Home
Advance my career	x	
Communicate with colleagues and leaders	x	
Troubleshoot and resolve problems	x	

TASKS	Harder at Home	Easier at Home
Meet personal connections with colleagues	x	
Stay informed on what other teams are working on	x	
Ensure all team members have a voice in decisions	x	

Clarity on Expectations

✓ Employees often have difficulty setting boundaries between their work and home life.

✓ Leads to high levels of burnout.

When employees struggle to separate their work at home life, research finds

-33%   likelihood of increased engagement

+12%   Probability of taking more days off to avoid work

+11%   Employee self-assessments of burnout

Source: 2022 global culture study, O.C.Tanner Institute

SEAC

Connection is Crucial

✓ Connecting with colleagues and purpose are the top priorities.

✓ Mistake to assume employees will find ways to build those connections on their own—especially virtually.

✓ Organizations need to create opportunities for connection both at home and in the office: physical space, social interaction, time for employees to network and gather socially.

Elevating Employee Engagement in a Hybrid Workplace: Intentionally …

SEAC

SEAC

Leadership	**How Work Gets Done**	**Workplaces**
➢ Communicate, connect, and increase employee experience and engagement. ➢ Recognize innovation and what "good work" is now! ➢ Be flexible, make it part of you culture.	➢ Build networks and communities to facilitate collaboration and inclusion. ➢ Let staff experiment, and share. ➢ Provide flexibility, time, and tools for office and remote work.	➢ Create a space for growth and career development. ➢ Rethink hybrid space use. ➢ Prioritize employees' health and well-being.

SEAC

THE RIGHT MINDSETS,
SKILLSETS, AND TOOLSETS
FOR YOUR TRANSFORMATION