

Hybrid: Your next great talent engagement plan

A hybrid approach isn't just a new trend, it's a win/win approach to getting people back to the office while still recognizing that flexibility is an important new part of our post-pandemic offices.

73%

&

65%

Of your employees **want flexible remote options to continue** ¹ with 30% indicating that they are willing to quit if forced to return to the office full time ²

Of your employees **want more in person time with each other** ¹ with 60% saying that the cons of working from home outweigh the pros ³

How do we make sense of these seemingly disparate pieces of information?

People are craving BOTH **the freedom and flexibility** they found with remote work and **interactions with real people** in an office

HYBRID APPROACHES ARE THE ANSWER

WHAT IS HYBRID?



Hybrid is a blended approach to work locations, based on the realization that work can be done from more than only the office, yet includes the office in the mix (rather than a fully remote strategy).

- ↳ Usually means your employees are onsite a few days a week or a month, with the remaining time spent remote
- ↳ Often arranged as synchronous/team-based time on-site and asynchronous/focused work done remotely

WHAT ARE THE BENEFITS OF HYBRID?

A hybrid approach brings many benefits, including:

Additional levels of focus and productivity

Access to diverse talent pools

Increased retention of top talent

Added workplace safety

Can you afford NOT to consider hybrid?

WHAT ARE SOME CONSIDERATIONS?

As you consider trying out a hybrid approach, here are some areas of consideration to plan for:



WHO

- Make hybrid available to all, or to certain roles, tenure levels, etc.?
- How to address those whose roles are not conducive to remote work yet still want some flexibility?



SCHEDULES

- Defined schedule for when to be in the office (certain days a week or month), or based on preference and need?



SPACE CONFIGURATION & TECHNOLOGY

- Fewer work spaces in the office?
- Larger and more functional conference rooms in the office?
- Technology upgrade to accommodate the mix of in-person and video communications?



INCENTIVES & CULTURE

- Reimburse for appropriate office and technical equipment at home?
- Norms for how communications and share feedback?
- How to address "fear of missing out" (FOMO) between those in-person and those remote?

¹ [The Next Great Disruption Is Hybrid Work—Are We Ready? \(Microsoft\)](#) ² [How to Make Your Work-From-Home Status Permanent \(Lifehacker.com\)](#) ³ [Fully Remote Work Will Make You Less Happy \(The Atlantic\)](#)