

CASE STUDY



Client Info

Industry: PROFESSIONAL ASSOCIATION

Employee Size: 50

HR Team Size: ~3

PROJECT: Define Our Ways of Working in a Hybrid Environment

Primary Area of Practice: Type of Engagement:

- | | |
|--|--|
| <input type="checkbox"/> Attract & Acquire | <input type="checkbox"/> Gap analysis |
| <input type="checkbox"/> Learn & Grow | <input type="checkbox"/> Resource creation |
| <input checked="" type="checkbox"/> Culture & Engagement | <input checked="" type="checkbox"/> Advisory |
| <input type="checkbox"/> HR Strategy & Structure | <input checked="" type="checkbox"/> Facilitation |

The situation and need:

The organization was in the midst of a transformation in their workplace environment after several leadership shifts and even a major office move. There was a need to redefine how they worked together and what they expected from one another and Angela was engaged to identify that.

Approach and techniques deployed:

- Facilitated workshops
- Synthesis and reporting of output
- Next step recommendation plan

Key output and impact:

After [facilitating a company-wide workshop](#) to first define the cultural markers present and desired, Angela synthesized that down to two core elements of flexibility and connection. Because those seemed at odds with one another and with the desire to have more office presence, a follow-up workshop was conducted to define how to be true to those markers.

The second workshop included defining specifics for how to be flexible while in person, and how to remain connected while remote. Angela was able to get teams to quickly disseminate desired behaviors and expectations of themselves and one another, and elements like core hours, how to best connect online, when to be present in person, and even how the office looked and felt were quickly decided and agreed upon as a co-created outcome.

Angela shared [detailed project plans and checklists](#) for integration of this work which was to be completed internally.

“Angela was worth every penny.” A.S., VP of HR