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Issue 1

Hybrid Workplace Newsletter

Welcome to the first issue of the Hybrid Workplace newsletter! We hope to bring you the latest research and insights on navigating the hybrid environment. In this issue, we focus on advice for employees and managers, and current tech tools for collaboration in the hybrid workplace.

For an optimal reading experience, please use Chrome or Edge to open the links.

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Advice for Employees

1. [How to Navigate All the Different Ways of Working Since Covid](#) (The Independent via Factiva, Sept 17, 2021)

With many employees now renegotiating their working patterns or returning to the office, Vicky Shaw shares tips for a smooth transition. After more than a year of using kitchen worktops as desks and only seeing colleagues in remote meetings, more people are now preparing to return to the office. Others meanwhile are negotiating more flexible working options with their employer, or perhaps looking to work from home permanently. (Full report requires a Factiva login, [access instructions](#).)

2. [How to Successfully Make a Hybrid Setup Work for You and Your Boss](#) (NPR, Sept 7, 2021)

Remember 2019? Back when we used to drag ourselves to our offices on Monday mornings, fuel ourselves with coffee and somehow get through the week? Well, for many people, all of that is a distant memory. The pandemic completely upended the notion of going to work and left in its place a patchwork of work-from-home and hybrid options.

Advice for Managers

[1. Why the Transition to Hybrid Might Be Harder Than Your CEO Thinks](#) (Forbes, Sept 20, 2021)

The hybrid working revolution is gathering pace, but do business leaders understand what's needed to make it happen?

[2. Say Goodbye to the One-Size-Fits-All Workforce Model](#) (The Wall Street Journal, Sept 20, 2021)

For many organizations, external contributors make up an increasing proportion of the workforce. Now it's time for workforce management practices to catch up. (Full report requires a WSJ login, [access instructions](#).)

[3. Bring the Outdoors into Your Hybrid Work Routine](#) (Harvard Business Review, Sept 16, 2021)

The pandemic has contributed to work-related stress, but it has also prompted employers to explore non-traditional ways of structuring work and managing employees. One benefit employers and employees may have overlooked is how remote and hybrid work can help them take advantage of the restorative and motivational power of nature. A growing body of research reveals that spending time in nature has many benefits for mental and physical health. The author presents three ways for managers to take advantage of hybrid and remote work to help their employees better access and benefit from nature.

[4. How Companies Around the World are Shifting the Way They Work](#) (BBC, Sept 15, 2021)

Companies are trying to work out the best post-pandemic working model. What can we learn from these four companies? The pandemic has triggered seismic shifts in how we work, causing many companies to transition from an office-centric culture to more flexible ways of working. This shift is largely still in the experimental phase, as businesses try to conceive of and test effective post-pandemic working models for their operations and staff.

[5. The Flexibility Factor: Who is Going Back to the Office?](#) (The Financial Times, Sept 14, 2021)

We assess the latest return-to-work plans at some of the world's biggest companies. Technology companies: remote and flexible. Financial services companies: office-centric and more rigid. Everyone else: hybrid. (Full report requires a FT login, [access instructions](#).)

[6. Let's Redefine "Productivity" for the Hybrid Era](#) (Harvard Business Review, Sept 9, 2021)

Study after study has shown that it's not enough to be guided by simple measures of productivity as we figure out how to move to hybrid work. While it may be tempting to equate high levels of employee activity with success, doing so misses the factors that drive long-term, sustainable innovation. Managers must expand the way they think about productivity to focus on well-being, social connections, and collaboration and the innovation they bring to drive business success.

[7. The One Thing Employees Want Most from their Managers in a Hybrid Office](#) (Fast Company, Sept 9, 2021)

Sometimes, it takes big change to teach big lessons. In my experience, the type of change that creates lasting transformation is often unexpected and nonnegotiable. When COVID-19 sent employees to work from home we were jarred into a once-in-a-lifetime change. Organizations were forced to adapt—

quickly—and for an uncertain amount of time. And much of that responsibility fell on the shoulders of managers.

[8. To Thrive in Hybrid Work, Build a Culture of Trust and Flexibility](#) (Microsoft, Sept 9, 2021)

Microsoft employee survey data shows the importance of embracing different work styles—and the power of simple conversations. Microsoft employee survey data shows feelings of inclusion and manager support are at all-time highs, while self-reported productivity levels remain consistent. A successful shift to hybrid work will depend on embracing the “hybrid paradox,” in which people want the flexibility to work from anywhere, but simultaneously crave more in-person connection.

[9. Hybrid Work Could Create a Two-Tiered "Class" System for Employees, According to Expert](#) (TechRepublic., Sept 3, 2021)

Companies are juggling a mix of on-site and remote workers. The arrangement presents no shortage of complexities for managers; especially when hosting fair and inclusive meetings.

Tech Tools

[1. How Banks are Using Tech to Help Remote, In-Office Workers Collaborate](#) (American Banker via Factiva, Sept 17, 2021)

Banks scrambled to disseminate hardware so employees could improvise home offices in March 2020. They swapped in-person conversations for video and online chat, and dealt with spikes in security incidents amidst widespread remote work. A year and a half later, phased returns to the office are creating a different set of complications. (Full report requires a Factiva login, [access instructions](#).)

[2. Zoom Follows Workers Back to the Office With a Video Booth](#) (The Wall Street Journal, Sept 15, 2021)

Zoom Video Communications Inc. has teamed up with a maker of office phone booths to create a videoconferencing pod for offices, as part of its strategy to remain useful as workers begin to trickle back to the workplace. (Full report requires a WSJ login, [access instructions](#).)

[3. Zoom's CEO Eric Yuan Says His Zoom Fatigue Is Gone As He Launches New Tools For The 'Hybrid Office Future'](#) (Forbes, Sept 13, 2021)

Zoom's CEO Eric Yuan is excited for part-time office life. Months after making headlines in May by saying he was suffering from his own case of Zoom fatigue, the billionaire entrepreneur says he's figured out a healthier meetings pace these days — and is now pushing Zoom to build the communications platform of a hybrid office future.

[4. Microsoft and LinkedIn Share Latest Data and Innovation for Hybrid Work](#) (Microsoft, Sept 9, 2021)

The Hybrid Work Paradox and the 'Great Reshuffle'. A report out today on our Work Trend Index shares what we're learning from Microsoft employees in over 100 countries around the world. Employee surveys tell us that while hybrid work is complex, embracing flexibility, different work styles and a culture of trust can help us all navigate it successfully. According to surveys, employee confidence and support from our managers is also at an all-time high. While there is still so much more we can do in our culture journey at

Microsoft – and we’d love to see these numbers even higher – this data show that we don’t have to be physically together to feel like we’re in it together.

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