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Issue 2

Hybrid Workplace Newsletter

Welcome to the second issue of the Hybrid Workplace newsletter, featuring the latest research and insights on navigating the hybrid environment. In this issue, we focus on advice for managers, staff wellbeing, inclusion, culture change, and office design in a hybrid environment.

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Advice for Managers

[1. How to Address Data Privacy Risks Created by Remote and Hybrid Work \(Security Magazine, Oct 1, 2021\)](#)

The transition to remote work changed how millions of people do their jobs during the global pandemic. But the new ways — and places — in which people work has also brought on new challenges, such as the potential exposure of companies’ sensitive and confidential information. For example, it found that an average of 40% of organizations’ remote or hybrid workers spend time in coffee shops and shared workspaces, according to IT and IT security managers surveyed. These public spaces present unique data privacy and security risks — from unsecured wi-fi networks to visual hackers who can see and capture sensitive information on workers’ screens.

[2. Strategies For Onboarding Millennials In A Hybrid Workplace \(Forbes, Sept 30, 2021\)](#)

The hybrid work model is a natural one for some younger employees who are quite comfortable building relationships via technology. But that doesn't mean the onboarding process will go smoothly without some important adaptations, both to accommodate the hybrid work model and the common preferences of the Millennial generation. Consider applying the following strategies to your onboarding program.

[3. Can Companies Have a Hybrid Workplace—and Keep Things Fair?](#) (The Wall Street Journal, Sept 25, 2021)

Some employers are trying to make sure that hybrid work arrangements don't reverse gains among historically marginalized groups. Hybrid work arrangements—a mix of office and remote—have emerged as a popular model companies plan to adopt once more offices reopen. But hybrid work has downsides, including tensions over whether people who go into the office more will be perceived as harder workers and have better chances at upward mobility. (Full report requires a WSJ login, [access instructions](#).)

Staff Wellbeing

[1. Why Heading Back to the Office Could Bring Us All 'Psychological Richness'](#) (The Financial Times, Sept 29, 2021)

Having a wide variety of experiences — even bad ones — is important for our wellbeing. (Full report requires a FT account, [access instructions](#).)

[2. 'Get Back a Little Headspace': Tips and Tools to Improve Your Work-Life Balance](#) (The Guardian via Factiva, Sept 29, 2021)

As hybrid working becomes the post-pandemic norm, balancing work and time for your personal life becomes even more important. Simple digital tools can keep employees organised and more in control. (Full report requires a Factiva login, [access instructions](#).)

Inclusion

[1. Hybrid Work: How to Ensure Everyone Gets an Equal Seat at the Table](#) (CIO, Oct 1, 2021)

Hybrid work and back-to-work are topics on everyone's minds right now, but when I watch and listen to people talking about them, I realize they are only getting half the story. They focus so much on location and logistics, and are blind to the true revolution that stands before them, which is a new opportunity for wholly productive and inclusive collaboration. We are now undergoing a people-focused transformation.

[2. 12 Questions About Hybrid Work. Answered](#) (Harvard Business Review, Sept 28, 2021)

Advice on inclusivity, onboarding, performance measurement, and more.

[3. Women in the Workplace 2021](#) (McKinsey & Company, Sept 27, 2021)

A year and a half into the COVID-19 pandemic, women in corporate America are even more burned out than they were last year—and increasingly more so than men. Despite this, women leaders are stepping up to support employee well-being and diversity, equity, and inclusion efforts, but that work is not getting recognized. That's according to the latest Women in the Workplace report from McKinsey, in partnership with LeanIn.Org.

Culture Change

[1. Productivity Not Presenteeism in the Hybrid Workplace](#) (CBI UK, Sept 24, 2021)

Read how trust, communication and responsibility will be integral to a successful return to office that enables everyone to thrive and succeed. The process of welcoming people back to the office will not

happen overnight, and the reality is that we will be ‘welcoming’ people back for the coming months with a fluid approach that will continue to adjust and adapt. Questions are being asked, both at board and individual levels about what the return to the office should look like. We are all questioning some of the long-established practices of work and this is providing a real opportunity to reassess how work gets done and the best locations to do it in.

[2. 5 Steps to Making the New Way of Work a Success \(Forbes, Sept 22, 2021\)](#)

“We fundamentally believe that we are in the process of going through yet another transition,” he says. “It requires new kinds of innovation, and that is our focus going forward. For executives and other business leaders just starting this transition, Khan offers five guiding principles for creating the ideal work environment of the future—today.

Office Design

[1. How to Build Digital Dexterity Into Your Workforce \(Harvard Business Review, Oct 4, 2021\)](#)

With employees toggling back and forth between the office and working from home, investments in new meeting solutions, collaboration and communication services, and personal productivity tools will be critical to driving employee performance. The missing ingredient of most digital transformation initiatives is a sustained and successful focus on improving employees’ and leaders’ digital dexterity: the ambition and ability to use technology for better business outcomes.

[2. The Clever Trick One Firm is Using to Design Furniture For the Hybrid Work Era \(Fast Company, Oct 4, 2021\)](#)

Hint: No sharp corners. If the cubicle symbolized the mid-century office, and the open floor plan defined the early 2000s, what will the hybrid work era look like? For the husband-and-wife duo behind industrial design studio Mike & Maaike, the answer involves round edges—and flexible everything.

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