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Issue 3

### Hybrid Workplace Newsletter

Welcome to the third issue of the Hybrid Workplace newsletter. This week we focus on advice for managers, culture change, hybrid workplace efficiency and inclusion. We hope this and future issues serve as reliable resources to help you in your work. Comments for future issues are welcome.

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### Advice for Managers

**1. [Five Tips for Leading Effective Teams](#) (Forbes, Oct 7, 2021)**

Especially when teams are scattered, communication is paramount.

**2. [How to Manage the Hybrid Workplace: 7 Tips](#) (LinkHCM, Oct 11, 2021)**

The business world continues to change dramatically due to the massive impact COVID-19 had on our society. Even with the release of the vaccine, there are still people who are wary of returning to the office space. Some employees would prefer to continue working from home due to being able to focus better and have more time to deal with personal matters.

**3. [Play at Far: How to Think of and Activate Empowerment in a Hybrid World](#) (Forbes, Oct 11, 2021)**

The world of work has never felt so renewed as it did for over a year. Just about a year ago, many leaders couldn't have even imagined that an individual could thrive without their presence at sight and a team could be productive without co-locating.

#### [4. Amazon Rethinks Office Return Plans, Adding More Flexibility](#) (The Wall Street Journal, Oct 12, 2021)

Chief Executive Andy Jassy said in a memo to employees Monday that corporate team directors will now decide if staff need to work from the office.

“We expect that there will be teams that continue working mostly remotely, others that will work some combination of remotely and in the office, and still others that will decide customers are best served having the team work mostly in the office,” Mr. Jassy said. He said the number of days employees work from the office or what days they do so will be decided by directors, alongside their teams and senior leaders.

## Culture Change

### [1. The Real Meaning of Freedom at Work: The Value of Liberty for Workers](#) (The Wall Street Journal, Oct 8, 2021)

The rise of remote work during the pandemic is just one part of a generational shift that is redefining how and why we do our jobs.

### [2. PricewaterhouseCoopers Says Most U.S. Staffers Can Now Live Anywhere](#) (The Wall Street Journal, Oct 1, 2021)

Firm says thousands of consultants, auditors and others can opt to do their jobs largely from home, as the pandemic changes work.

### [3. More 'New' Than 'Normal'](#) (Accounting Today, Oct 1, 2021)

There will soon come a time when savvy firms will have to prepare a concrete outline of their remote work policies in a post-pandemic world, one in which staff members will be given the choice of in-person, hybrid or fully remote work environments. Remote and hybrid work also boosts firm culture, as it shows staff members that managers are willing and able to listen to staff members' concerns and preferences. As the working world continues to slowly but surely return to a pre-pandemic normal, accounting offices are decidedly entering a new normal. But since remote work is not some profession-wide mandate, who decides which staff members can work remotely?

### [4. What Will the Workplace of the Future Look Like?](#) (World Employment Confederation, Oct 5, 2021)

Hybrid: when it comes to the post-Covid world of work, that's the buzzword on everyone's lips. Hybrid work, hybrid workplaces, hybrid teams... It is well documented that the pandemic has resulted in the double-digit growth of remote working. By choice or by constraints due to lockdowns. According to different but consistent surveys, at least 50% of workers expect to keep on working partly from home in the future and this is being acknowledged by 72% of leaders.

## Hybrid Workplace Efficiency

### [1. How to Improve Your Organization's Virtual Collaboration](#) (Center for Creative Leadership, Sep 10, 2021)

With remote and hybrid work on the rise, effective virtual collaboration has never been more important. Success requires more than technological solutions – don't overlook the importance of interpersonal skill development, too.

**2. [How to Gameplan Your Office Days: An Overachiever's Guide to Hybrid Work](#) (The Wall Street Journal, Aug 23, 2021)**

Pre-pandemic, you were often the first to arrive in the office and the last to leave. So how, as an overachieving employee, can you make the most out of the new, hybrid workweek?

**3. [The Shift to Hybrid is Real: Embrace It and Make It Work for You](#) (Forbes, Oct 11, 2021)**

The hybrid, work-from-anywhere workforce is here for the foreseeable future, and employees want employers to adapt and evolve quickly and intelligently.

## Inclusion

**1. [Cisco's Hybrid Work Model Offers "Flexibility, Choice, Wellness and Inclusion"](#) (Forbes, Oct 9, 2021)**

"Hybrid work allows us to redefine what's possible by bringing out the very best of work by empowering flexibility, choice and inclusion for both employers and employees alike." A sizable percentage of Cisco employees work remotely. There are professionals who work four-days a week.

**2. [What Does The Future Hold For Women In The Workplace?](#) (Forbes, Oct 12, 2021)**

The pandemic has ravaged industries, causing unemployment numbers to reach record highs. While everyone has experienced the challenges brought on by Covid-19, women and people of color have been hit harder both economically and socially. A year later, 2.4 million women left the workforce with little prospect of returning.

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