



Oct 20, 2021

Issue 4

Hybrid Workplace Newsletter

Welcome to the fourth issue of the Hybrid Workplace newsletter. This week we focus on advice for managers, culture change, challenges to look out for and best practices for efficiency. We hope this serves as a reliable resource to help you in your work. Comments are welcome.

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

[Subscribe](#) to receive future newsletters. Unsubscribe [here](#)

Contents

Advice for Managers.....	1
Culture Change	2
Hybrid Workplace Challenges.....	2
Hybrid Workplace Efficiency	2

Advice for Managers

1. [Esther Perel: How to Navigate the 'Next Normal' at Work](#) (Financial Times, Oct 17, 2021)

Understanding more about human relationships will help business leaders minimise the pandemic's after-effects on staff, writes the psychotherapist and podcast host. (Full report requires a FT login, [access instructions](#))

2. [Hybrid Working Isn't Working — Go Remote](#) (Forbes, Oct 13, 2021)

Many organizations are embracing remote working as part of their post-pandemic return to the office, but a hybrid approach will create new problems. It's better to go completely remote.

3. [Reunited and It Feels \(Not\) So Good: Tips for Managing a Rocky Return](#) (Harvard Business School Working Knowledge, Oct 14, 2021)

For many companies, returning to the office has felt like a rollercoaster of worry, excitement, and uncertainty. Members of the Harvard Business School faculty offer advice to help managers restore calm.

Culture Change

1. [5 Ways to Inject Culture Into a Hybrid Working Model](#) (World Economic Forum, Oct 13, 2021)

As more organizations consider hybrid working models following the COVID-19 pandemic, it is important to adapt organizational culture to ensure the happiness and continued productivity of employees.

2. [Arup's Seven-Day Week: Is This the Future of Work?](#) (Financial Times, Oct 12, 2021)

The engineering group's flexible working practice allows employees to control their hours. (Full report requires a FT login, [access instructions](#))

3. [How Does a Seven-Day Work Week Sound to You?](#) (The Straits Times, Oct 18, 2021)

Workers want to reshape their working hours. But the flexibility of the elastic week holds risks of a loss of boundaries. (Full report requires a Factiva login, [access instructions](#))

Hybrid Workplace Challenges

1. [The Hybrid Workplace: How to Humanize It](#) (Innovation Minds, Oct 13, 2021)

The hybrid workplace combines the best and worst of office and remote. As hard as it can be to humanize work at all, hybrid is the hardest. The hybrid workplace is of course more complex than either of the 100% alternatives. Success in the hybrid workplace means accounting for people working online AND people working in the office – and this means forcing everyone online even when they're "at work."

But you can overcome the challenges of humanizing the hybrid workplace more easily by following a few basic principles. Here are seven of them.

2. [We Mastered Zoom From Home. Just Wait for Hybrid-Office Zoom](#) (The Wall Street Journal, Oct 11, 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?

Hybrid Workplace Efficiency

1. [How to Improve Collaboration in a Hybrid Workforce](#) (Allianz Care, Oct 12, 2021)

As much of the world transitions from pandemic restrictions to the new normal, there is no doubt it has left an indelible mark on how we live and work. Gartner forecasts that 51% of the knowledge based workforce globally will work remotely or in a hybrid environment by the end of 2021. This represents the most seismic shift in work practice in more than a generation.

2. [Optimizing The Hybrid Workplace](#) (Facility Executive, Oct 11, 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.

3. [What Is the Best Way to Run a Highly Effective Hybrid Meeting?](#) (MSN, Oct 15, 2021)

Businesses might soon discover that hybrid meetings are often more chaotic than ones where every participant is remote.

4. eBook: [Remote Work Revolution: Succeeding from Anywhere](#), by Tsedal Neeley (Harper Business, 2021)

A Harvard Business School professor and leading expert in virtual and global work provides remote workers and leaders with the best practices necessary to perform at the highest levels in their organizations.

Missed an issue? Find past Hybrid Workplace newsletters [here](#)
Have a topic in mind? Tell us at Library@IMF.org

COPYRIGHT

The IMF Library observes U.S. and international copyright laws and is required to comply with its Copyright Clearance Center license agreement; you may not systematically download and store journal articles, reports, or data on your PC or distribute them to others. Additional restrictions on usage may apply. See [Copyright at the Fund](#). Have questions? Email Copyright@IMF.org



LIBRARY
Corporate Services and Facilities

Keep the conversation going: [Anti-Racism Resources](#) for essential reading, viewing, listening and tools.
Visit [COVID-19 and Economic Impacts](#) for up-to-date analyses and data resources on the pandemic