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Hybrid Workplace



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Issue 6

Hybrid Workplace Newsletter

Welcome to the sixth issue of the Hybrid Workplace newsletter. This week we focus on HR Perspective, Culture Change, Advice for Managers, and Hybrid Workplace Efficiency.

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HR Perspective

1. [Zoom, Slack, Google Hangouts and More: The Hidden Risks of Remote Work](#) (The Wall Street Journal, Oct 29, 2021)

A researcher says they have many benefits. But they also come with four big downsides: isolation, exclusion, surveillance and self-censorship. (Full report requires a WSJ login, [access instructions](#))

2. [Why Won't Employees Use Their Companies' Mental Health Benefits?](#) (The Wall Street Journal, Oct 29, 2021)

As businesses expand their benefits, they are looking for new ways to overcome workers' resistance. (Full report requires a WSJ login, [access instructions](#))

3. [Does the Hybrid Work World Need a New Kind of HR?](#) (Hive, Oct 26, 2021)

Perks, benefits, and accommodations are now up in the air in the new hybrid world, and HR is going to look a lot different than it once did. Lorna Borenstein, the founder of the employee wellbeing engagement solution Grokker, has some tips for what small businesses with small HR departments can do to follow hybrid work trends in mindful, supportive ways.

4. [How to Be an Employer of Choice in a Hybrid Workplace](#) (Human Resources Director Asia, Oct 22, 2021)

Every HR leader knows that sustaining the 'employer of choice' status requires consistent effort and a clear focus from the entire organisation. The task becomes even tougher for HR heads and company leaders when you factor in difficult circumstances such as managing a distanced, diverse workforce during a prolonged crisis. This has not deterred the leadership team at Cardinal Health, Asia Pacific from being voted as employer of choice for the second consecutive year.

Culture Change

1. [How Bosses Can Lure Remote Workers Back to the Office](#) (The Wall Street Journal, Oct 30, 2021)

Sure, companies can insist. But there are also things they can do that will make employees want to return. (Full report requires a WSJ login, [access instructions](#))

2. [Covid-19 and Structural Change](#) (VoxEU, Oct 28, 2021)

Covid-19 has had a sizeable impact on where people work and how they shop. This column uses data from the Decision Maker Panel business survey of 3,000 UK firms to assess the longer-run impact. The pandemic is expected to increase hours worked from home and sales made online. Firms will invest less in land and buildings but more in IT and software. The pandemic is also expected to reduce medium-term employment and sales, with some shift away from large urban areas towards more rural areas.

3. [Disruptive Thinking: The Hybrid Workplace is More Than the “New Normal”](#) (LinkedIn, Oct 26, 2021)

Behind the spirited debate between the ideal of a fully remote workforce and the desire to return to the office in-person runs a deeper, far more interesting current. For organizations that truly embrace it, hybrid work holds the potential to actively disrupt how business operates, innovates, and transforms.

Advice for Managers

1. [Return to Office – An Interesting Journey Ahead](#) (Business Wire, Nov 1, 2021)

While organizations gear up for a return to the office for the vaccinated workforce it is important to be mindful of certain factors/challenges. (Full report requires a Factiva login, [access instructions](#))

2. [Forget Flexibility. Your Employees Want Autonomy.](#) (Harvard Business Review, Oct 29, 2021)

For organizations looking to remain competitive in the hybrid future, enabling and empowering employee autonomy will be the single most important enabler of flexibility. By ditching policies for principles, investing in competence and relatedness, and giving employees the tools they need to do their job well regardless of location, leaders can create a culture of autonomy and flexibility to the benefit of the organization, teams, and individual employees.

3. [New Hires During the Pandemic Report Feeling Disconnected from Colleagues](#) (Business Wire, Oct 28, 2021)

Employees who started new jobs remotely during the pandemic are gradually adapting to the evolving fully remote and hybrid work environments, but many are struggling to make meaningful connections with colleagues, according to a recent survey of HR professionals conducted by Principles at the 2021 HR Tech Conference. (Full report requires a Factiva login, [access instructions](#))

4. [Don't Let Organizational Silos Creep Into Hybrid Work](#) (Harvard Business Review, Oct 26, 2021)

A divisional CEO of a global technology organization thought her silo-busting days were over. For the previous decade, she had joined other management team members in breaking down silo walls across teams, functions, and regions. The new era of sharing and collaboration made for better business outcomes, improved customer experience, and more satisfied employees.

Hybrid Workplace Efficiency

1. [A Guide to the Virtual Meeting](#) (Harvard Business Review, Oct 29, 2021)

You still need to determine if you need to meet at all.

2. [Hybrid Working Environment: 4 Practices to Create a Positive Culture](#) (Know Your Team, Oct 28, 2021)

Rather than succumb to a fragmented culture, here are 4 key practices to set the foundation for a positive, cohesive hybrid working environment.

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