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Hybrid Workplace



Nov 10, 2021

Issue 7

## Hybrid Workplace Newsletter

Welcome to the seventh issue of the Hybrid Workplace newsletter. This week we focus on Advice for Managers, Hybrid Workplace Efficiency, Inclusion, and Hybrid Workplace Technology.

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### Advice for Managers

1. [SUPERCHARGE Your Hybrid Team: The Future is Hybrid - How to Help Your Team Transition](#) (HR Future, October 2021)

The article presents seven principles for teams to keep in mind as they transition to hybrid working. It mentions that leaders and managers need to communicate with teams much more than before when hybrid working. It reveals the need to give people permission to experiment and try out new ways of working until they find a pattern that works for them, and the need to prioritize time and attention for meeting.

2. [Leadership Mentorship in a Hybrid World: Here's How to Make it Work](#) (Forbes, Nov 8, 2021)

Hybrid work requires an appropriate system of support for workers to achieve sustainable outcomes. Mentorship represents such a support system and allows employees to keep their eyes on their current and stretch goals while adjusting to a new way of working and relating with colleagues. Here's how.

3. [Fully Remote Workers Worry the Hybrid Workplace Will Leave Them Behind](#) (Morning Brew, Nov 1, 2021)

Like ghosts stalking their office Slack channels, will remote workers be forgotten when it comes to promotions, raises, and all manner of career advancements, while workers who show face in-office reap the benefits you'd expect of corporeal beings?

4. [Talent Development in Hybrid Working Model](#) (Employee Learning & Development Excellence, October 2021)

With so much change and upheaval at play, it is no surprise that organizations may be experiencing issues with performance, productivity, engagement and career development. Here are some effective steps to help get your employee relations strategy back on track and heading in the right direction.

## Hybrid Workplace Efficiency

### 1. [Five Strategies to Ensure Hybrid Meetings Are Equitable](#) (The Wall Street Journal, Nov 02, 2021)

When some people are in the office and others are remote, the on-site attendees have an advantage. There are ways to get around that. (Full report requires a WSJ login, [access instructions](#))

### 2. [Help for the Horrible Hybrid Meeting: Five Ailments and Remedies](#) (Personal Excellence, October 2021)

Some people are in the office, some are home, others are on the road, and they're all part of the same meeting. Who is looking forward to this hybrid get-together? Nobody, absolutely no one. What makes these blended meetings so bad? A lot of the same factors that cause in-person confabs to go south plus some new complications brought to us courtesy of the virtual world. What can you do to stop the pain? Identify your ailment and apply an appropriate remedy.

### 3. [Optimizing Project Management Tools for the Hybrid Workplace](#) (Cella Insights, Nov 3, 2021)

Having the right Project Management software in place can help your employees navigate this new normal, ensure that they are focused on the right work, and enable teams to collaborate successfully no matter where they are physically located. Here are some of the benefits hybrid teams can receive with the right Project Management tool in place.

### 4. [Hybrid Work Survey Highlights Digital Workplace Woes](#) (HR Dive, Nov 4, 2021)

One troubling insight is that, according to many Enboarder respondents, HR's problem-solving may be to no avail. Sixty-five percent of respondents said they have not changed their behavior or opinions because of an HR initiative in the past 12 months. Many employees are feeling battered by the demands of digital work. Generally speaking, 54% of workers surveyed said they feel more overwhelmed by the number of work-related notifications since March 2020. The rate is higher for managers surveyed, with 63% of respondents saying they're overwhelmed.

## Inclusion

### 1. [How to Ensure that the Future of Work is Fair for All](#) (The Economist, Nov 8, 2021)

Greater productivity, happier and healthier workers and lower emissions are just some of the benefits of the great work-from-home experiment. Another hoped-for upside is increased workplace fairness. With workers stuck at home, appearing in similar-sized, randomly arranged rectangles on video calls and unable to suck up to bosses in the office, diversity-and-inclusion types had hoped that the pandemic would be the "great leveller". It would finally destigmatise remote work and give all employees a fair chance to flourish.

### 2. [How to Prevent Office Cliques in a Hybrid Workplace](#) (Peninsula, Nov 3, 2021)

A hybrid office does offer the best of both worlds. When employees get the option to split their work week between home and office, they enjoy greater flexibility in managing their time and daily routines. It is especially useful for those employees who also have childcare or caregiving responsibilities. But hybrid work, too, is not without its challenges. Especially if employees get to pick the days they can come into the office. A major benefit of working in the office is the social interaction and team bonding it fosters. But if employees go into work on the same days as their friends, it may lead to creation of workplace cliques and harm your work culture.

## Hybrid Workplace Technology

### 1. [How to Implement a Secure Hybrid Workforce](#) (TechRadar, Nov 2, 2021)

To make hybrid work a success, organizations must regularly evaluate their cybersecurity and compliance processes. According to a UKG study, 87% of UK employers accelerated their digital transformation project during the pandemic, and 76% said they had used one new technology or app during the crisis.

## [2. What are the Technology Needs of a Hybrid Workplace? \(XBASE, Nov 2, 2021\)](#)

A hybrid workplace is often referred to as the future of work because many businesses find that a combination of in-office and remote work is ideal in the post-pandemic world. Every organization can develop its own hybrid model of work in which a mix of on-site and remote work is incorporated into employees' schedules. Some companies might allow staff to work at the office full time, while some might prefer their staff to work remotely for a certain number of days in a week. In Toronto and most parts of Canada, businesses have reopened, but many of them do not mandate a complete return to the office. In fact, it's unlikely that business leaders will require their teams to do so, much less take work from home options off the table.

## [3. Riverbed | Aternity Hybrid Work Global Survey 2021 Reveals the Future of Work Will Remain Hybrid and Provides Key Executive Insights and Investment Areas to Create a High-Performing Hybrid Workplace \(Financial Buzz, Nov 3, 2021\)](#)

While all indicators signal hybrid work environments are the future, most organizations are not fully prepared to deliver a seamless hybrid work experience. Only 32% believe they are completely prepared to support the shift to hybrid work; and 88% are concerned about digital disparity between in-office and remote employees. However, 89% plan to invest in technology in the next 12-18 months to support their hybrid workforce.

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