



# LIBRARY LINK

Hybrid Workplace



Nov 17, 2021

Issue 8

## Hybrid Workplace Newsletter

Welcome to the eighth issue of the Hybrid Workplace newsletter. This week we focus on Advice for Managers, Diversity and Inclusion, HR Considerations, and Others.

For an optimal reading experience, please use Chrome or Edge to open the links. Contact us if you have trouble with any of the links, [Library@IMF.org](mailto:Library@IMF.org).

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

### Advice for Managers

[Rebuilding Relationships Across Teams in a Hybrid Workplace](#) (Harvard Business Review, Nov 10, 2021)

Silos were certainly prevalent before the pandemic — hybrid work has simply created new requirements for effectively connecting teams that must work together to achieve shared outcomes. The author offers three approaches to help leaders and their teams reestablish strong connections across organizational boundaries as they've shifted to hybrid work environments.

[How to Create Culture in the World of Hybrid Work](#) (Gartner, Nov 10, 2021)

Be intentional, and don't leave your culture to chance, whether your employees are physically co-located or not.

[Navigating the Complexities of Hybrid Work Together](#) (Microsoft, Nov 1, 2021)

The pandemic is fundamentally transforming employee and customer expectations. And there's no going back. In the report, *Hybrid Work: A Guide for Business Leaders*, learn about Microsoft's approach, the lessons they're learning along the way, and how they can help you empower your employees and meet new customer needs.

[Making Hybrid Work Human](#) (Economist Impact, Oct 2021)

Economist Impact, sponsored by Google Workspace, is conducting a multi-phase research programme to assess the prospects for hybrid work around the world. This executive summary is focused on defining hybrid work, contextualising current trends in terms of the history of work, presenting a mission for the research to come, and offering the earliest findings.

## Diversity and Inclusion

[Does Hybrid Work Make Meetings Harder and Less Equitable?](#) (Forbes, Nov 10, 2021)

Way back in March 2020, as the world plunged into chaos, we rapidly learned how to shelter in place, socially distance, and mask up. Thankfully, video conferencing had finally matured to the point where our gilded home office prisons (or whatever many of us called our makeshift home office) turned into a new way of working. Surprisingly productive. And unexpectedly, more democratic.

[Why Working from Home Risks Making Women Vanish from the Career Ladder](#) (The Telegraph, Nov 13, 2021)

By choosing not to commute and be available to the boss in real life, many are in danger of derailing their prospects by becoming invisible. (Requires a Factiva login, [access instructions](#))

[CDW Tech Talk: Building Diversity and Inclusion into Hybrid Work](#) (BizTech, Nov 11, 2021)

Hybrid work demands solutions that allow for equal participation from all employees.

## HR Considerations

[From Office-Centric to Human-Centric: How Organizations Can Meet the Needs of Hybrid Employees](#) (Forbes, Nov 15, 2021)

To meet the challenges of volatile employee sentiment, organizations must evolve into a human-centric model anchored by employee-driven flexibility, intentional collaboration,

empathy-based management and the implementation of digital technologies, such as conversational AI.

#### [How the Hybrid Work Model Boosts Employee Morale](#) (LinkedIn, Nov 15, 2021)

For businesses, employee morale plays a major part in optimizing productivity, creating a positive company culture, and ensuring the best staff are retained. Flexible work schedules have been directly linked to boosted employee morale, with hybrid work offering the most impact as workers benefit from the best of two systems.

#### [How to Make Your Leadership Development Training Programs Work in the Hybrid Workplace](#) (eLearning Industry, Nov 15, 2021)

The success of an organization rests on the quality of its leadership. Leaders set the tone, form the culture, and support employee development. In this article, I share strategies for successful leadership training, especially in the hybrid workplace.

#### [6 Learning Strategies to Address Pandemic-Triggered Trends](#) (Chief Learning Officer, Nov 11, 2021)

As we face the next massive shift introduced by a hybrid workplace, the following six strategies will reshape corporate learning in 2022.

## Others

#### [Refilling Offices: Is Proptech the Solution?](#) (PERE, Nov 11, 2021)

As workforces re-emerge and companies prepare for a return to the office, what can be done to enhance the value of physical workplaces and entice employees back? Property technology is being heralded as one potential solution. (Requires a Factiva login, [access instructions](#))

#### [Is Hybrid Working Sustainable?](#) (Chemistry World, Nov 5, 2021)

Missed an issue? Find past Hybrid Workplace newsletters [here](#)

The environmental impacts of working from home part of the week vary. Hybrid working is often touted as the best of worlds: the social aspects of working physically alongside colleagues, plus the lifestyle benefits of working from home only have one planet to live on. For people who now have a choice over how often they attend the workplace, it can be difficult to unpick how to work in the most sustainable way.

Have a topic in mind? Tell us at [Library@IMF.org](mailto:Library@IMF.org)

Visit us at <http://library>

## **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](mailto:Copyright@IMF.org)



**LIBRARY**  
Corporate Services and Facilities