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Issue 10

COVID-19 Workplace Newsletter

Welcome! We continue to bring you news and insights on relevant COVID-19 workplace topics. This issue features transitioning to a hybrid workplace model and the benefits and challenges along with choosing a hybrid-remote model.

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Planning a Hybrid Model

1. [How to Make the Hybrid Workforce Model Work](#) (Financial Times, Oct 11, 2020)

While a mix of working from home and the office allows employees more flexibility, it is not without its challenges. Even before the coronavirus pandemic made homeworking commonplace, Automattic's 1,277-workforce was entirely remote, with perks that include reimbursing expenses to set up workers' home offices.

2. [How to Manage a Hybrid Team](#) (Harvard Business Review, Oct 7, 2020)

Your employees' needs are always varied. But right now, as many companies navigate returning to an office in some shape or form, your team members are likely contending with vastly different situations. As the leader, how do you manage these various circumstances while treating everyone fairly?

3. [Return-To-Work Culture: Three Guidelines For Seeding Successful Hybrid Teams](#) (Forbes, Sept 9, 2020)

Social distancing, mandatory mask-wearing and daily temperature checks are just three hallmarks of the Covid-19 era workplace. At the same time, home-based employees are dialing into video meeting marathons followed by virtual happy hours in an attempt to stay connected while physically separated. These juxtaposing realities of the hybrid team — a mix of employees working remotely from home and others working from a corporate location — have quickly become the new normal, but what has been less examined are the most effective ways to manage the well-being of employees who are working anywhere and everywhere.

4. [How to Hybrid: Advice from Leaders Mixing Up the World of Work](#) (Siliconrepublic, Aug 25, 2020)

As hybrid working looks set to become the norm post-Covid, Elaine Burke asks company leaders with experience managing hybrid teams for some best practice advice.

[5. Reimagining the Postpandemic Workforce \(McKinsey & Company, July 7, 2020\)](#)

Pandemic-style working from home may not translate easily to a “next normal” mix of on-site and remote working. As the pandemic begins to ease, many companies are planning a new combination of remote and on-site working, a hybrid virtual model in which some employees are on premises, while others work from home. The new model promises greater access to talent, increased productivity for individuals and small teams, lower costs, more individual flexibility, and improved employee experiences.

[6. Expert Advice for Solving Hybrid Team Challenges \(Workplaceless, Feb 2020\)](#)

Buffer and AngelList's [2020 State of Remote Work](#) reveals that 43% of companies are hybrid, meaning part of the team is full-time remote and part of the team works out of the same office. However, an additional 24% of companies allow individuals to work from home on occasion. That's a total of 67% of companies who are navigating the complexities of remote vs. in-office dynamics. We wanted to understand in more depth the challenges that these hybrid-remote teams face on a daily basis.

Hybrid Benefits

[1. Beyond Remote Work: The Hybrid Workforce Model \(Gartner, Webinar\)](#)

Video discussion on the topics: 1) A framework to rethink your workforce configuration; 2) Introduce the “Three E’s” of Building an effective hybrid workforce; 3) Benefits and trade-offs of a hybrid workforce model. In this complimentary webinar, part of our Leading HR Through the Reset series, you will learn how HR can think about the business case for a hybrid workforce model and the key components of a strategy to support a hybrid workforce.

[2. Things I Learned After Five Years on a Hybrid-Remote Team \(Workplaceless, Feb 2020\)](#)

Being a member of a hybrid-remote team isn't easy. At times, I've felt isolated, left out, or frustrated by the technical problems this setup can create. Aside from all that, I've benefited greatly from this arrangement by growing my communication skills, expanding my world view, and having many belly laughs. While many of the items below are behaviors I've observed in others (and have yet to practice myself), here are a few things I've learned and aspire to do in the future

Hybrid Challenges

[1. Why 'Hybrid' Working Spells Trouble for Companies \(Financial Times, Sept 19, 2020\)](#)

Have you ever heard of a “head of remote” working? No? Join the club. Millions may have been working from home since March and bosses may be talking of a permanent shift to “hybrid” working, where some staff stay at home while others go to the office and most do a bit of both.

[2. Top Challenges of Hybrid-Remote Teams: Remote Leadership Remote Team Culture Remote Work Challenges \(Workplaceless, Jan 2020\)](#)

Remote work is growing—rapidly. Work-from-home roles have grown by 173% since 2005. But that remote work trend means different things for different people, and for different organizational structures. Some teams are 100% remote, but more often we see teams that are a mix, or hybrid of different working models. So when we refer to different working models, what do we mean?

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