



LIBRARY LINK

Hybrid Workplace



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Issue 18

Library Link: Hybrid Workplace is a weekly compilation of news, advice and best practices for working in a hybrid environment. This week's articles focus around **Advice for Managers, Hybrid Work Sustainability, Hybrid Workplace Benefits, and Staff Development.**

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Advice for Managers

[9 Ways CIOs Will Fail to Support Hybrid Work in 2022 \(CIO, Jan 31, 2022\)](#)

The heroic work CIOs did in facilitating all-remote workplaces isn't enough to tackle what's next. Hybrid success requires the right investments, a new mindset, and widespread cultural changes.

[Hybrid Work Can Hurt or Help DEI Efforts. Here's How to Get it Right \(Fast Company, Jan 27, 2022\)](#)

The shift to a hybrid work environment offers a unique moment to help your whole team feel seen and heard. Hybrid work, like remote work before it, is yet another source of dramatic change for businesses everywhere. But just because we're leaping into a new way of working doesn't mean that we'll escape the dynamics that have shaped office work for decades.

[The Challenges of Hybrid Work \(Forbes, Jan 26, 2022\)](#)

Why most leaders and organizations are struggling to reimagine their workplace.

Hybrid Work Sustainability

[Carbon Counter: Hybrid Working is a Hot Topic \(Financial Times, Jan 29, 2022\)](#)

The energy saved by closing the workplace and cancelling the commute more than offsets the extra heat and light needed to work from home. But for hybrid working, the equation is more complicated.

[HubSpot's 2022 Hybrid Work Report Reveals Insights on How to Make the Future of Work Sustainable \(HubSpot, Jan 26, 2022\)](#)

We analyzed feedback from our own workforce and surveyed over 4,000 full-time remote, in-office, and flex workers from companies in the U.S., UK, Ireland, Germany, Australia, France, Canada, and Japan, to get a sense of

collaboration, culture, communication, mental health, and management in a hybrid world. Here are some of the key findings from our survey, fielded in December 2021.

[FT Podcast: Is it Time to Put an End to Working From Home?](#) (Financial Times, Jan 25, 2022)

The progressive view on hybrid work is that employers need to be flexible and allow more homeworking, even after the pandemic ends. But the reality is that many business leaders are afraid to say to their staff that there are many benefits to being in the office. We talk about loneliness, mental health, collaboration and what the future of hybrid work will look like.

Hybrid Workplace Benefits

[The Tussle Over Location-Based Pay](#) (BBC, Jan 31, 2022)

Companies are grappling over whether fully remote employees should be paid the same as in-office staff. What is the right way forward?

[Workers Rank Flexible Hours as Top Benefit](#) (San Francisco Chronicle via Factiva, Jan 30, 2022)

Flexible schedules and hybrid work options are about as important to many office workers as paid time off and retirement benefits, according to a recent survey. (Requires a Factiva login, [access instructions](#))

[What Hybrid Work Means for Your Pay and the Future Workplace](#) (The Wall Street Journal, Jan 27, 2022)

Working from home and hybrid work arrangements are popular with employees. Wall Street Journal reporter Katie Bindley joins WSJ Your Money Briefing host J.R. Whalen to discuss how they have changed workers' expectations for pay, and what the post-pandemic workplace could look like.

Staff Development

[Yes, You Can Find a Mentor While Working Remotely](#) (The Wall Street Journal, Jan 27, 2022)

Remote and hybrid work has upended many traditional mentorship arrangements, leaving up-and-comers in search of more seasoned professionals to learn from and help their career climb.

[Managers Step Up Support for Young Consultants](#) (Financial Times, Jan 27, 2022)

Coaching and development opportunities are designed to help new recruits navigate hybrid working.

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