



LIBRARY LINK

Hybrid Workplace

February 8, 2022

Issue 19

Post COVID-19 Workplace Newsletter

Library Link: Post-COVID-19 Workplace is a monthly compilation of news, advice and best practices for working during and beyond the pandemic. This issue features articles on **Advice for Managers**, **Advice for Employees**, **HR Aspects**, and **Wellbeing**.

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Advice for Managers

[The Great Hybridization is Leading to a Less Personal Workplace: Here are Some Remedies](#) (Forbes, Feb 7, 2022)

Yes, the Great Resignation is the result of many things, including a reassessment of priorities, strong labor market and pandemic burnout. Yet, a factor that isn't being talked about enough is that workers are feeling less connected to their leaders and colleagues in a remote or hybrid environment.

[Employers Beware: Hybrid Work Weakens Loyalty](#) (Financial Times, Feb 6, 2022)

As knowledge workers spend less time in the office, their attachment to the organisation will diminish. (Requires a FT login, [access instructions](#))

[3 Tensions Leaders Need to Manage in the Hybrid Workplace](#) (Harvard Business Review, Feb 3, 2022)

Rather than trying to get it "right," leaders need to manage three tensions: allowing employees to work when and where they want vs. expecting constant availability; employees feeling isolated vs. invaded when working remotely; and which practices are possible in a hybrid environment vs. which are rewarded.

Advice for Employees

[How to Become a Champion For Your Company's Culture](#) (Forbes, Feb 7, 2022)

In the midst of the Great Resignation, culture has become even more crucial for employers to retain employees and attract new talent.

[Hybrid Working 101: How to Navigate the New World of Work](#) (EJ Insight via Factiva, Feb 7, 2022)

While the benefits and popularity of hybrid working were vastly discussed, getting to the crux of the model is still a mystery for some. In fact, businesses can deploy different hybrid approaches to put their best work practices and employee sentiments into perspective, with flexible hours and workspaces being the two major variables to consider. (Requires a Factiva login, [access instructions](#))

[Simple Self-Care Tips You'll Love](#) (U Wire via Factiva, Feb 7, 2022)

When easing into a new year, many experts encourage more self-care. (Requires a Factiva login, [access instructions](#))

[Embrace Workplace Change](#) (New Straits Times via Factiva, Feb 4, 2022)

A hybrid working model where we are allowed to work from home is sometimes a very good thing. And we will gladly shift to this new way working. But for others, you may find yourself in an unfamiliar and uncharted territory. (Requires a Factiva login, [access instructions](#))

HR Aspects

[The Perils of 'Onboarding' in a World of Hybrid Work](#) (Financial Times, Feb 7, 2022)

There are pros and cons to building a company remotely — as a former foreign correspondent, I should know. (Requires a FT login, [access instructions](#))

[Legal and Organisation Issues Around Hybrid Working](#) (Mondaq Business Briefing via Factiva, Feb 4, 2022)

Whether it's hybrid, agile or the "new normal", employers need to take a wider view than just the legal formalities. Equally important to your success will be clarity in communication, expectation setting, avoiding presenteeism, sub-conscious bias, FOMO, access, equipment and much more. All of these issues are discussed in this on-demand webinar to help you plan for the future. (Requires a Factiva login, [access instructions](#))

Wellbeing

[Don't Undervalue The Security of Your Hybrid Employees](#) (Forbes, Feb 7, 2022)

The pandemic encouraged countless businesses to embrace the hybrid work model to ensure that their people and processes continued as usual.

[The New Mandate for Employers: Protect Your Employees' Mental Health -- No Matter Where They Work](#) (Business Wire via Factiva, Feb 2, 2022)

Prodoscore Research Confirms Remote Work Boosts Mental and Physical Health for American Workers. (Requires a Factiva login, [access instructions](#))

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Compiled by the Library Client Services Team