



# LIBRARY LINK

## Hybrid Workplace



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**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 Workplace Efficiency**, and **Culture Change**.

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### Advice for Managers

[Four Principles For Business Leaders to Follow in the Forever-Hybrid Work Environment](#) (Forbes, Feb 14, 2022)

In a July 2021 CNBC survey of executives at top U.S. companies, only 32% reported that an “in-person first” employment model would be in place by the end of the year. The rest planned to move forward with hybrid work models.

[CIOs Set Long-Term Hybrid Work Strategies](#) (CIO, Feb 10, 2022)

CIOs are fully immersed in designing hybrid workspaces tuned for collaboration and productivity as they reimagine the core processes and culture of the modern hybrid enterprise.

[4 Things to Consider When Managing a Hybrid Workforce](#) (MIT Management Sloan School, Feb 9, 2022)

Pre-pandemic, working remotely was a luxury. COVID-19 made it essential, and workers got used to it: A report by Accenture found 83% of 9,326 workers surveyed said they preferred a hybrid model — in which they can work remotely at least 25% of the time.

[How to Lead Employees in a Hybrid Work Environment](#) (Forbes, Feb 9, 2022)

Much has changed in our companies and our cultures since March 2020; we've been forced to remain agile as we supported an entirely or partially remote workforce and created hybrid working environments that we may not have considered if not for the pandemic.

### Hybrid Workplace Efficiency

## [The Everything Guide to Remote Work: The Ultimate Resource for Remote Employees, Hybrid Workers, and Digital Nomads](#) (Jill Duffy, 2022)

(Overdrive eBook) Discover the secret to being productive and successful no matter where you are with this essential guide to remote work. During COVID-19, working from home became the new normal. Now, both employers and employees find that the remote work they were forced to adjust to may be, well, better—financially, sustainably, and even in terms of overall morale and productivity.

## [The 4 Productivity-Draining Mistakes that Hybrid Workers Make](#) (Forbes, Feb 14, 2022)

Nearly two years into a global pandemic, organizations are increasingly turning to hybrid working options. While this compromise approach blends the benefits of the traditional face to face environment with the convenience of working from home, working in a hybrid environment certainly poses unique challenges as well.

## [How to Build Collaboration Equity in Your Hybrid Workplace](#) (Forbes, Feb 14, 2022)

Like most businesses, we're also figuring out how to get hybrid work models right. Here are 3 pillars that guide our work at Google, plus a list of key actions to help bridge the gap between the in-person and the "somewhere else."

## [What's the Optimal Workplace for Your Organization?](#) (Harvard Business Review, Feb 10, 2022)

More than two years in the Covid-19 pandemic, companies are struggling with how to reimagine their workspaces for their strategic needs. Too often, leaders push the decision down the road when, in fact, taking decisive action now can pay off later. But how do you determine whether in-person, hybrid, or remote options are best for your organization?

## Culture Change

### [Performance Management Must Change for Hybrid Work to Work](#) (Business Times, Feb 14, 2022)

Leaders should adopt changes, from acknowledging staff biases and fears to more frequent reviews and feedbacks.

### [Sustaining Workplace Culture When the Company Has Gone Virtual](#) (Forbes, Feb 2, 2022)

Executive leaders who question the sustainability of the virtual workplace have a ready excuse for expediting an end to it as soon as possible: A healthy workplace culture relies on social interaction and impromptu meetings that happen only in person.

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