



LIBRARY LINK

Hybrid Workplace



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Issue 27

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 **Change Management, Hybrid Workplace Strategy, and Wellbeing.**

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Change Management

[America is Entering the Great Experiment of Hybrid Work](#) (The Guardian via Factiva, Mar 29, 2022)

Companies will need to find a new model that works for them and their employees – many of whom prefer to work at home some days. (Requires a Factiva login, [access instructions](#))

[Getting the Hybrid Workplace Right Takes 'Radical Intentionality'](#) (Fast Company, Apr 3, 2022)

Over the past two years, a lot has changed about the ways we work. According to Microsoft's latest Work Trend Index, even the "why" of work has shifted, as employees now have great expectations when it comes to what they get out of work and what they're willing to give in return.

[Accommodating Disabilities in Remote and Hybrid Work](#) (Forbes, Mar 30, 2022)

For the past half-century, national laws and innovative architectural design features have ensured that professionals of all physical ability levels are equipped to equally participate in workplace environments. But now that hybrid is the new normal, it means that at least half of workers' time is spent outside of those carefully controlled environments.

Hybrid Workplace Strategy

[Caterers Cook up Cloud Kitchen Strategy for Post-Pandemic Offices](#) (Financial Times, Apr 1, 2022)

Food has emerged as a new front in the battle to lure reluctant workers back to the office and just as companies are adapting to hybrid working, so too are the catering groups that serve them. (Requires an FT login, [access instructions](#))

[How Companies Can Better Communicate in a Hybrid Work Environment](#) (Forbes, Apr 4, 2022)

Hybrid work comes with a wide array of benefits but also new challenges for both companies and their employees. One of the biggest challenges is losing that in-person connection between the company/brand and employee.

[Masks Come Off, Mandates Loosen as Companies Relax Covid-19 Protocols](#) (The Wall Street Journal, Apr 3, 2022)

JPMorgan and Verizon are among the employers that have rewritten vaccine or other mandates in response to shifting government guidance.

[Wall Street's Rigid Culture Bends to Demands for Flexibility at Work](#) (The New York Times via Factiva, Apr 4, 2022)

Many big banks are offering flexible working arrangements — sometimes grudgingly — as they chase talent that would rather stay home. (Requires a Factiva login, [access instructions](#))

Wellbeing

[Feeling Socially Anxious About Returning to the Office? You're Not Alone](#) (Phys.org, Mar 30, 2022)

While there is a general consensus hybrid work is here to stay, going back to the office even some of the time might feel strange and overwhelming. Returning to the commute and re-establishing routines and relationships in the workplace is likely to be partly energising and partly exhausting.

[Return to Work? Three Considerations for Neurodivergent Employees](#) (Forbes, Apr 1, 2022)

In the long run, the monumental shift in working practices that we've experienced will lead to greater flexibility. We've learned that we can manage by output not input: there is a greater understanding that what people actually produce is more important than how or where the activity took place.

[How Leaders Can Prioritize Well-Being in a Hybrid Workplace](#) (Forbes, Apr 1, 2022)

Many new work practices have become the norm over the past couple of years, and perhaps the most significant is the adoption of hybrid work. A growing number of businesses continue to create workplace policies that allow employees to establish more flexible workday routines.

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