



LIBRARY LINK

Hybrid Workplace



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Issue 33

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 **Tips for Managers**, **Hybrid Sustainability**, **Hybrid Workplace Strategy**, and **Hybrid Models**.

Email us at Library@IMF.org to share your feedback or get help with any links. For an optimal reading experience, please use Chrome or Edge to open the articles.

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Tips for Managers

[Firms Wrestle with Realities of New Remote Workplaces](#) (Financial Times, May 11, 2022)

Keeping remote staff engaged and switched on requires a deft touch. (Requires a FT login, [access instructions](#))

[How to Combat Proximity Bias in a Hybrid Work Environment](#) (Firm Space, May 11, 2022)

According to the BBC, proximity bias can be described as the “unconscious … tendency to give preferential treatment to those in our general vicinity.” It can manifest in several ways, among them favoring the work of on-site employees over remote employees, giving projects or assignments that offer opportunities for advancement more often to on-site workers, and discouraging remote workers from participating in important meetings.

Hybrid Sustainability

[Half of Workers are Worried About the Cost of Going Back to the Office](#) (Tech Radar, May 11, 2022)

Rising living costs may be keeping workers at home. Almost half of UK employees are concerned about the cost of going back to the office, according to research from Slack.

[The Work-From-Home Climate Challenge](#) (NPR, May 10, 2022)

The pandemic working-from-home regime imposed on many white-collar workers might have seemed like a gift for the climate. Fewer commutes, fewer cars on the road, fewer lights on in offices, as well as less heating and AC. It seemed like a big win. Now, not so much.

Hybrid Workplace Strategy

[Is Thinking in Extremes Getting in the Way of Hybrid Work Working? Many Organizations are Still Stuck at the Point of Figuring Out Whether Hybrid Working is a Viable Option at All \(The Globe and Mail via Factiva, May 13, 2022\)](#)

3+2, 4+1, 2+3. In today's business context, these are not simple math equations but rather the way companies are trying to build consistency for their employees in their hybrid working models. (Requires a Factiva login, [access instructions](#))

[How to Build a Thriving Corporate Culture in a Hybrid World \(Inc. Magazine, May 12, 2022\)](#)

Implement employee-centered design, shift digital behavior and put physical and mental wellbeing first.

[How We Will Adapt to Hybrid Work \(Forbes, May 11, 2022\)](#)

Now that we have a couple of years of remote work under our belts, it's safe to say that we're past the fumbling stage of hybrid working and into the refining period. What's the future of hybrid work? We're not going back, so it's time to clarify a culture that makes sense.

[30 Executives' Perspectives On Remote, Hybrid, And In-Office Work \(Forbes, May 10, 2022\)](#)

Whether you're a manager at a company with 3,000 employees or three, something that leaders across industries have learned in the past two years is that giving employees more flexibility is key to retention and recruiting of new hires.

Hybrid Models

[The Hottest Work Day of the Week Is Now...Wednesday?! \(The Wall Street Journal, May 11, 2022\)](#)

Hybrid workweeks let people decide which days to go to the office. The one in the middle is their top choice. (Free link)

[Hybrid Models and Digitization: The Future of Work in 2022 and Beyond \(Fast Company, May 11, 2022\)](#)

The Great Resignation is an accepted term and framing for today's workforce conditions. Instead of seeing this as a negative, let's reframe the narrative as the Great Realization.

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