



LIBRARY LINK

Hybrid Workplace



June 1, 2022

Issue 35

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 **Hybrid Workplace Strategy**, **Tips for Managers**, and **Office Design**.

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Hybrid Workplace Strategy

[Hybrid Working Will 'Never Be Perfect'. Finds Report](#) (Personnel Today via Factiva, May 30, 2022)

Employers must be careful not to create a 'one-size fits all' policy for hybrid working, according to academic research that finds developing hybrid working regimes will be fraught with trade-offs between individuals, teams and departments. (Requires a Factiva login, [access instructions](#))

[How Technology is Helping Companies Navigate Hybrid Work](#) (Toolbox, May 30, 2022)

Now is the time of the B2B customer, and it will be driven by technology.

[What Leaders Need to Know Before Trying a 4-Day Work Week](#) (Harvard Business Review, May 27, 2022)

While there is no easy way to address concerns about how (and how much) we work, research tells us that no matter what we do, taking a holistic, long-term focus on the well-being of the workforce is the best path to both happiness and prosperity. Maybe the answer is a four-day workweek.

Tips for Managers

[Isolation and Conflict in the Hybrid Workplace](#) (Forbes, May 31, 2022)

This explores how feeling isolated either at home or in the office space can lead to conflict. So the author covers the strategies necessary in avoiding the feelings of isolation to begin with.

[How Hybrid Work Models Will Change Leadership Roles](#) (BenefitsPRO, May 31, 2022)

Self-awareness and adaptability in the midst of high change and uncertainty are foundations for hybrid leadership and underpin creating a great culture.

[Five Ways To Promote Fairness In The Hybrid Workplace](#) (Forbes, May 16, 2022)

While the pandemic has in some ways made work experiences better, an issue that is coming up is fairness. An "us" versus "them" mentality can occur between those who work either primarily from home or in the office. Institutions must work so that every worker feels equally seen.

[How to Instill a Culture of Learning Into Your Hybrid Workplace](#) (Association for Talent Development, May 6, 2022)

A world of uncertainty and continuous disruption requires agility from individuals and organizations. To stay agile and innovative, you must take this opportunity to root your culture in learning. Here are three ways to instill a culture of learning into your hybrid workplace to ensure that every employee in your organization has the tools and skills they need to take on future challenges.

Office Design

[The Rise of the Smart Office in Hybrid Work](#) (TechRadar, May 28, 2022)

Now that the return to the office and shift to truly hybrid work is a reality for organizations, employers are rethinking the role and purpose of the workplace. While homes are now acting as the new office, for hybrid work to actually be hybrid, the physical workplace is starting to take shape as a critical hub for rich collaboration in an environment that's safe and fosters innovation and productivity.

[Office Next – How We Can Make Offices Work Better](#) (The Miles Group, May 2022)

The pandemic lockdown called for CEOs everywhere to transform their businesses to remote operation. Two years in, millions of white-collar workers are returning to the office – an exercise that is playing out in multiple phases and to varying degrees of success. As Stephen Miles and Taylor Griffin explain, since 2020, remote work has gotten very transactional and people are less engaged.

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