



LIBRARY LINK

Hybrid Workplace



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Issue 41

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**, **Human Resources and Employee Benefits**, and **Diversity and Inclusion**.

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

[Ways to Empower Your Employees Amid Continuous Change](#) (Forbes, July 11, 2022)

The workforce in the past few years has experienced a number of changes. Employers need to be clear with their directions, open to feedback and transparent with their decision making, to create a more supportive work environment.

[Making Hybrid WORK: How to Make Working Anywhere Work for Everyone](#) (Her Canberra, July 11, 2022)

Figuring out hybrid work can be difficult. The key to making it beneficial to everyone is by having open communication of expectations provided within the workplace and the various teams in it.

[Three Ways to Prevent Hybrid Work from Breaking Company Culture](#) (PS News, July 11, 2022)

Hybrid work and work culture can be tricky to navigate. There are some ways that employees and employers can work past the challenges of hybrid work.

[The Key to Managing New Era of Work: Trust Your People](#) (The Washington Post via Factiva, July 7, 2022)

Rolls-Royce North America chairman, CEO and president of defense Tom Bell says the pandemic transformed the way he thinks about work. It's no longer a place, but an activity. As such, leaders must turn to their workers to navigate this new era, he says. (Requires a Factiva login, [access instructions](#))

Human Resources and Employee Benefits

[Post-Pandemic, Business and Benefits Are All About Hyper-Personalization](#) (Employee Benefit News Online via Factiva, July 11, 2022)

One benefit of the pandemic is the way that it caused individuals to consider their work benefits and getting the courage to communicate their thoughts to their employers. Likewise, employers are now getting more engagement from their employees on this matter. (Requires a Factiva login, [access instructions](#))

[Designing Learning Programs for a Hybrid Workplace](#) (Harvard Business Review, July 6, 2022)

Many company leaders are anxious about developing talent in a hybrid work environment. But because virtual learning can be scaled relatively easily; delivered flexibly and in ways that accommodate other ongoing work; and spaced to allow opportunities for learning to be embedded into long-term memory, built upon, and practiced, well-designed virtual learning has been shown to be as effective as in-person learning — and often more so.

Diversity and Inclusion

[Hybrid Work is the Worst Option for Employees From Marginalized Groups](#) (Fortune, July 7, 2022)

Most employees from marginalized groups who work remotely said they, fearing discrimination, lie about or omit parts of their identity at their current job. This included 71% of employees with disabilities, two-thirds of employees 55 or older, almost two-thirds (64%) of women and LGBTQ+ workers, and 57% of nonwhite workers.

[Is Hybrid Work a Trap for Women?](#) (Financial Times, July 5, 2022)

Many women want flexibility but there is evidence it is not good for their careers. This is an audio transcript of the Working It podcast episode: Is hybrid work a trap for women? (Free link)

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