

# How to make hybrid working work for you

The post-pandemic shift to hybrid working means we may need to rethink how our teams stay connected, engaged and healthy as staff begin to move regularly between their homes and the office.

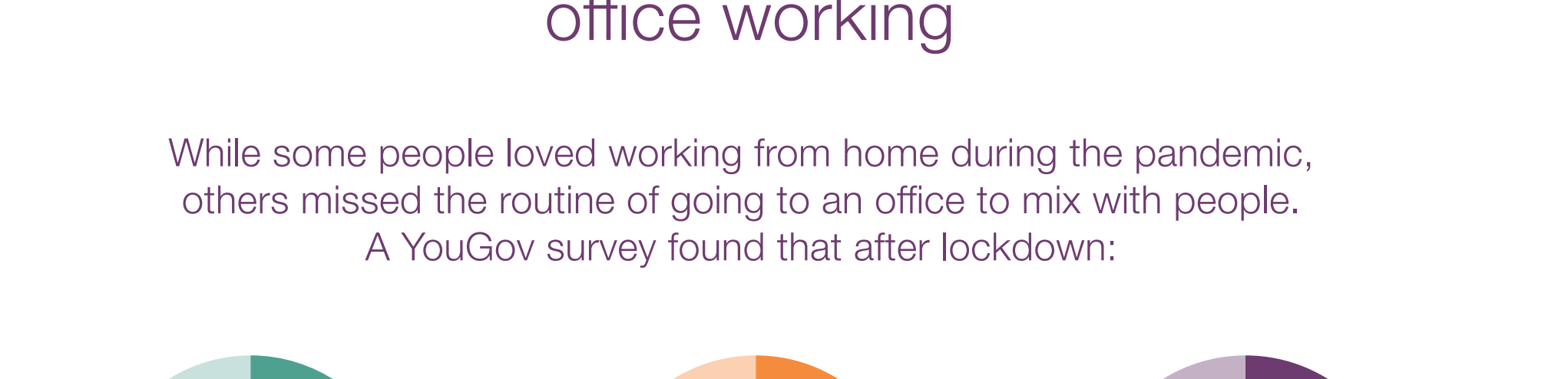


## What is hybrid working?

**Hybrid working** is a flexible alternative to traditional office life, pushed by the mass move to homeworking during the COVID-19 pandemic.

It gives employees opportunities to **work from home, the office, or to switch regularly between the two**. Hybrid working will look different for everyone, and it'll depend on the needs of the company, each individual, and the demands of their role.

## The core principles of hybrid working:



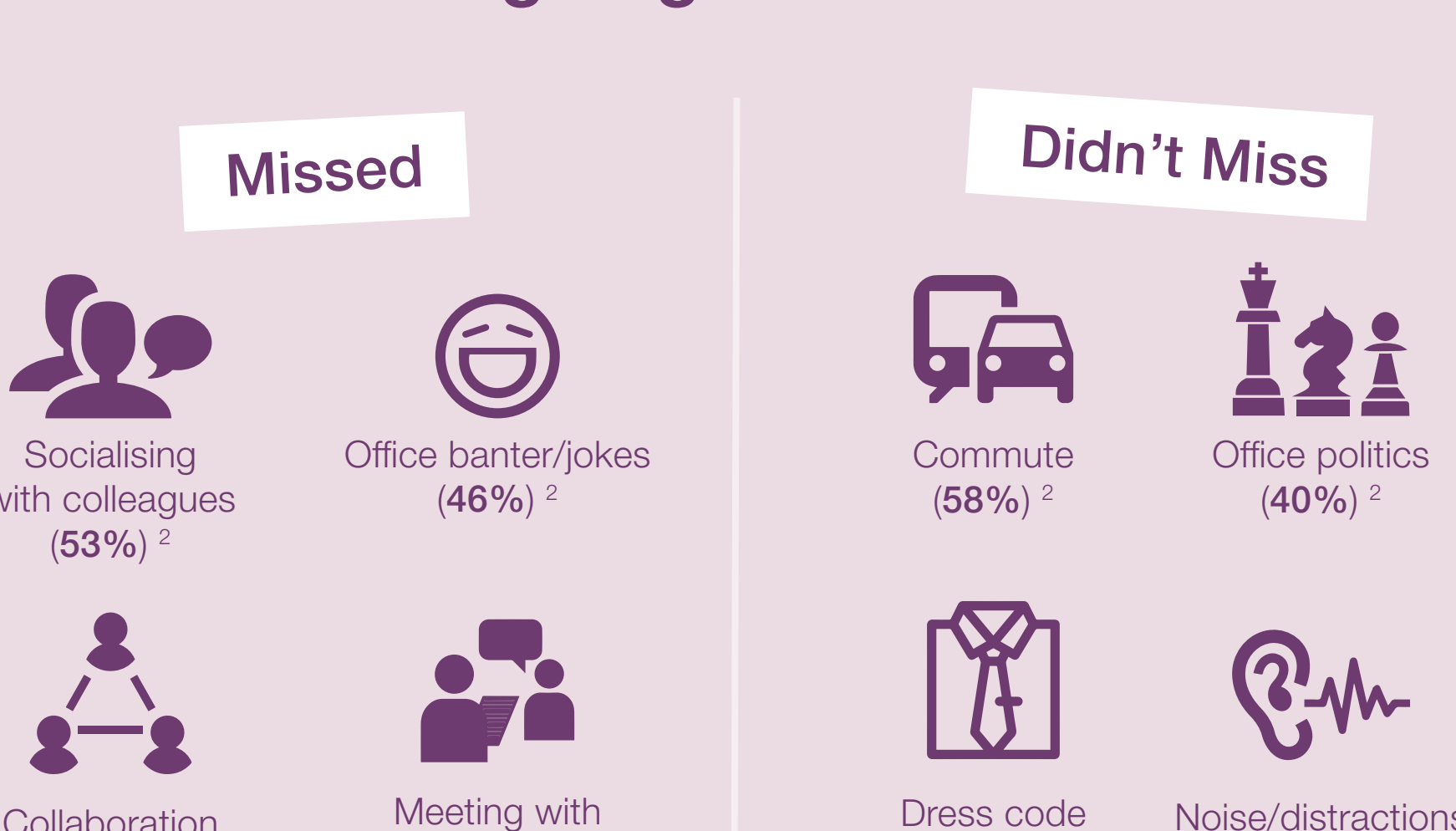
- 1 The office is a more collaborative space for networking and meeting
- 2 Employees are often given the freedom to their own work patterns
- 3 A flexible approach to work increases resilience and productivity

None of us have this all figured out. We are making this up on the fly.

Carolyn Everson, Vice President of Facebook's Global Business Group

## The future isn't 100% remote: workers want a mix of home and office working

While some people loved working from home during the pandemic, others missed the routine of going to an office to mix with people. A YouGov survey found that after lockdown:



## Things people missed and didn't miss about going to the office:

- | Missed  | Didn't Miss                           |
|---|---------------------------------------|
| Socialising with colleagues (53%) <sup>2</sup>          | Commute (58%) <sup>2</sup>            |
| Office banter/jokes (46%) <sup>2</sup>                  | Office politics (40%) <sup>2</sup>    |
| Collaboration with colleagues (37%) <sup>2</sup>        | Dress code (38%) <sup>2</sup>         |
| Meeting with colleagues face-to-face (45%) <sup>2</sup> | Noise/distractions (36%) <sup>2</sup> |
| Structured routine (37%) <sup>2</sup>                   | Office environment (29%) <sup>2</sup> |

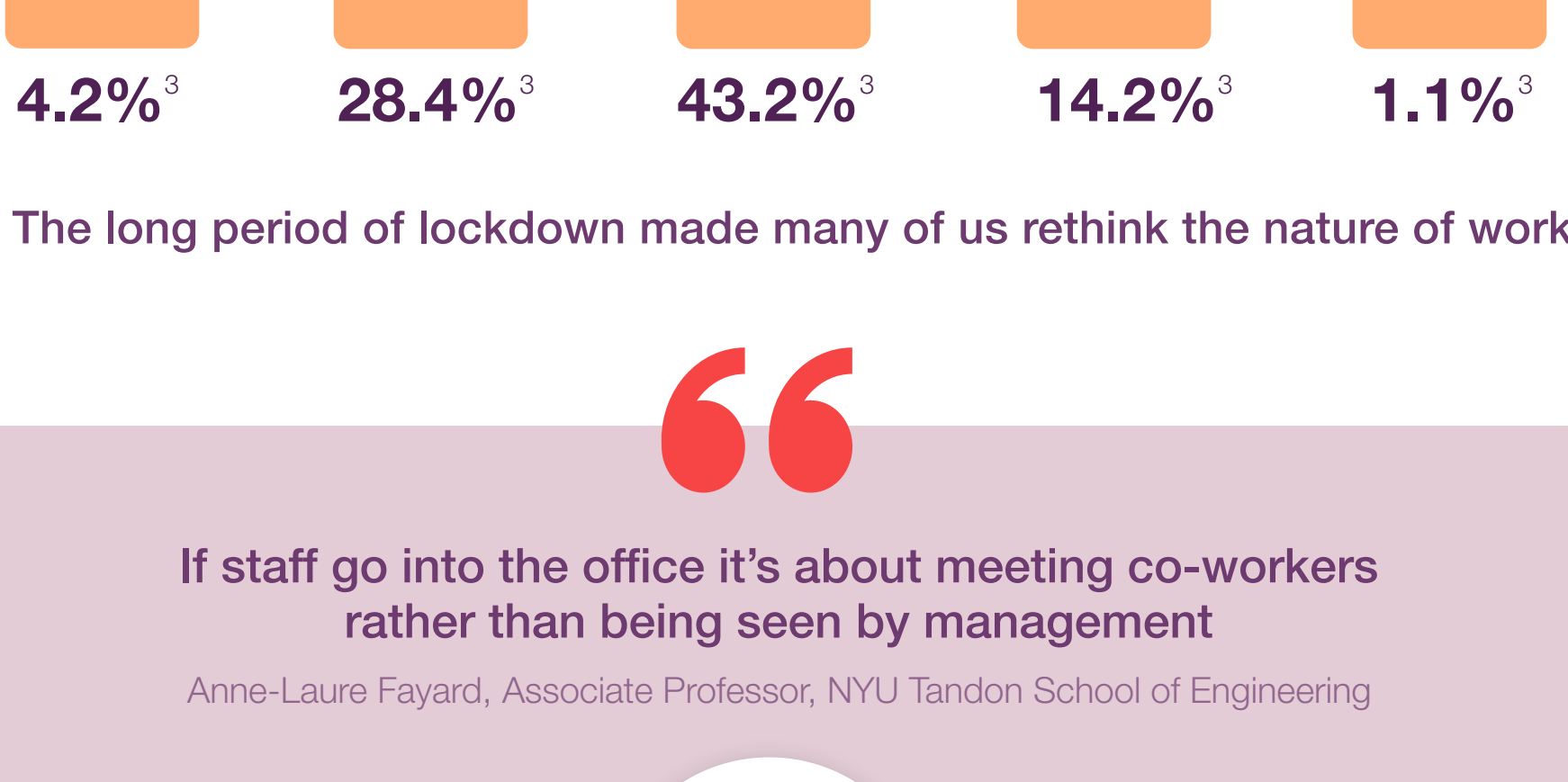
Our employees will be able to work full time from home, from the office, or a combination of the two. The exact mix of home and office work mode is a decision each employee and their manager make together.

Spotify

## A 2020 Posturite survey found that:

Most of us expect to split our time between the office and our homes in the near future. <sup>3</sup>

Most companies reported they are likely to encourage employees to work from home 3 times a week, with the remaining 2 in the office. <sup>3</sup>



The long period of lockdown made many of us rethink the nature of work.

If staff go into the office it's about meeting co-workers rather than being seen by management

Anne-Laure Fayard, Associate Professor, NYU Tandon School of Engineering

## Lockdown highlighted many benefits to homeworking:

- Being offered autonomy and trust feels good
- Money can be saved by both employees and businesses
- Work-life balance can be better with flexibility
- Reduced stress, cost, or pollution of commuting
- Flexibility to change positioning can boost creativity and motivation
- Able to concentrate more in own home environment

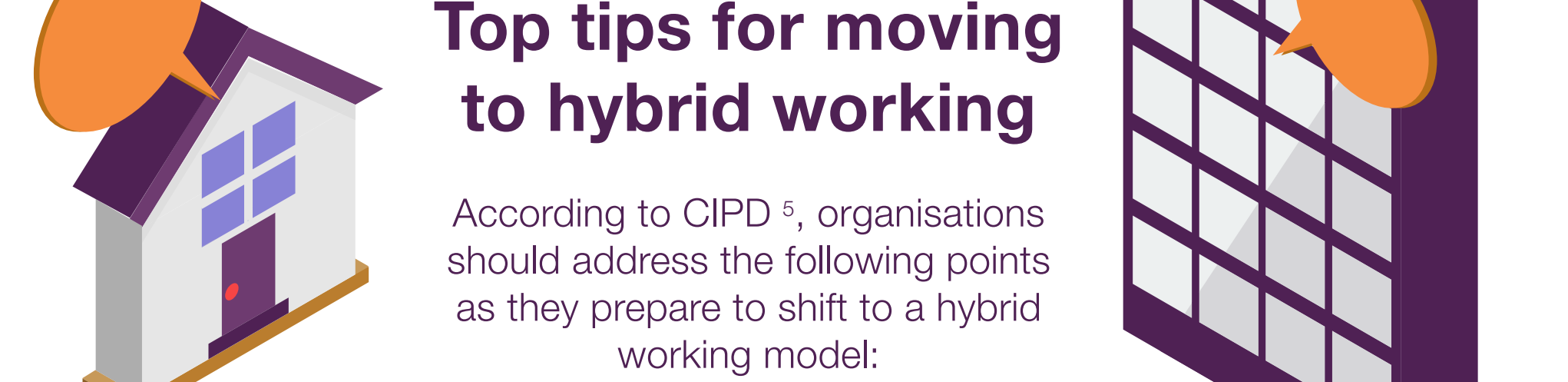
On average, lockdown homeworkers saved £44.78 a week by cutting out things like commuting and buying lunch out. <sup>4</sup>

## Lockdown also highlighted some drawbacks to homeworking:

- Poor postures and positioning
- Equipment and tech not up to scratch
- Isolation
- Missing social contact
- More eating, less moving
- Possible distractions

## What are top companies doing to find a happy medium?

- Reducing office space
- Experimenting to see what works
- Offering the option to work from home
- Redesigning office space for collaboration and other work related activities



## Top tips for moving to hybrid working

According to CIPD <sup>5</sup>, organisations should address the following points as they prepare to shift to a hybrid working model:

- 1 Define hybrid working - what is it going to mean for you?
- 2 Agree a strategy for hybrid working in your organisation and create written guidance.
- 3 Engage people managers, providing opportunities for questions and concerns.
- 4 Provide training and development for managers.
- 5 Create a communication plan detailing how you'll share your hybrid working strategy with your employees.
- 6 Plan how you will support staff with technology, wellbeing, inclusion and facilities.
- 7 Decide how you'll facilitate effective team building and easy communication in hybrid teams.
- 8 Offer DSE assessments to make sure working environments are suitable.

And one more pointer from us... Work with Posturite to provide staff with ergonomic equipment suitable for hybrid working.

## What's next?

To find out how we can help with your transition to hybrid working, head to [www.posturite.co.uk/contact-posturite](http://www.posturite.co.uk/contact-posturite), or visit our website [posturite.co.uk](http://posturite.co.uk)

<sup>1</sup> <https://yougov.co.uk/topics/economy/articles-reports/2020/09/22/most-workers-want-work-home-after-covid-19>  
<sup>2</sup> <https://cezannehr.com/hr-blog/2020/06/things-people-miss-about-the-office/>  
<sup>3</sup> <https://www.posturite.co.uk/blog/survey-results-homeworking-future-staff-wellbeing-must-prioritised>  
<sup>4</sup> <https://www.finder.com/uk/working-from-home-statistics>  
<sup>5</sup> <https://www.cipd.co.uk/knowledge/fundamentals/relations/flexible-working/planning-hybrid-working#ref>