Solving the Hybrid Conundrum

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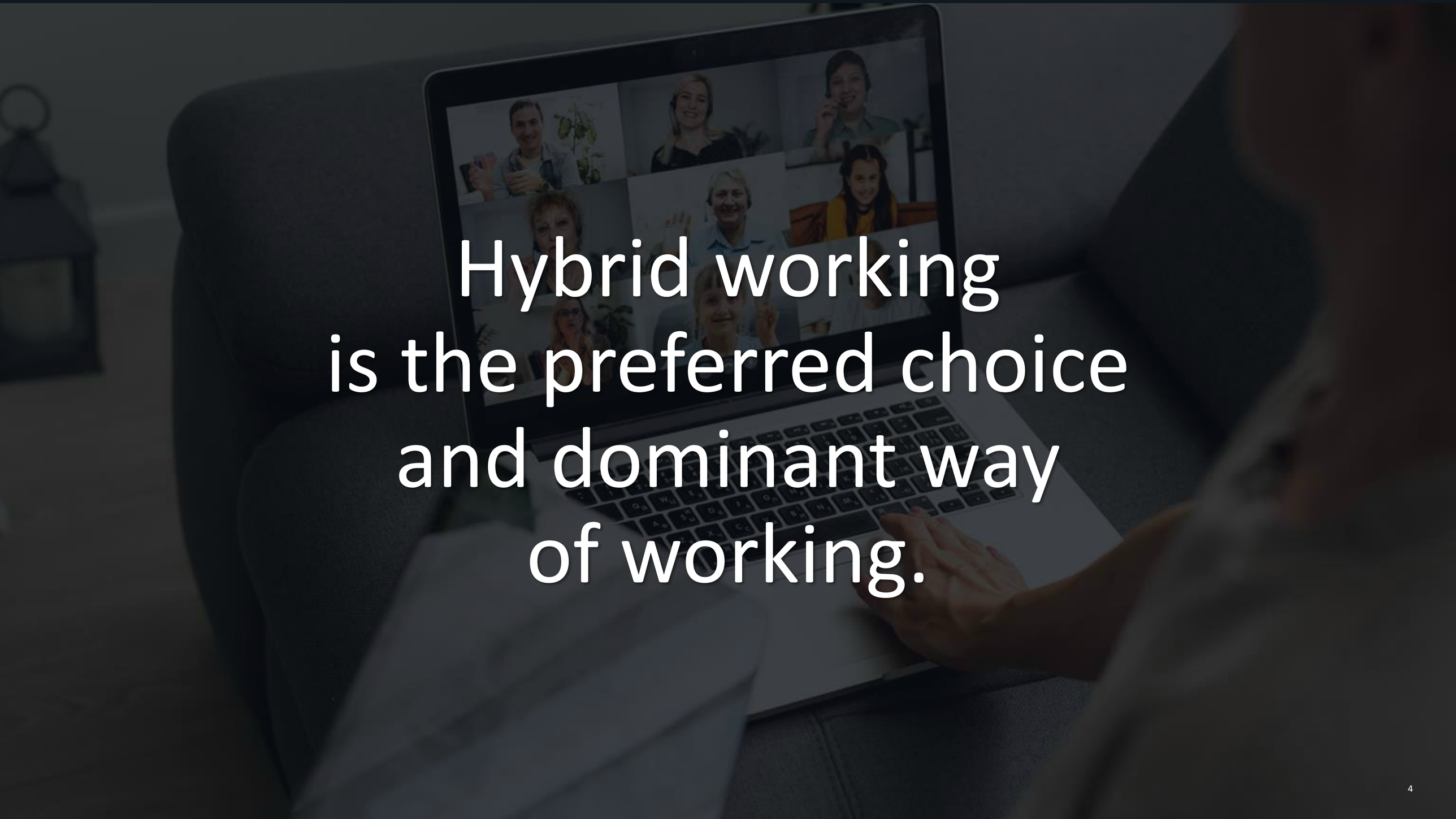
Our employee's relationship with work has fundamentally changed.


Hybrid working
is the preferred choice
and dominant way
of working.

What are we learning about hybrid working?

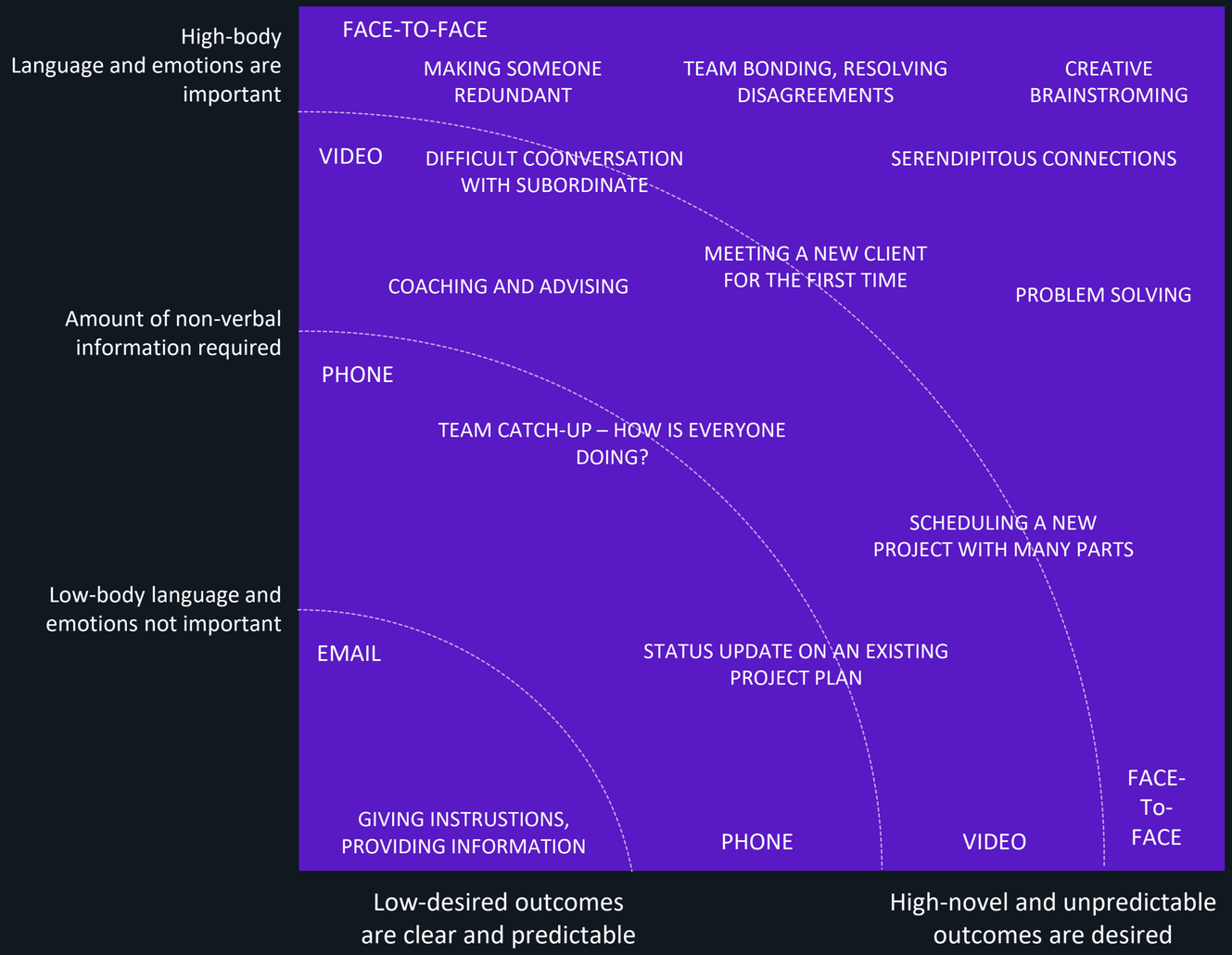
People can be productive at home
and appreciate the wellness benefits.

However,
connection to culture, collaboration and engagement are at risk

Our Organizational Networks are Shrinking

Employees are feeling less connected to their organizations and their co-workers.

In Person Work Matters

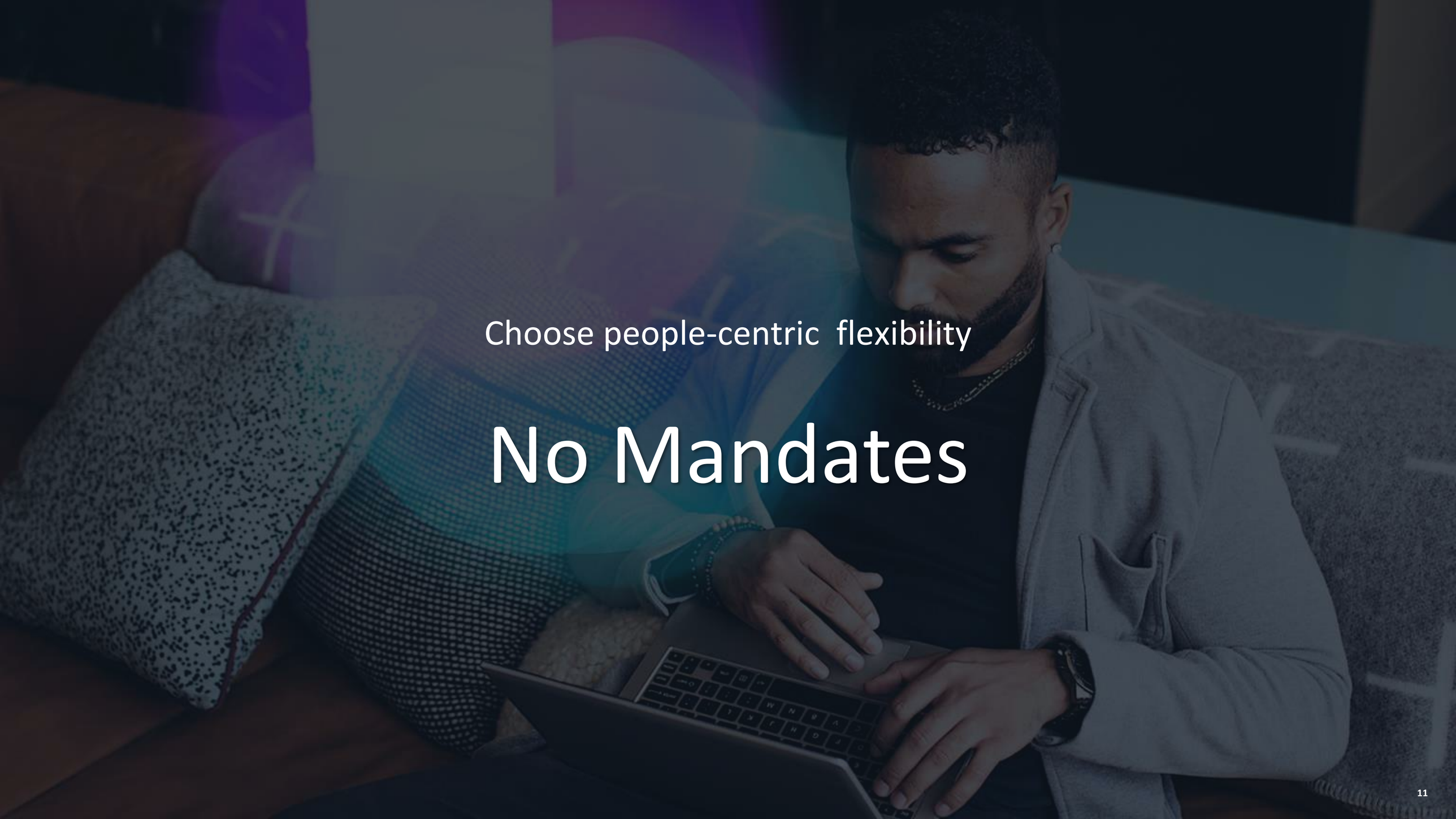


Julian Birkinshaw is a Professor of Strategy and Entrepreneurship at London Business School and is the author of 15 books, including Fast/Forward, Becoming a Better Boss, Reinventing Management and Giant Steps in Management.

Flexibility Rules

“This is an unbelievable opportunity to remake culture. It’s rare in a leader’s lifetime to have such a clean drop for reshaping how you run the place.”

Bill Schaninger, McKinsey & Company



Choose people-centric flexibility

No Mandates

Rally behind cultivating a

Culture of Connection

Connection: A Powerful Business Driver

Connected employees:

4.5x

more likely to answer
“strongly agree”
that their workplace
is more **collaborative.**

5.5x

more likely to report that
their workplace **motivates**
them to go above and beyond their job
responsibilities.

7x

more likely to agree
that their company
encourages **innovation.**

Purposeful
Intentional Connecting

Making It Real

Connection to purpose, mission, & strategy.

Equip leaders with new mindsets & skills.

Purposely Designing for Connection

Connecting to purpose, mission & strategy.

1. Create strategic clarity & excitement for the future.

2. Link individual work to company results.

3. Shift from focus on ‘perks’ to connection, community and making a meaningful contribution

Equipping leaders with new mindsets and skills

Connect Before Content

- Recognition
- EQ Training
- Second City: Radical Collaboration
- Effective 1:1 ‘s
- Team Cohesion
- Inclusiveness

Designing for connection

Creating experiences and environments where people can establish genuine connections and a true sense of belonging.

- Re-engineer meetings
- Moments that matter – i.e., Onboarding
- Vibrant office community
- Office & technology designed for Hybrid
- Experiential, peer to peer learning
- Mentorship

TIME