# Winning With Hybrid

### Who wouldn't welcome a little clarity, some human connection, healthy habits & ownership?

Let's start by imagining what winning feels like.

- 🧡 An empowered team that wants to be a part of it
- 🧡 Visibility & ownership of the metrics that matter
- 🧡 Not just a stated culture, but routines & rhythm that work for business & also your people
- 🧡 Healthy performance that you can be proud of

### Feels good, right? Far from fluffy, this stuff is key to unlocking your business.

Your model is responsible for so much. How you work together. How you deliver. How you operate in a healthy, sustainable way. But is your business optimised to help everyone be their best when in the office & also when WFH?

### Hybrid working makes employees HAPPIER, HEALTHIER & MORE PRODUCTIVE *

### So why do we feel so uncomfy hitting reset on our hybrid models?

Is it the tricky conversations? The alignment of stakeholders? The commitment to new routines?

If this sounds uncomfy you may need a new approach! Let's break it down into a few key components.

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**Creating human connection**

One of the biggest challenges businesses voice with remote or hybrid working is the lack of human connection & the impact this has on mental health as well as productivity.

This can be down to a few things. Poor coordination or purpose when people gather in person. Loneliness when people are working in isolation at home. Disconnect through inconsistent comms. Too often, companies struggle to make it count when they get together.

Ask yourself:
- How & where do you help your people to connect like a human?
- What are the conventions for communicating when WFH? Cameras. Microphones. Dogs. Kids. Cafes. Co-works. What are the contexts & how is it supported?
- And how about cultural conventions when together in the office? A whole generation of digital first new recruits need just as much support navigating open plan etiquette & boardrooms.

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* IWG Study, March 2025

## Healthy habits for all

If a hybrid policy offers flex, people can take responsibility for their wellbeing & create healthy habits that work for themselves, right? Work from a cafe today? Sure. Grab a quick run? Of course.

But flex is often a luxury for those who've earnt the trust. Those who are more vulnerable, lacking job security or healthy role models may need a little more support & some active permission to look after themselves. So whilst a policy may say it supports wellbeing, ambiguity risks lack of inclusivity.

Ask yourself:
- Is your hybrid policy open to interpretation? Does your team really know what's ok?
- Is your stated policy supported from the top down? Do you say it, show it, celebrate it?

## Ownership gives a reason to show up

Wherever there's speculation & uncertainty, you risk a culture of mistrust. Can you have the same control when you're not together in person? How can you build trust when WFH?

If you're unsure whether someone's showing up & really delivering, you're perhaps missing key data & routines that are needed to empower your team. Whether in an office or WFH, people will always benefit if they know what's expected & have the autonomy to deliver in a way that works best.

Ask yourself:
- Does everyone have a reason to show up? A clear metric to own that directly impacts business performance?
- Do you come together [Whether in person or remote] every week to review & tackle any issues with your key metrics?

## The need for clarity

Introducing clarity to your hybrid model is central to Winning With Hybrid.
And how can you bring change?
How can you create sustainable routines?

Let's help you with this.

For any business looking to win with hybrid, join us on at our upcoming Winning With Hybrid workshop:

**Winning With Hybrid Workshop**
**Join our next FREE online session**
**Weds 24th Sept 12:00 BST**

- **Leave the session with clarity on the core components of your hybrid model.**
- **Discover an approach for creating empowerment & performance through human connection, healthy habits, ownership & routines.**

**REGISTER HERE**

REMOTE
**& human**