

GOING HYBRID?

4 Tips for Rethinking Your Org Design

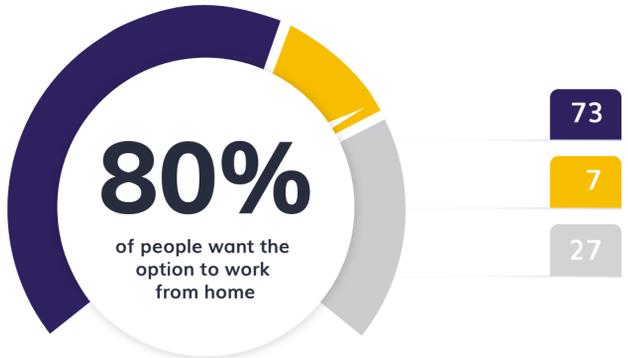
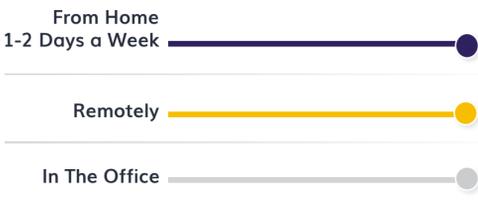


As your organization transitions to a Hybrid Workplace, you'll need to consider how it aligns with your organization design. Here are a few tips to consider:

1 Let business requirements drive how you configure your onsite, remote and hybrid teaming structure.

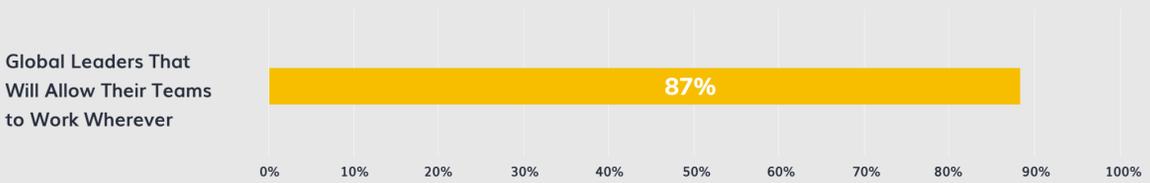
According to Qualtrics' Future of Work in 2021 Report, while only 27% of employees want to work in the office full-time, even fewer (7%) want to work remotely all the time. Most employees — 73% — prefer the option to work from home at least 1-2 days each week.

Want to work:



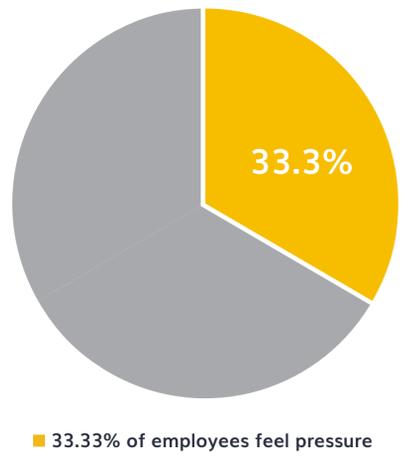
2 Invest in access and flexibility so teams can work from anywhere.

According to Steelcase, 87% of global leaders stated they will allow their teams to be more flexible regarding where, when and how they work.

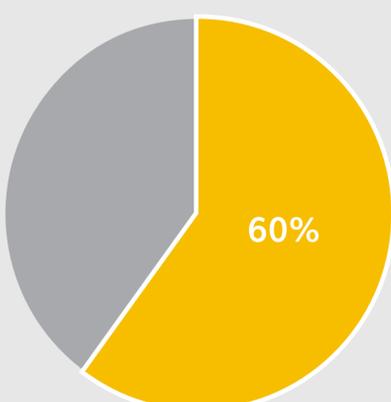


3 Support leaders in letting go of control and learning to trust and empower their teams.

One-third of remote employees feel pressure to demonstrate they're working to their managers, according to Slack, which could lead to more stress and burnout. Holding people accountable for results – rather than activity – empowers employees with the freedom and flexibility for how they get to the end result.



4 Rethink your succession strategy with passionate leaders in mind — in or out of the office.



About 60% of professionals stated it would hurt their chances for promotion if they let their boss know they want to continue working remotely, according to Korn Ferry. Reassure high potential talent that their leadership and results – not facetime in the office – is what matters most.

