Hybrid working will look like:

- Missing social interaction
- Didn't Miss: things people missed and didn't miss

The core principles of hybrid working:

- Flexibility to change
- Boost creativity and autonomy

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.

Things people missed and didn't miss:

- Office environment
- Collaboration for networking and socialising
- Reduced stress, better work-life balance
- Work with Posturite

A 2020 Posturite survey found that 37% of people missed the physical office, 53% missed the social aspects like office banter/jokes, and 29% missed commuting to the office.

Top tips for moving to hybrid working:

1. Define hybrid working - what is it going to mean for you?
2. Decide how you'll facilitate hybrid working - how often will employees work from home?
3. Create a communication plan detailing how you'll share your plans with employees.
4. Plan how you will support employee wellbeing, inclusion and development.
5. Offer DSE assessments.
6. Provide training and support for managers on how to make sure working from home stays productive.
7. Offer reassurance and support for anyone who feels isolated.

Research Links:

- Anne-Laure Fayard, Associate Professor, NYU Tandon School of Engineering
- Carolyn Everson, Vice President of Facebook’s Global Business Group
- HSBC
- CIPD
- Lloyds Banking Group
- Twitter

What's next?

- Invest in your employees' wellbeing
- Review and adapt your plans as necessary
- Experimenting to see what works best for your organisation