

Why do we need to design a hybrid work model and want to move away from the office anyway?

What would the perfect hybrid work model look like for our company and team?

How can we create a great hybrid work culture and psychological safety in this context?



Work is not a place. It's what you accomplish together.

-Jim Kalbach



Remote & Hybrid Collaboration

What is hybrid work?

A variety of work models that blend remote work with any kind of in-person experience.



Hybrid Work Models

Remote only

Remote first

Static hybrid working

Dynamic hybrid working

Synchronous hybrid working

Office first



MANAGEMENT 3.0

Hybrid Work Manual

Kim Heldman



Hybrid Work Manual:

Research Handbook on Psychosocial Conditions at Work Caroline Biron, Julie Dextras-Gauthier, Cary Cooper, 2025-12-16 This timely Research Handbook explores the emerging psychosocial risks that threaten mental health and productivity in the workplace Leading experts examine how the world of work is evolving at an unprecedented pace and assess whether existing organizational intervention strategies are still effective at responding to new challenges

Armstrong's Handbook of Human Resource Management Practice Michael Armstrong, Stephen Taylor, 2023-01-03 Armstrong's Handbook of Human Resource Management Practice is the definitive resource for HRM students and professionals helping readers understand and implement HR to align with business needs This book provides detailed coverage of all areas essential to the HR function such as employment law employee relations learning and development performance management and reward management It also covers the HR skills needed to ensure professional success including leadership managing conflict interviewing and using statistics It is illustrated throughout in full colour and has a range of pedagogical features to consolidate learning such as source review boxes key learning points and case studies from international organizations such as IBM HSBC and Johnson and Johnson This fully updated 16th edition includes new chapters on managing remote workers and developments in digital human resource management practices There are also updates to reflect the changes throughout the HR function such as performance leadership smart reward and employee wellbeing Armstrong's Handbook of Human Resource Management Practice is suited to both professionals and students of undergraduate and postgraduate degrees It is also aligned with the Chartered Institute of Personnel and Development CIPD profession map so can be used by those studying the Associate Level 5 and Advanced Level 7 qualifications Online supporting resources include comprehensive handbooks for lecturers and students lecture slides all figures and tables toolkits and a literature review glossary and bibliography

Handbook of Virtual Work Lucy L. Gilson, Thomas O'Neill, M. T. Maynard, 2023-05-09 In light of the COVID 19 pandemic this timely Handbook builds upon research and practice to discuss and assess what is currently known about virtual work and its evolution given the increasing numbers of those working virtually

The Emerald Handbook on International Higher Education Jon McNaughtan, Alexander W. Wiseman, 2025-11-20 The Emerald Handbook on International Higher Education is a comprehensive and structured exploration of the challenges and opportunities arising from the digital age's impact on workforce and leadership in higher education institutions

Work-Nonwork Management Nina M. Junker, Maria Karanika-Murray, Cary L. Cooper, 2025-12-19 Work Nonwork Management Research and Practice in a Changing Work Context advances the understanding of how individuals couples teams and organizations can effectively navigate work nonwork integration in ways that promote well being and productivity The book considers how individuals form and shape boundaries between their work and nonwork roles sheds light on the role of supervisors in enabling individuals work nonwork management while effectively leading teams with

diverging work nonwork needs and interests and clarifies how organizations can develop and implement effective work nonwork policies Highlighting the importance of embracing work nonwork diversity within organizational culture the expert contributors offer hands on recommendations to facilitate the handling of and benefit from having multiple roles in this new work context Going beyond the traditional the book considers the experiences of blue collar and non standard workers individuals employed in family businesses and small to medium sized businesses and LGBTQIA individuals as well as adopting a global perspective by looking at cross cultural differences in how individuals reconcile and negotiate their work and nonwork roles Essential reading for students and academics in psychology and management studying the work nonwork interface this volume also serves as an invaluable resource for supervisors HR professionals and organizational decision makers seeking to support employee well being while enhancing organizational attractiveness in an increasingly competitive talent marketplace

HowExpert Guide to Career and Professional Development HowExpert,2024-10-14 If you want to take control of your career reach your full potential and achieve success in today s fast changing workplace HowExpert Guide to Career and Professional Development is your go to resource Packed with practical strategies and real world examples this guide helps you navigate every stage of your career from setting goals to excelling in the professional landscape In today s competitive environment staying ahead requires more than hard work it demands strategy adaptability and continuous learning Whether you re starting out seeking advancement or considering a career shift this guide provides actionable insights proven techniques and expert advice to help you succeed Here s what you ll learn in each chapter Introduction Why career growth is essential and how this guide will help you succeed Chapter 1 Self Assessment for Career Growth Evaluate your strengths and align your career with your potential Chapter 2 Setting SMART Goals for Career Success Set clear actionable goals to stay on track Chapter 3 Education and Skill Development Explore education options certifications and learning strategies Chapter 4 Networking and Relationship Building Build a strong network and valuable relationships Chapter 5 Job Search Strategies for Growth Craft resumes cover letters and ace interviews Chapter 6 Personal Branding for Professional Success Build a personal brand that sets you apart Chapter 7 Navigating Workplace Dynamics Adapt to workplace culture collaborate and manage conflict Chapter 8 Strategies for Career Advancement Identify growth opportunities and position yourself for leadership Chapter 9 Successfully Transitioning Careers Transition smoothly into new roles or industries Chapter 10 Achieving Work Life Balance Balance career success with personal well being in demanding environments Chapter 11 Embracing Diversity Equity and Inclusion Understand how DEI fosters inclusive workplaces and promotes fairness Chapter 12 Thriving in Remote and Hybrid Work Master remote work skills to stay productive and balanced Chapter 13 Entrepreneurship and Side Hustles Learn to start and manage a side hustle or venture Chapter 14 Managing Freelance and Contract Careers Discover how to succeed in freelancing and contract work Chapter 15 Building Resilience and Navigating Setbacks Build resilience to overcome career challenges Chapter 16 Discovering and Pursuing

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