

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

**Caroline Biron, Julie Dextras-  
Gauthier, Cary Cooper**



## 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

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