

Leading in the Hybrid Workplace

blanchard®

Create an environment where your teams thrive in a hybrid workplace

Learn the unique leadership skills required to lead successfully in a hybrid or fully remote workplace.

Hybrid is becoming the new norm in many organizations. Research shows that many employees are more productive and have a greater sense of well-being in a hybrid workplace. However, it is not without its challenges.

Hybrid and fully remote workers can feel less connected to the organization's culture and may experience an impaired relationship with their coworkers. Team collaboration is more difficult for many in the hybrid workplace. Many leaders struggle to manage both on-site and remote workers and the work itself is often more difficult to coordinate.

Leading in the Hybrid Workplace helps leaders create an environment where their teams thrive and focuses on three key strategies:

- **Master the Fundamentals:** Mastering the hybrid team fundamentals includes closing the gap between the things we *know* and what we *do* as hybrid leaders. It means being fully present and engaged with the team, establishing and utilizing clear ways of working, and engaging the team in virtual or hybrid meetings.
- **Nurture Inclusive Hybrid Teams:** Nurturing inclusive hybrid teams means breaking down the emotional and structural barriers that can keep team members feeling lonely or isolated.
- **Enable Hybrid Team Success and Well-being:** Employee well-being is linked to employee engagement and productivity, which is linked to organizational vitality. Enabling hybrid team success and well-being begins with leaders considering employees' work/life balance and providing appropriate tools and training for the job.

Outcomes



Deepen Connection
Between Employees



Increase Autonomy
and Empowerment



Improve Performance
of Hybrid Staff



Improve Employee
Engagement





Learning Objectives

- Master the hybrid team fundamentals
- Establish and consistently use ways of working
- Engage the team in hybrid meetings
- Nurture inclusive hybrid teams
- Create psychological safety in the digital workspace
- Demonstrate empathy and humanness in digital interactions
- Enable hybrid team success and well-being

The workshop includes:

8 online tools in Microsoft Forms for leaders to use with their teams.

Pulse checks to measure:

- Psychological safety
- Engagement in meetings
- Work/life balance
- Energy and focus
- Digital exhaustion

Team Assessments to:

- Improve hybrid meetings
- Understand working preferences
- Measure hybrid team practices

Who Should Attend?

- Individuals in a supervisory or managerial role
- All employees at the organization

Learning Modality

In-depth Learning • Application • Practice • Action Planning

Virtual Instructor-led Course (VILT)

Four 2-hour virtual sessions

The virtual sessions offer learners a highly engaging experience that includes expert instruction, reflection, group activities, and opportunities to practice new skills in a safe setting.

Connect with us:



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