

How to Manage a Hybrid Workforce Inclusively



As we emerge from the pandemic, the challenge for organisations to successfully manage our next transition is real and potentially daunting. We have become accustomed to reacting rather than having the luxury to plan. This is, however, changing and organisations can now choose to shape the organisation they would like to see emerge.

The key question of course is how we think about work now.

How can we bring together everything we valued pre-pandemic, together with all we have learnt and design for a better work experience?

These are challenges and organisations have much to consider when it comes to visibility, inclusion, managing two work environments and communication to name only a few. We hear from many organisations across all sectors asking themselves the

same questions; how can we build a resilient, fully engaged and connected workplace culture? How can we ensure an inclusive culture across the entire workforce regardless of everyone's location?

WorkJuggle have been experts in flexible and remote work long before the pandemic. When it was unfashionable to talk about flexibility in the workplace, we were at the forefront talking with organisations and employees about how to make this a reality for working people today. We are industry experts in this field. At WorkJuggle, we have designed an interactive training course to help answer these questions so that organisations can start to build a better workplace for the future. Our training helps organisations consider key pillars of the blended workplace to help get set up for success.



Pillar 1: Staying connected at work

It is a cruel irony that we have never been more connected to one another, yet we have never felt more isolated and disconnected from one another. This was true before Covid went the extra step and physically distanced us from one another too. We look at how can we promote social interaction and camaraderie and the science behind why it is so important. As studies show how high performing teams are socially engaged, we explore what practical ways can help teams stay connected and engaged on a weekly/daily basis.

"Loneliness isn't about being alone. It's about not feeling connected."

John Cacioppo, social neuroscientist

Pillar 2: Networking in a hybrid environment

There are two types of currency in the workplace, the productivity currency and relationship currency. In the blended workplace, how can we build a network of people who value us and how can we build self advocacy? We look at the roles of champions, mentors, sponsors to see who is speaking on our behalf when we are not in the room.

Pillar 3: Communication

Communication is powerful. It can help build relationships and let us do great work together. We look at how do we learn to communicate in a digital and hybrid world, what should be the congruency, consistency and appropriate medium. We also look at our personal brand and how we can be the scribe of our own story.

- Skills Session • Communication is powerful. It demonstrates self awareness, confidence, conviction
- Self advocacy - 'If not you, who? If not now, when?'
- Personal brand - we all are one today. Be the scribe of your own story

Our training includes the latest research in this area and looks at case studies of companies who excel at fostering social interaction. We conclude on working with organisations to help create a plan for their aspired culture; what will it look like, how can you collaborate now and keep people engaged?

Customers



If you are interested in finding out more, please contact us on +353 1 5649211 or email aoife@workjuggle.com