

Hybrid Team Management

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Topics covered

- ☐ **Hybrid Working – Styles, Benefits and the Future of Work**
- ☐ **How to Lead , Delegate and Manage a Hybrid Team**
- ☐ **Long Term Hybrid Leadership**

Our Key Discussion Points



Managing a Hybrid Working Environment

The Future of Work

- Hybrid work is a flexible approach that allows employees to split their time or choose between working in the office and working from home.
- Hybrid work varies in flexibility and can mean a different approach to different people and organisations.
- 66% of leaders say their company are redesigning their offices with a hybrid work model in mind
- 73% of employees want flexible remote work options to remain post pandemic
- 26% of employees said they missed meeting their teams face-to-face when asked about why they like going to the office

Hybrid Working

Here are some different types of hybrid work policies companies are using:

- **Hybrid at-will:** Employees can choose which day(s) to come into the office
- **Hybrid split-week:** The company assigns specific days for on-site and remote work by team or function
- **Hybrid manager-scheduling:** Managers choose which day(s) their team comes into the office
- **Hybrid mix:** A combo of all three options

Poll

What style of Hybrid Working are you and your company using ?





Expectation

V



Reality

The 5 Characteristics
of a High Performing
Team





**What is your biggest
Challenge/Concern in
Managing a
Hybrid Team ?**

Challenges & Concerns Managing a Hybrid Team

- Communication
- Team Morale
- Performance Management
- Focus and Commitment



A photograph of a man and a woman in a professional setting. The man, on the left, is wearing a light blue button-down shirt and is gesturing with his right hand while speaking. The woman, on the right, has dark curly hair, wears glasses, and a striped shirt. She is holding a pen and looking at the man. They are sitting at a table with papers on it. The background shows some green plants.

Long Term Hybrid Management

Managing a Hybrid Team Long Term

1. Communicate work schedules and collaborate using team charters
2. Discourage a “them” and “us” culture
3. Set different modes of communication
4. Think about how you will measure performance
5. Create occasions to bring people together
6. Refine and redefine your company's purpose and culture
7. Hire wisely

Summary and Analysis



- ❑ Hybrid is the future of work
- ❑ Don't think you can continue leading in the same way
- ❑ Utilise your leadership skills and adapt them to suit the new working environment.
- ❑ Continue to examine, train and research the area – it is all very new.

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Thank you!