

A Hybrid Approach to Today's Workplace

Work flexibility is consistently cited as a major post-pandemic trend — driven by employee demand. In response, many employers are implementing hybrid work models in their workplaces.

What Is a Hybrid Model?

A hybrid workplace is a flexible model specifically designed to support a workforce of both on-site and remote employees. A thoughtful hybrid-workplace approach combines the best aspects of an organization's on-site and remote workplaces.

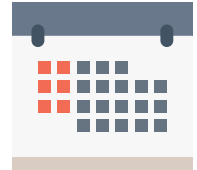
A practical hybrid model may be a combination of several arrangements, including the following:



Flex remote: Employees are on-site on set days.



Core hours: Employees are available during designated times.



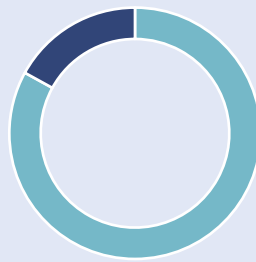
Custom scheduling: Employees request a specific hybrid work schedule.

Is Hybrid the Future?

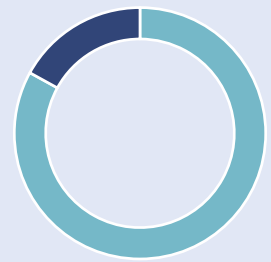
Consider the following findings from a Mercer survey of U.S. employers:



83%
are considering flexible work arrangements more than they did prior to the pandemic.



73%
plan to implement a hybrid work environment.



42%
plan to focus employee training on leading and working in a virtual or blended environment.

Hybrid workplace models come with both advantages (e.g., wider talent pools and increased employee productivity) and challenges (e.g., difficulty communicating and lack of real-time collaboration). Also, hybrid workplaces can look very different based on an organization's priority of the following factors:



Talent access



Individual productivity



Team productivity



Real estate costs

5 Hybrid Workplace Strategies

Most organizations have standards in place for on-site employees and now need to adapt to a mirroring set of standards for those working remotely. To best accommodate a distributed workplace, consider the following five tips:

- 1. Formalize hybrid work processes and set clear expectations.**
- 2. Be transparent about remote and hybrid work expectations and decisions.**
- 3. Plan meetings to be friendly to all employees.**
- 4. Consider how project management and communication channels can foster companywide collaboration.**
- 5. Ask for and listen to feedback from employees.**

The implementation of hybrid workplace models will vary by organization. Contact Horst Insurance to learn more about designing and managing a hybrid workplace.