



LEADERSHIP TRAINING SERIES

LEADING A HYBRID WORKFORCE WELL: PITFALLS, BEST PRACTICES, AND CREATING NEW HABITS

As organizations bring back to the office at least some workers some of the time, we'll all be taking part in a grand experiment about hybrid workplaces. There will be many problems that we can't anticipate, but there will also be MANY that we can. For instance, fostering collaboration and a sense of belonging will be more challenging, and there will be new layers of obstacles to equity and inclusion—between those in the office more and less frequently (or not at all)—as our CEO has written and spoken about.

It is leaders who must decide the specific policies, guidelines, and exceptions about what all-remote or hybrid working will be—both initially, and what it will become over time. Leaders must communicate clearly and effectively, support managers who are the front line in implementing policy, make sure the employees in the office less than others (or not at all) are treated equitably and efforts are made to engender engagement, belonging, and inclusion. Moreover, leaders must solicit feedback and data about how their experiment is going and adjust accordingly. We're here to help.

**THIS WORKSHOP
UPSKILLS LEADERS TO BE
AWARE OF AND
ADDRESS CHALLENGES
AND OPPORTUNITIES
WITH A HYBRID
WORKFORCE.**

Live in Their World offers a series of workshops tailored to your organizational needs and hybrid model, aligned with your organization's development strategy. This workshop upskills leaders to be aware of likely challenges and opportunities with a hybrid workforce (or continuing a remote workforce). We apply principles from the science of learning and of psychology so leaders can create and carry out the most effective policies for their organization.

AS A RESULT OF THE WORKSHOP, LEADERS WILL BE ABLE TO:

- Understand the variations of hybrid workforces, and their potential challenges, solutions, and opportunities,
- Understand the ways that biases could affect a hybrid or remote workforce and be able to create solutions to address those biases,
- Understand how policies may affect different age cohorts differently,
- Address issues of fairness, equity, inclusion that arise with a hybrid or remote workforce
- Understand the importance of clear and transparent communication about the policies,
- Better understand how to support managers as they implement the policies,
- Understand how to solicit feedback and to devise ways to assess the effects of the policies.

TO FIND OUT MORE, REACH OUT TO US AT INFO@LIVEINTHEIRWORLD.COM