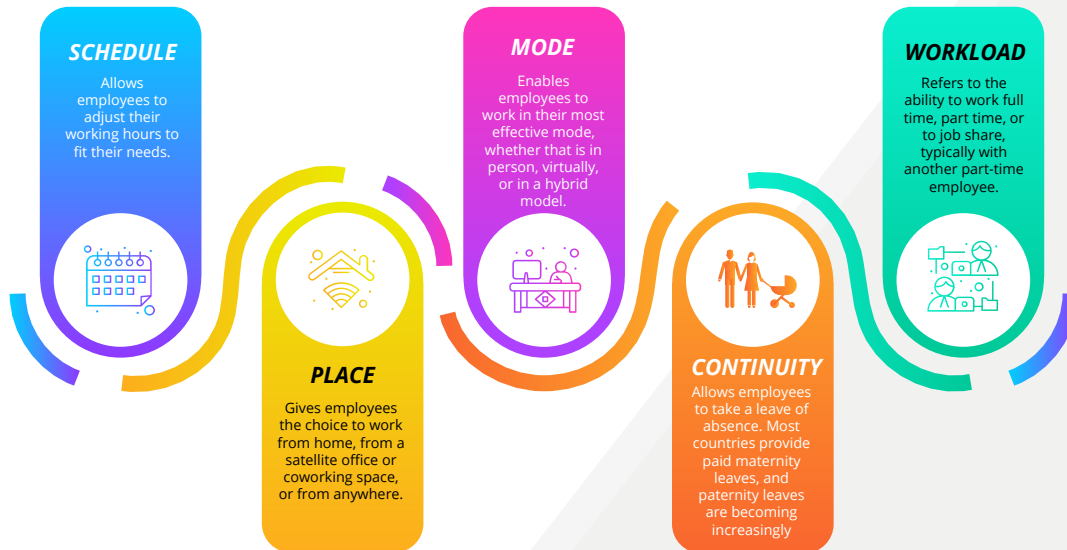




# THE ERA OF HYBRID WORK

Leaders can better understand and embrace hybrid work by actively listening to their employees needs, fostering a culture of flexibility, and leveraging technology to maintain clear communications. By doing so, they can create an inclusive environment that supports both in-office and remote team members, driving productivity and engagement.



Source: hbr.org

## 5 KEY TRENDS LEADERS NEED TO UNDERSTAND TO GET HYBRID RIGHT

**01**

*Employees have different priorities when it comes to work and life.*

Compared to before the pandemic:

- **47%** of employees are more likely to put **family and personal life over work.**
- **53%** are more likely to prioritize their **health and well-being.**

**02**

*Managers feel wedged between leadership and employee expectations.*

- **54% of managers** feel their leadership is out of touch with employees. Leaders say they either require or **plan to require employees to be in the office full time.**
- **73% of employees** want flexible work options to stick around long term. They **believe their productivity has stayed the same or improved.**

**03**

*Leaders need to make the office worth the commute.*

- **51% of employees** who are currently working in a hybrid model say they're **considering going fully remote in the year ahead.**
- **38%** of them say their greatest challenge is knowing **when or why to come into the office.**

**04**

*Flexible work doesn't have to mean "always on."*

- **The average workday span has increased by 13%**, with after-hours and weekend work rising by 28% and 14%, respectively.
- **Time spent in meetings and/or virtual work increased 252%** since early 2020.

**05**

*Rebuilding social capital looks different in a hybrid world.*

- **58% of hybrid employees have maintained strong relationships** with their direct teams, while only half of fully remote employees have done the same.
- **Newly onboarded employees** are particularly at risk, with weaker workplace relationships and **56% considering changing jobs** within the next year.

Based on the article "5 Key Trends Leaders Need to Understand to Get Hybrid Right" from hbr.org