



Hybrid Working – What is everybody else doing?

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Housekeeping

- 📦 Duration
- 📦 Recording
- 📦 Questions
- 📦 Slide deck
- 📦 Links
- 📦 Follow-up



Today's Agenda

- Context
- Spoiler alert
- Leesman research
- Pros & Cons of homeworking
- 4Cs + 1
- Five models
- Interactions
- More choice in the workplace?
- Don't forget the basics
- The HR Perspective



Context

- ▣ My own experience
- ▣ My own observations
- ▣ Listening to lots of really knowledgeable people
- ▣ Reading lots of really interesting articles
- ▣ Lots of screen grabs!
- ▣ Q & A



Spoiler alert

- ❏ There's no silver bullet
- ❏ No one-size-fits-all



- ❏ Culture
- ❏ Personalities
- ❏ Size
- ❏ Activities
- ❏ Demographics
- ❏ Geography



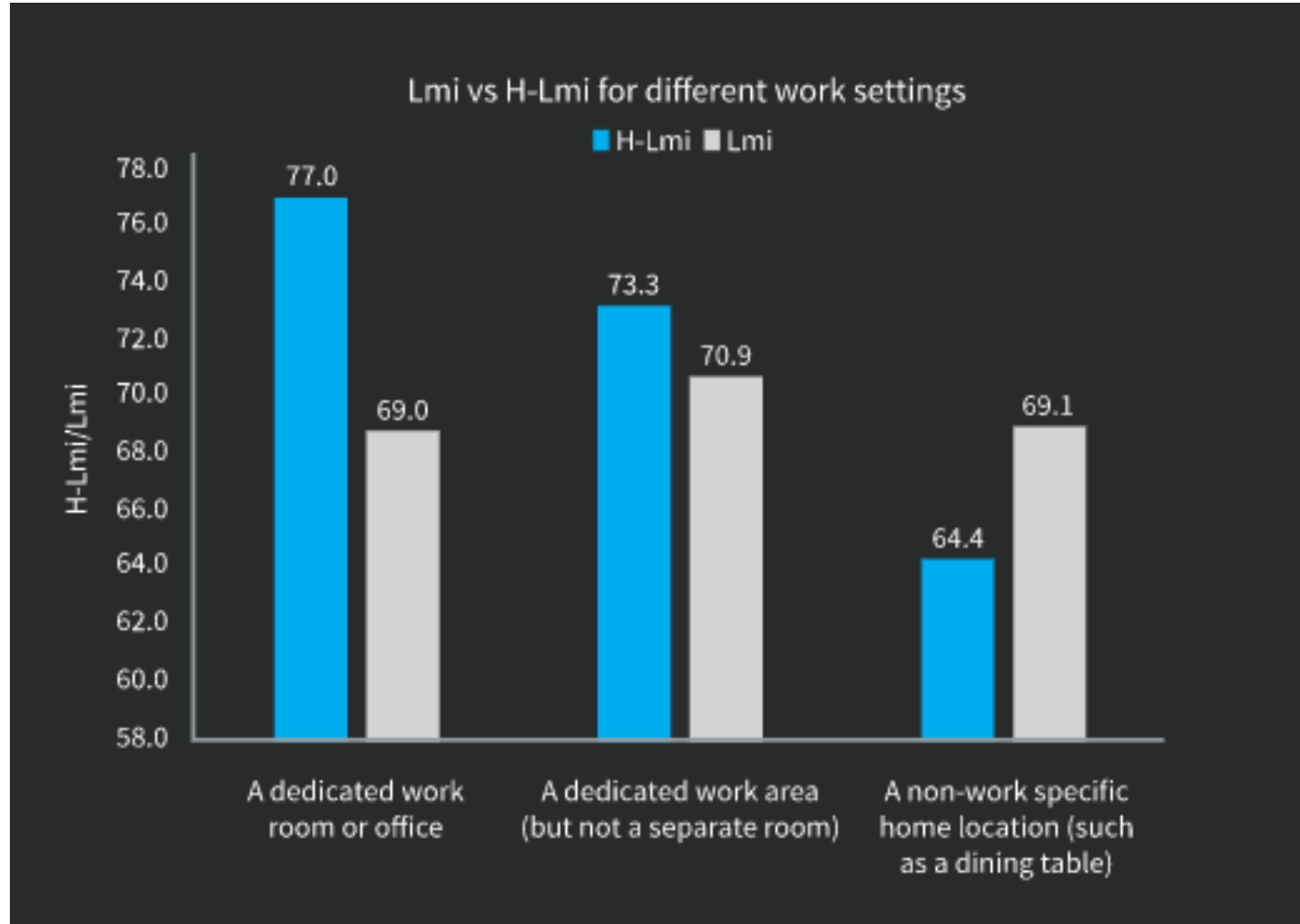
Leesman research



- 📦 August 2020
 - 126,000+ responses
- 📦 Q3/2020
 - 145,000+ responses

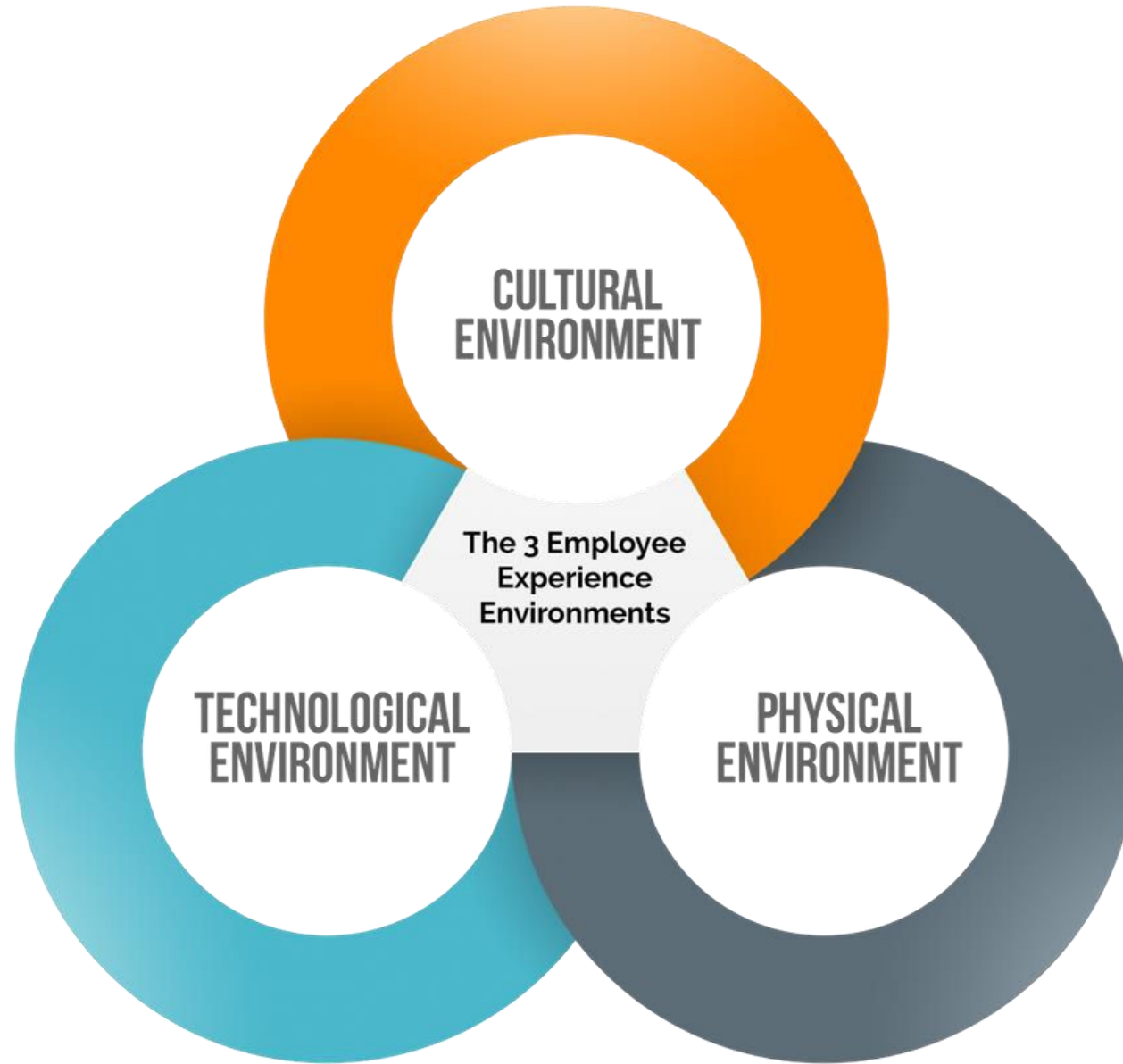


Leesman research



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Pros & Cons of Homeworking

Pros

- 📦 Better work-life balance
- 📦 Less travel
- 📦 Easier to focus
- 📦 Increased productivity
- 📦 Better for the environment



Cons

- 📦 Loss of serendipitous meetings
- 📦 Loss of osmosis training
- 📦 Loss of creativity
- 📦 Longer hours
- 📦 Mental health issues
- 📦 Physical health issues



4Cs + 1

- 📦 Collaboration
- 📦 Communication
- 📦 Concentration
- 📦 Contemplation
- 📦 Creativity

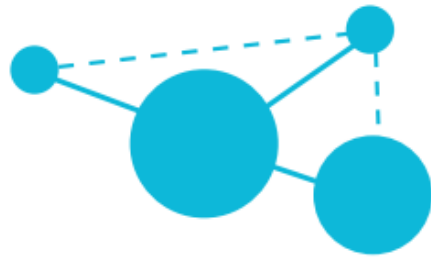


Five Models

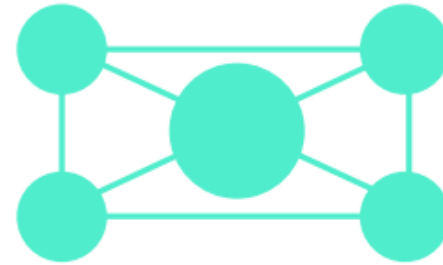


As it was

In-person



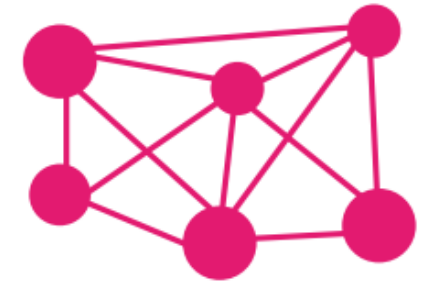
Turbocharged ABW



Clubhouse



Hub and spoke

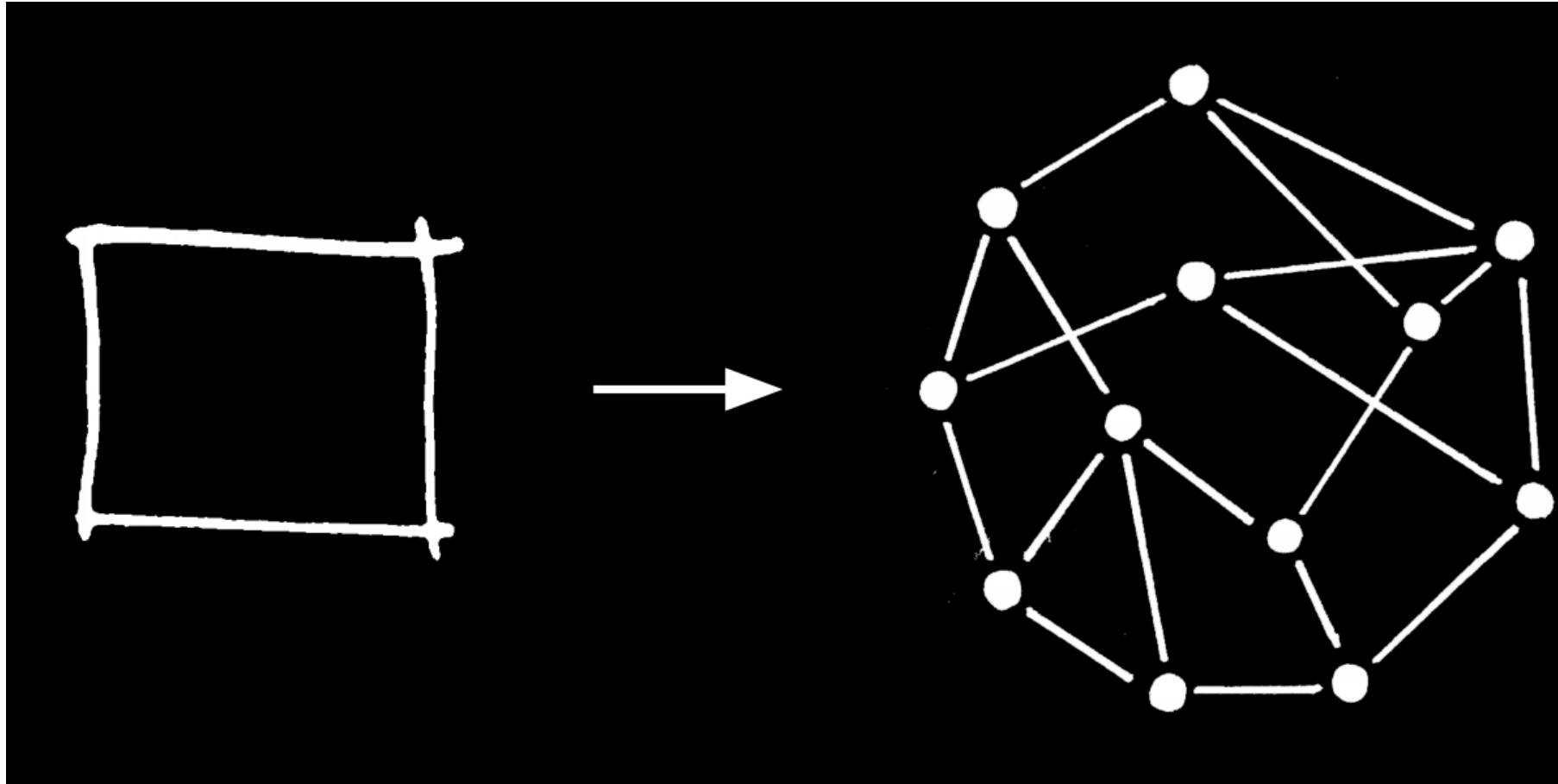


No office

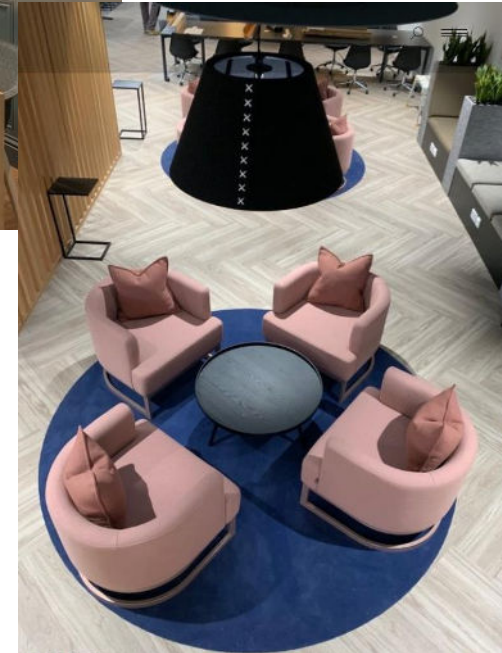
Virtual



Interactions



More choice in the workplace?



More choice in the workplace?



Don't forget the basics

- ❏ Mental & physical health
- ❏ Musculoskeletal tsunami
- ❏ [Homeworker assessments](#)
- ❏ [Proper equipment](#)
 - to improve posture and productivity
 - and reduce pain and discomfort



The HR Perspective

- ❏ Don't overcomplicate it
- ❏ Manage locally
- ❏ Let's not return to normal
- ❏ Let's create something better



Thank you



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