ARE YOUR HYBRID EMPLOYEES THRIVING?

Today's post-remote renaissance offers challenges and opportunities for how your employees work together. Ensuring that every member of a hybrid team thrives involves a mix of strategic planning, communication, and empathy. Here's how you can promote wellness and foster a positive culture in a blended work environment.

24 HOURS A DAY   (800) 222-0364   FOH4YOU.COM

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Here's how you can promote wellness and foster a positive culture in a blended work environment.

1. Set straightforward goals and expectations:

Clearly define and communicate goals, project deadlines, and work hours to ensure all team members are on the same page, regardless of location. Articulate what needs to be achieved along with due dates, allowing employees the flexibility to meet those expectations in a way that fits their individual schedules and work styles when possible.

2. Maintain open, transparent communication:

Share updates on company policies, team goals, and other essential information consistently to all team members. Keep communication lines open and create an environment where team members feel comfortable reaching out with any questions or concerns.

3. Check in regularly:

Have frequent one-on-one meetings to understand and stay aware of each employee's unique challenges and progress. Discuss their work, give feedback, and provide support where needed. Be sure to also check in with them on a personal level to show you care about them as a person and who they are outside of work.

4. Give and request feedback:

Offer consistent and constructive feedback to help employees grow and feel supported, regardless of their physical location. Give employees opportunities to provide feedback on their hybrid work arrangement, and be open to modifications if appropriate and feasible.

5. Establish trust:

Hybrid work arrangements are inherently rooted in trust. To form and maintain trusting relationships with your employees, autonomy and empowerment are key. Have confidence in your team to manage their time and tasks effectively, whether they're in the office or not. Avoid micromanaging and making assumptions. Instead, focus on results rather than activities, and give employees the space to prove their dependability and trustworthiness.

6. Instill fairness and parity:

Ensure that both remote and on-site employees feel equally valued and included in meetings and recognition. Use technology to allow equal access to meetings for all and consider rotating meeting times to accommodate different time zones. Recognize individual and team achievements publicly and to the whole group at once, either via email or during an all-staff call, etc.

7. Lead by example:

Model the behaviors you expect from your team, whether it's maintaining professionalism in virtual meetings, communication style, work ethic, work-life balance, or respecting boundaries after work hours.

8. Ensure equitable access to resources, tools, and technology:

Make sure remote and hybrid employees have the same access to resources and opportunities as those in the office. Also, equip your team with collaboration tools that enable seamless teamwork, like video conferencing applications, project tracking software, and instant messaging platforms. Start a team chat for anyone to send project-specific questions to the team.

9. Encourage social interaction:

Create opportunities for team members to engage in informal interactions, such as virtual coffee breaks or team-building activities, to promote a sense of community and connect with one another on a personal level.

10. Support work-life balance:

Acknowledge employees' personal needs and responsibilities to aid in supporting a healthy work-life balance. Within reason, allow for flexible work arrangements, understanding that productivity can take many forms and may not align with a traditional 9-to-5 schedule. Watch for signs of burnout, especially since remote workers may tend toward working longer hours.

By implementing these practices, a manager can create a supportive environment for hybrid employees that recognizes their diverse needs and encourages a thriving, cohesive team.

Join us for this quarter's webinar for supervisors!

WEDNESDAY, MARCH 27, 2024   1:00–2:00PM ET

FROM ANYWHERE WITH IMPACT:
Managing Hybrid Teams with Their Well-Being in Mind

The landscape of team management has evolved significantly with the advent of hybrid work models. Discover how to harness the complexities of managing hybrid teams while balancing employee well-being. We'll provide tactics to promote a thriving and resilient hybrid workforce and ensure employees stay productive, engaged, and motivated.

Register Today

For additional support or guidance on how to best manage your hybrid team, contact your Employee Assistance Program (EAP) to schedule a management consultation. These confidential sessions are specifically designed for supervisors to help you work through everyday management challenges. Consultants are available 24 hours a day, seven days a week to assess your needs and offer guidance.

TELL US ABOUT YOUR EAP EXPERIENCE!

EAP | PSC | Federal Occupational Health
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The EAP is a voluntary and confidential employee benefit available to eligible federal employees at no cost.