



*Where knowledge is shared and multiplied*

# WELCOME

ICBE Lunchtime

**Bite-Sized Webinar**

*Surviving and Thriving in a  
Hybrid Team*

**We will be starting in a  
few minutes**

March 30<sup>th</sup> @ 1.15pm

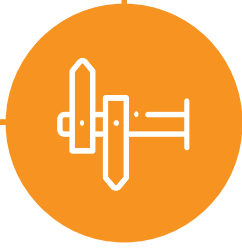




# SURVIVING & THRIVING IN A HYBRID TEAM

FACILITATOR  
Betty Nerney

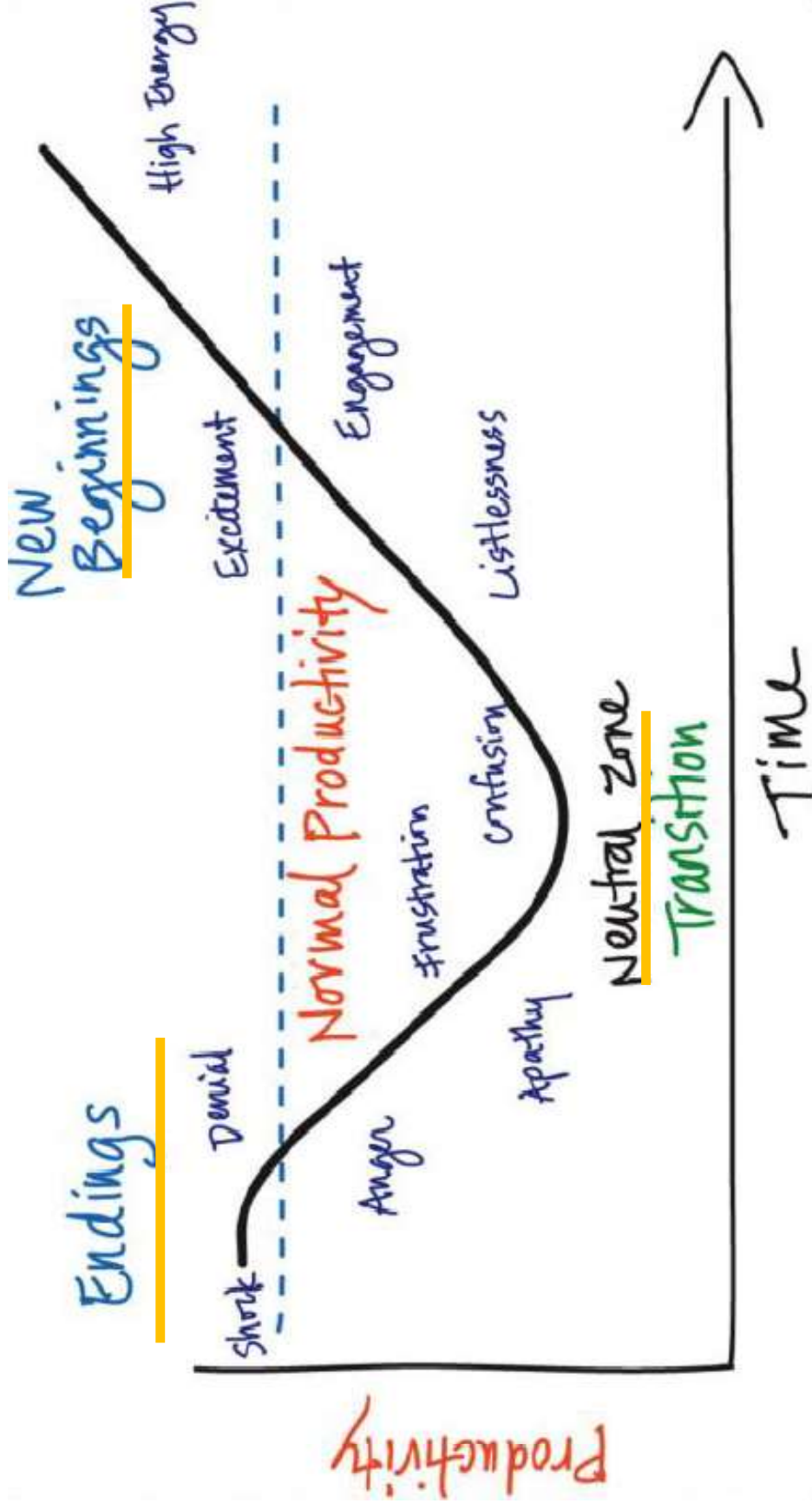
# CONTENT



1. Hybrid working opportunities
2. Managing the transition
3. Communication, collaboration and learning in a hybrid environment
4. Tips & techniques for surviving and thriving in a hybrid team



# WILLIAM BRIDGES TRANSITION MODEL



# PEOPLE REACT IN DIFFERENT WAYS



# Knowing me

Conditions I like to work in:

Things to be aware of in my work patterns:

My preferred medium for communication:

The ways I like to receive feedback:

Things I need:

Things I struggle with:

Things I love:

Other things to know about me:

# Knowing me - Example

## Conditions I like to work in:

I like the buzz of the office, but get my best work done when I have absolute peace and quiet.

## Things to be aware of in my work patterns:

I have a creche run first thing, so am always rushing and might seem a bit frazzled very first thing.

I like to go for a brisk walk at lunchtime so always tend to break at 12:45

My diary is open and accessible, but please only book things into my calendar if the purpose is clear

## My preferred medium for communication:

I'm trying to avoid distractions when I'm working on demanding stuff, so don't expect an immediate response to emails – so phone me – but only if urgent.

Teams calls are great, but don't mind my camera being off at times – my WIFI is terrible.

## The ways I like to receive feedback:

I prefer people to be open and honest and say what they really think. Having said that I can sometimes take things personally, so I might get quiet or defensive, but bounce back later once I realise its important.

## Things I need:

Time to reflect.

Peace and quiet to get things done – a clear structure to my day

## Things I struggle with:

Interruptions, unplanned meetings, being put on the spot for a quick decision.

I struggle with ambiguity / broad concepts – I'm more facts and figures

## Things I love:

I love the social side of work but recognise I get easily distracted.

I love clear direction as to what as a team we need to do.

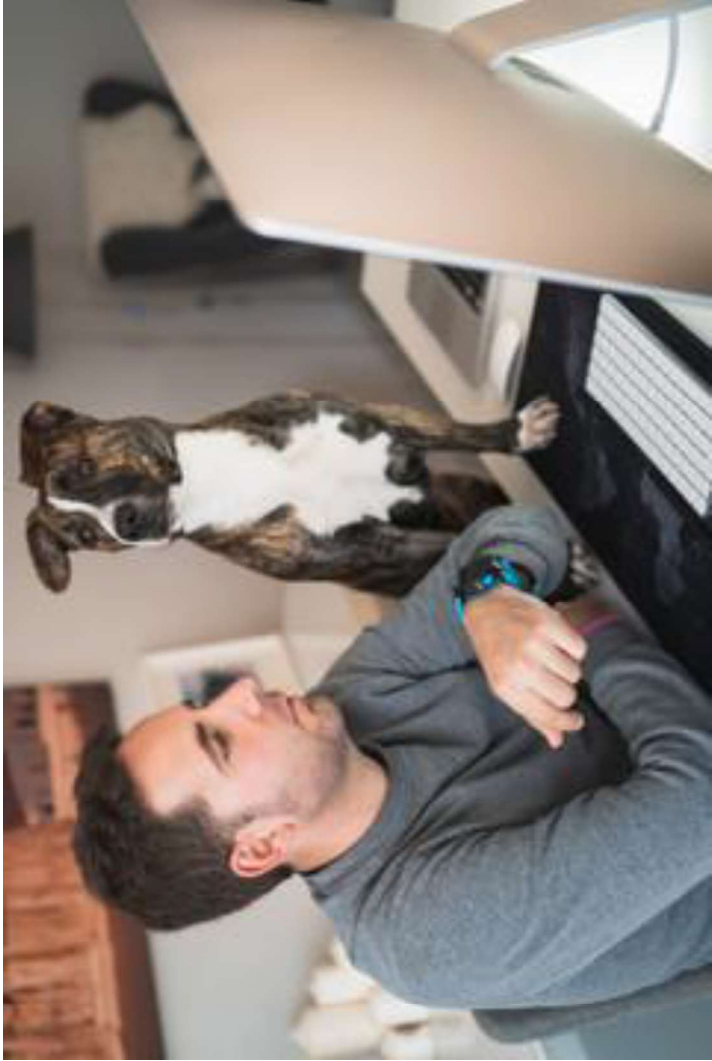
I love my job, but with other life commitments, I do need to rush off at the end of the day

## Other things to know about me:

I hate coffee. I'm a vegan for health and ethical reasons.

I am so easily distracted!

# EXPERIENCES



# COCREATE A FUTURE THAT WORKS



Don't  
wait for opportunity



CREATE IT



# 5 BEHAVIOURS OF A COHESIVE TEAM



1. They trust one another
2. They engage in unfiltered conflict around ideas
3. They commit to decisions and plans of action
4. They hold one another accountable for delivering against those plans
5. They focus on achieving collective results

# KEY FOCUS AREAS IN A HYBRID TEAM



**BUILDING  
RELATIONSHIPS,  
CONNECTIONS & TRUST**



**PRODUCTIVITY,  
FOCUS & BALANCE**



**DEALING WITH  
CHANGE**



**TIPS & TECHNIQUES :  
USING TECHNOLOGY &  
COLLABORATIVE TOOLS**

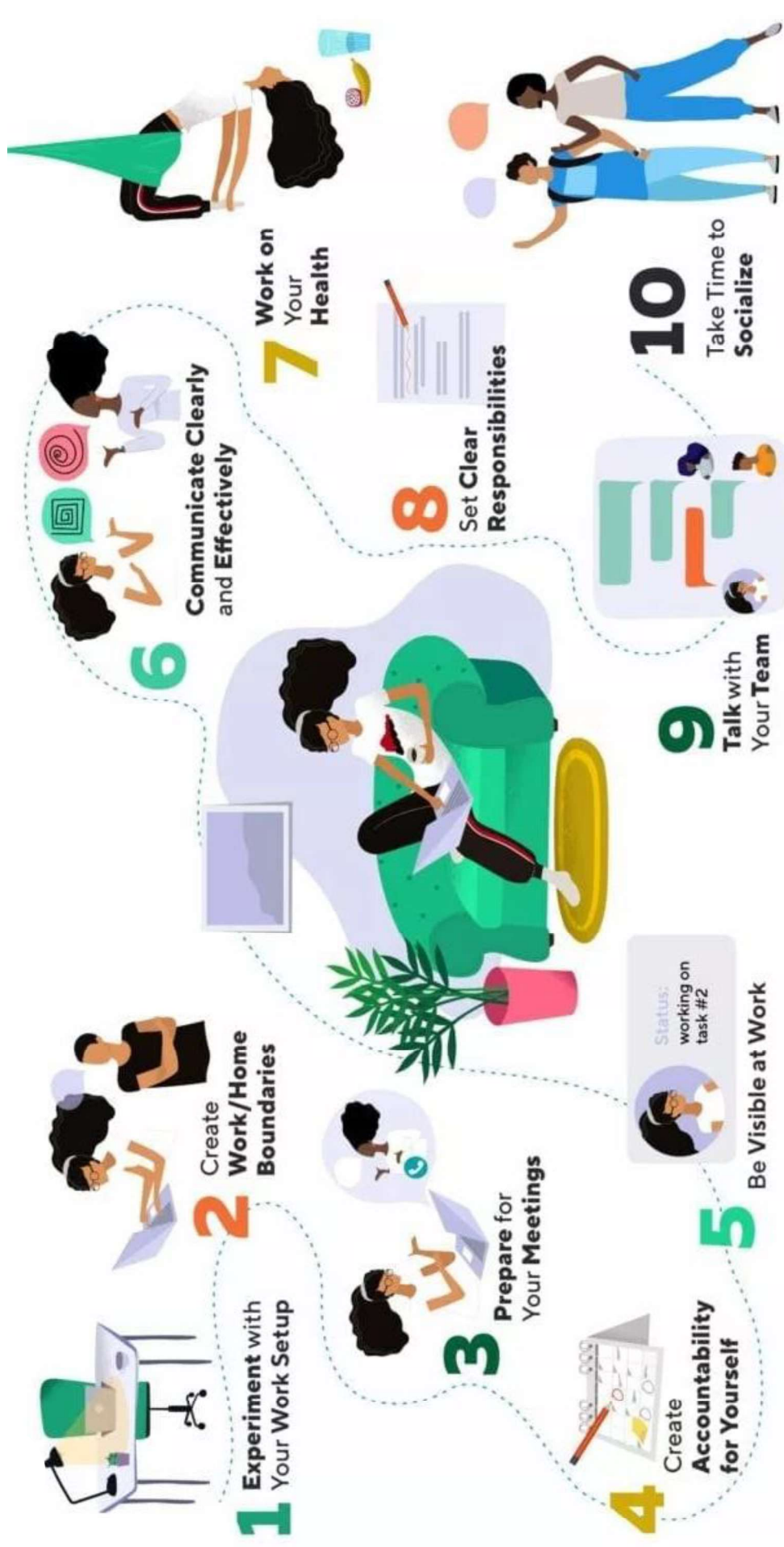


# PERMA Model



Professor Martin Seligman, Director of the Positive Psychology Centre,  
University of Pennsylvania.

# HOW TO SUCCEED AS A HYBRID WORKER



# 4 WAYS TO WORK EFFECTIVELY IN A HYBRID TEAM



1. SHARE YOUR  
WORK SCHEDULE  
WITH YOUR TEAM  
AND MANAGER

4. BE PRESENT IN  
TEAM MEETINGS

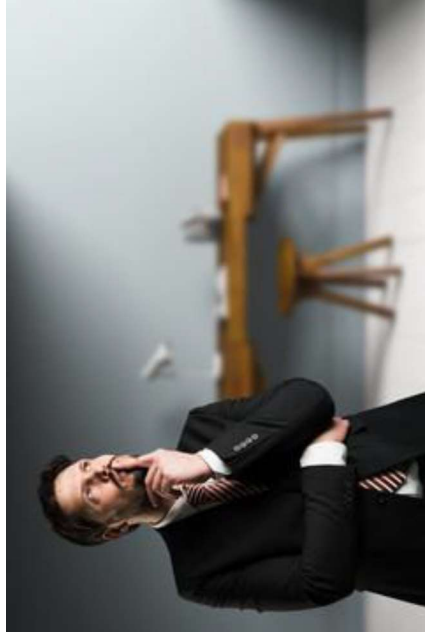
2. BE MINDFUL NOT  
TO ENCOURAGE A  
“THEM AND US  
CULTURE”

3. DISCUSS AND  
AGREE HOW  
COLLEAGUES LIKE TO  
COMMUNICATE BEST

Source: Hays

Surviving & Thriving in a Hybrid Team

# 2 QUESTIONS FOR YOU





THANK YOU!

Q&A

# ICBE

IRISH CENTRE  
FOR BUSINESS  
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