

# Work Going Hybrid? What You Need to Know

The world of work will never be the same. These pointers will help you cope.

**N**early a year into the “great remote-work experiment” it’s clear that we’re never going back. The COVID-19 pandemic may have forced you to implement remote work, but its viability long-term has never been more clear, or more studied.

Leaders who decide there’s no need (or benefit) to going back to the old way of working, but don’t want to embrace a fully remote work environment, are going hybrid. Creating a successful, long term hybrid workforce will require changing the way we think of work in subtle and not so subtle ways.

Dominika Paciorowska, Managing Director at ClickMeeting (clickmeeting.com) shares five tips to consider when going hybrid:

**1. Level the playing field between remote and in-person workers.** Be sure remote workers feel like an equal part of the team. Get everyone rowing in the same direction regarding production goals, and provide equal footing for promotion tracks and other benefits.

**2. Understand how your internal communications actually work.** Take a good look at how people really communicate with one another. If your organization relies on the informal communication found around the water cooler, remote employees will be at a disadvantage. You may need to formalize some of the communications that used to be informal.

**3. Avoid backsliding into silos.** Necessity is the mother of all invention and the COVID-19 crisis has forced organizations to operate with a new level of ingenuity. For many, this has resulted in breaking out of siloed operations. Doing so has led to more and better collaboration across teams.

**4. Prepare for real-world office needs.** Create an environment that serves several different groups of people. First, make sure you allow for the right amount of distraction-free privacy for those who are working in-office. At the same time, be certain that you’re prepared for the occasional remote worker visiting the office for meetings and other team-building opportunities.

**5. Tap into the remote talent pool.** This tip isn’t exclusive to hybrid workforces but could be one of the most powerful things your organization can do to excel in a remote-work world. Having a remote or hybrid workforce opens your organization up to talent pools that were geographically off limits just months ago. 



## Keep Hybrid Workers Happy & Energized

A hybrid work environment requires more attention than ever to people’s motivation and morale. See articles such as these at NonprofitWorld.org:

**Creating a Culture of Productivity** (Vol. 36, No. 2)

**How Can You Keep Your Remote Workers Productive?** (Vol. 38, No. 3)

**You Don’t Need Wall Street Bonuses to Improve Employee Morale** (Vol. 29, No. 5)

**Connecting through the Camera & Keyboard** (Vol. 38, No. 3)

**A Path to Stronger Programs, Greater Engagement, and Less Burnout?** (Vol. 36, No. 1)

**Productive Employees: Two Crucial Ingredients** (Vol. 37, No. 2)

**What Makes a Great Team?** (Vol. 32, No. 6)

**Outsourcing: One of the Most Underused Tools for Small & Mid-Sized Nonprofits** (Vol. 38, No. 1)

**How to Tap into Purpose to Motivate People** (Vol. 38, No. 2)

**Are You Offering the Right Perks?** (Vol. 35, No. 1)