

# 5 Things Hybrid Teams Get Right

Managing a hybrid team can be complicated. So how do the best teams do it? And what can we learn from them?



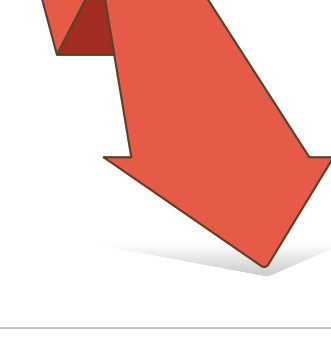
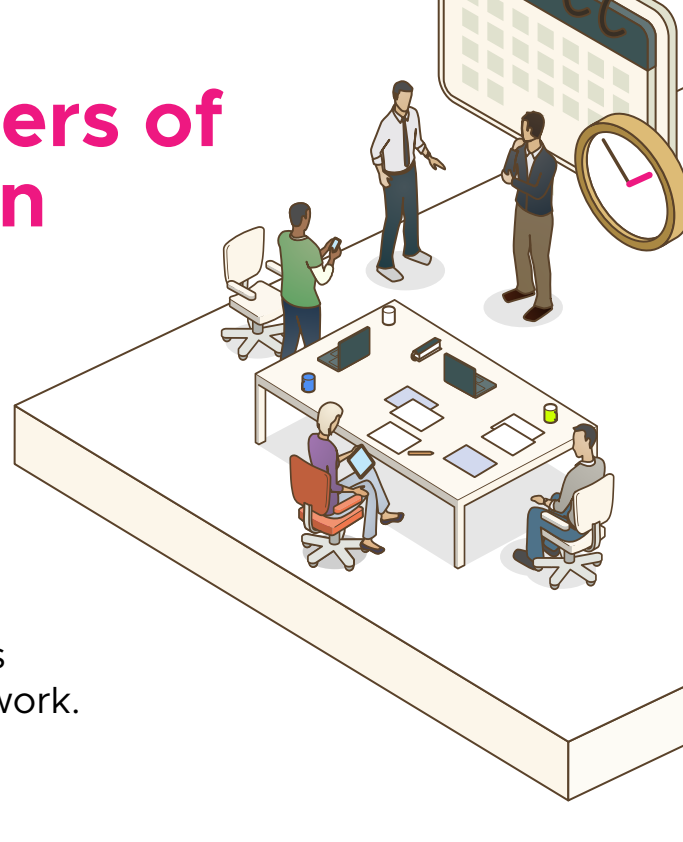
Here are 5 things great hybrid teams are getting right — day in, day out.

## 1 They are masters of communication

**Communication is key.**

When your employees are on different schedules and timezones, nothing is more important than making sure everyone is on the same page.

Communication builds trust — and trust is one of the foundational pillars of hybrid work.



### Did you know?

53% of startups saw a **decrease in employee engagement** in 2023, largely attributed to “inadequate communication” from leadership.

Be transparent about how, when and where you expect your employees to work. But more importantly, trust your teams and individuals to choose where and when they work. Lead with transparency, and your bottom line will thank you for it.

## 2 They know how and when to collaborate and meet

Hybrid teams risk losing touch. Understand the difference between online and in-person collaboration, and actively leverage each to their strengths.

Be strategic about when teams can go async or when to meet up in person. If teams can collaborate once initial strategic decisions have been made through regular updates, comments and feedback, then save the face to face time for the moments that matter.

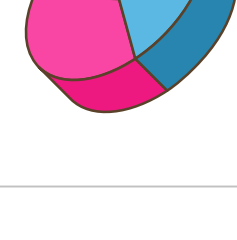
**Host events which bring teams together and boost workplace culture.**



## 3 They work with next-gen hybrid work software

### Did you know?

IBM reports that businesses leveraging space management tools can **save up to 30%** in operational costs.



**Leverage software to streamline the day-to-day of hybrid work.**

The right hybrid work software can help team members coordinate, collaborate, and ultimately become happier and more productive. That’s not to mention the notable gains for a company’s operational costs and ESG goals.

### When choosing your partner for hybrid work, you might want to consider:



How the software would integrate with your existing tech stack (Slack, Microsoft Teams etc.)



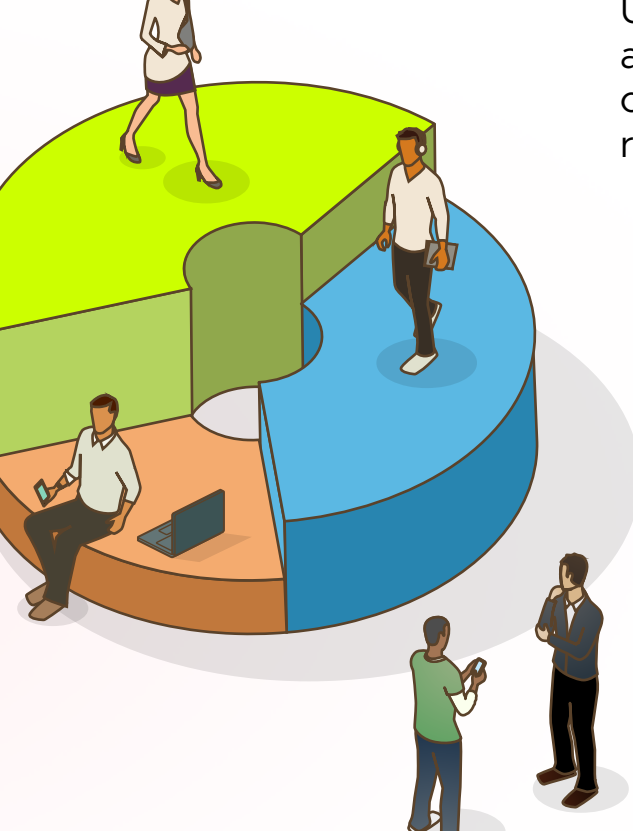
How usable and accessible it would be for your employees (great UX!)



How complete the feature set is (eg. desk, room booking capabilities, AI-driven, integration with flexible workspaces)

## 4 Their employees chart their own development

Understand the importance of empowering all kinds of employees to navigate their own careers and give them the right tools and resources to do so.



**Allocate learning and self-development budgets to all employees**



**Encourage self-selected resources and courses**



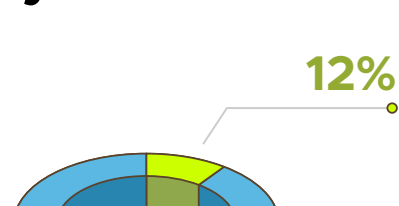
**Set aside self-development days for more focused learning**

There’s no better feeling than knowing you are being actively supported by your employer to chart your own course through your professional life. And there’s no better motivation to help your team succeed!

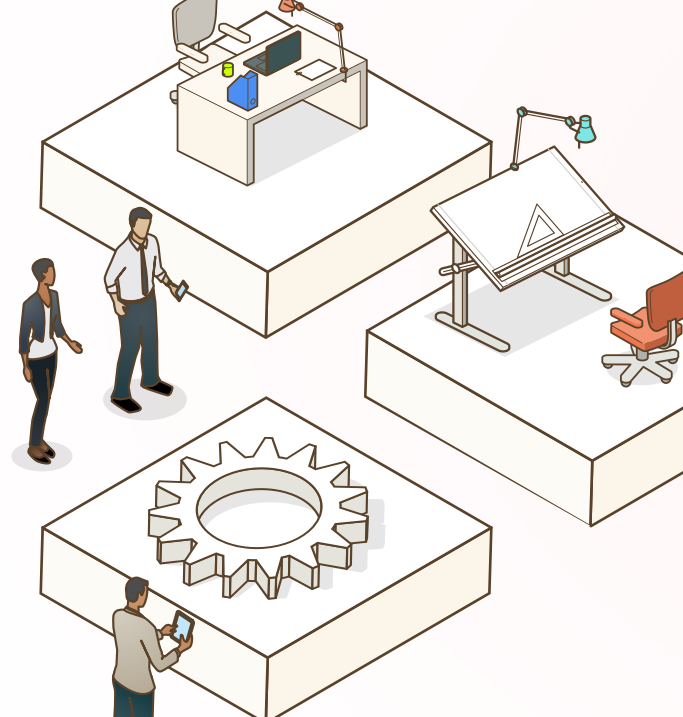
## 5 Their benefits packages are customizable

Great hybrid teams have gone the extra mile to offer company rewards and perks that are tailored to each and every one of their employees.

### Did you know?



Only **12% of hybrid workers benefit** from hybrid policies decided by their individual team. But that small group is also the most engaged!



Taking into account lifestyle, location, and personal preferences, companies can ensure their rewards are appropriate and offer specific arrangements for:



Mental health support



Parental leave



Fertility and childcare



Other specific needs (sport and exercise, food costs, travel, career coaching)

**Even better - let your teams figure out their personal packages among themselves!**