

## Leading Hybrid Teams – 2.5 Hour Virtual or Face to Face Session








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In a hybrid team, some people will go to their place of work full time, whilst others visit only on occasion and some may not even visit a place of work at all! Furthermore, the levels of 'authority' to choose when they attend their place of work will be very different from company to company. Given that the frequency of these situations has expanded exponentially over the last 18 months, is it any wonder that team leaders have had to adapt?

In this session, we explore the similarities and differences in leading a hybrid team versus a team that is located at a place of work. We'll look at how the existence of clear and precise 'ground rules' ensures fairness, delivers consistency and drives results. We'll also look at the nuances of the hybrid team e.g. keeping track of where people are & what they're up to, how they prioritise their work and how best to structure effective team meetings.

We then turn our attention to the performance window which details the employee 'types' and understand how they might flourish or wither in the hybrid team. Finally, we'll pull it together into tangible actions for participants to apply directly to work.

By the end of this session, participants will be able to:

-  Understand the greater importance of robust ground rules for the hybrid team
-  Use different ways to communicate these ground rules
-  Track results remotely & face-to-face, ensuring fairness across the hybrid team
-  Deliver feedback fairly & consistently
-  Run effective hybrid team meetings
-  Understand the employee 'types' and how they might operate in a hybrid team
-  Keep track of working times and ensure fairness in terms of the distribution of work

