

How to Make Hybrid Working Work

with Nick Bloom

What Lies Ahead for Hybrid Work and Its Long-Term Viability?

Nick discussed the anticipated rise in remote work, fuelled by technological advancements such as holograms and virtual reality, enhancing interactive experiences. This shift will be driven by the fast-paced tech developments and the appeal of remote work. It's likely to increase in work-from-home days from 25% in 2024 to 35% by 2034.

Top 3 Takeaways

Organised Hybrid Work

The first step involves adjusting our language from 'hybrid' to 'organised hybrid'. Employees visit the office for social interaction and face-to-face meetings. Merely having employees spend the entire day on Zoom isn't sufficient. Developing processes, frameworks, and expectations for organising hybrid work is crucial.

Performance Tools

We need to ensure we are focusing on creating the right performance measures to support the increase in hybrid work. Start with implementing 360 feedback, and training employees on giving and receiving feedback with resilience and openness are crucial to make hybrid working work effectively.

Effective Collaboration

Creating effective collaboration in hybrid work involves deciding when the team should work in the office and when remotely. This balance not only saves commute time but also provides the flexibility to lead a fulfilling life while being at home. Organised hybrid work is all about fostering truly effective collaboration.

Learn More

Think



How do you prefer to work? Is it in the office, hybrid or remote?

Read



Nick's research paper - [Hybrid working from home improves retention without damaging performance.](#)



Act



What does your work currently look like? Do you think it could be managed better?



How could you and your team effectively collaborate better together?

Listen



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