THE JOYS OF HYBRID WORK
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1 CONTEXT
- Flexible work experience is preferred
  - Time , Location, Tools
  - Role, dress code, etc.
- Work is not a place is what we do
- People rely on trust
  - If company do not trust employees they don't trust company

2 HYBRID WORK
- Work at home is not perfect but it's not bad
- Advantages: time, money, silo breaking
- Sales, Coaching, Design are better face to face
- Before pandemic people look for space to concentrate

3 THE NEW HYBRID
- Flexible and accountable policies & practices
- Trust, Respect, Diversity and Inclusion

4 ONLY 25% OF WORKFORCE HAS A DESK
- Drivers, Health, Retail, Warehouse, etc.
- Hybrid work means adapt to differents needs
- Invest in HRTech
  - More important then ever
- Collaboration software is on fire

5 BUSINESS MODEL
- Different generations
- Different models
  - full time
  - by project
  - by task
  - 3/2 home/office

6 CULTURE
- Hybrid accentuates the need of culture
- Different cultures must adapt
- Take culture seriously
- Listen and Focus on TRUST
  - HRTech can help

7 GROWTH
- Employee hapiness is rising
- Sense of rebirth / business will grow
- US 40% increase in open jobs
- High competition for talent again
- Transformation requires flexibility
- Hybrid work as opportunity to grow