

Creating Belonging and Inclusion in a Hybrid Workplace

A Learning Lab



Overview

The world has experienced surprises and complexities within the workplace and workforce that generations have never experienced before. The pivot that companies were mandated to face beginning in March 2020 demanded rapid change, innovation, evolution, and mindfulness to define the 'new workplace'. But what does it mean and how will we define it?

Organizations can no longer define themselves by their physical location – cool office space and office culture. How they embrace remote onboarding, employee development, flex workspaces, virtual coffee connections, and staff meetings will dramatically shift the way they create belonging and foster engagement.

Companies and leaders will need to prioritize creating a culture of inclusion, by investing in their people and focusing on ways to connect their workforce with limited physical space and travel budgets to gather employees together.

What does the future look like, and what will be your organizations 'back to the workplace' strategy? Remote, hybrid, back to the office, or something else?

According to *Accenture*, regardless of where you are located, a healthy and productive workforce will yield bottom-line benefits. Hybrid workforce models are embraced by 63% of high-revenue growth companies. In companies with negative growth or no growth, 69% reject the concept of hybrid workforces, preferring onsite or remote employees only.

Employees prefer a hybrid model 83% of the time.

Defining a Hybrid Workplace

A hybrid workforce now consists of employees who work remotely, those working in an office or a central location, also taking into account employees in different countries, regions, or states. Workers can and should decide – or choose any combination – based on their preferences to be more efficient and effective.

It is no surprise that this work-based model is growing in popularity, as many employees are excited to have work-life balance, eliminating their commute, and other stressors. When you pair this with the need for employee interaction with colleagues, the hybrid model gives employees a lot of options.

Resource: Apollo Technical

Creating Belonging and Inclusion in a Hybrid Workplace: Learning Lab

Time: 120 minutes

Pricing: \$6500

Platforms: Zoom and Miro

Customization is always available to meet your needs

Participants: 12-24 [max]

No hybrid workplace is the same.

In some organizations, employees are allowed to decide when they are in the office, while others set a specific number of days on-site, and leaders-managers have specified which days the team will spend together in the office. We also need to take into account those employees who will always be remote. So the question becomes...

How do we create a workplace where *everyone* feels a sense of equity, belonging, and inclusion?

This Learning Lab **does NOT tell** participants what to do, rather participants will brainstorm, ideate, discuss and share ideas and develop answers to how they will thrive in the hybrid workplace by addressing head-on the following questions.

- What are the challenges and implications for organizations, leaders/managers, teams, and employees in a hybrid workplace?
 - What does belonging and inclusion mean to you? the organization?
 - In what ways can organizations create equity, belonging, and inclusion in a hybrid workplace?
 - How can leaders-managers-teams make remote employees feel included with equity?
 - In what ways can we embrace new employees - throughout the talent acquisition and onboarding process - who feel like they belong to the organization?
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Tailored for your organization.

Each workshop is tailored based on conversations with you and your input about:

- The organizations' current hybrid model and where you are in the process
- Knowledge of the employee base and locations
- Current challenges leaders/managers are facing at work with remote teams
- Information about new hire onboarding
- Other relevant information Saterman Connect should know