Hybrid Inclusion Workshop

INCLUSIVE GROUP

www.inclusivegroup.co.uk

Introduction

The Covid-19 pandemic has prompted an unprecedented review of working arrangements to better address the needs and desires of employees and organisations. The hybrid working dynamic, where employees are neither fully office-based or fully remote-working, is a key focus for many.

Whilst a hybrid-working policy is a practical starting point, it is the interpretation of the policy by managers and their teams that poses a challenge. What works for one individual can be completely different for another, regardless of their introvert / extrovert tendencies, parental status, years in the workplace (or indeed any other characteristics or ways of working). Whilst the shift to remote-working happened remarkably quickly for many businesses, the pandemic has changed nothing about our human predisposition to make assumptions about certain groups of people – nor the inherent danger in doing so.

Whatever your policy or guidelines for hybrid or remote working, you want to ensure all employees are treated fairly. This relates to both their ability to do their job effectively AND the opportunity to develop their career and progress within your organisation. The pressure is on leaders to understand the pitfalls of hybrid working in relation to these outcomes and to take steps to prevent undermining inclusion within teams.
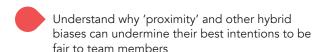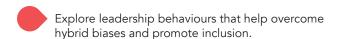
Our Solution

Our 90-minute virtual workshop for people leaders is highly engaging with breakouts and polls. We investigate how hybrid working can damage inclusion and impact negatively on diversity. Recognisable examples and scenarios are discussed. We explore what it takes for participants to be inclusive in their unique contexts. Practical tips and tactics are provided for how to adopt a more inclusive approach and foster greater trust in a hybrid setting.

Objectives

Participants in the workshop will learn practical ways to foster an inclusive way of working in the context of hybrid working. They will:

- Gain a shared understanding of how hybrid working impacts inclusion

- Understand why 'proximity' and other hybrid biases can undermine their best intentions to be fair to team members

- Explore leadership behaviours that help overcome hybrid biases and promote inclusion.

Content

- Context and introduction

- Hybrid working: what it is; statistics about organisational approaches; acknowledge current status and policy within the organisation; discuss advantages and pitfalls

- Your personal ideal working conditions (breakout session)

- How is hybrid inclusion relevant to us?

- Challenges of working in a hybrid setting

- Biases impacting inclusion in a hybrid setting

- Behavioural scenarios that damage inclusion in a hybrid setting and actions to mitigate (breakout session)

- How to create psychological safety and other tips for hybrid inclusion

- Personal commitments

- Take away toolkit.

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Despite the embrace of a hybrid model, most organizations have only begun to think through and articulate the specifics of how to carry out a more permanent mix of remote and on-site working for all roles that aren't essential to perform on-site. Many of their employees are feeling anxious as a result. The sustainability of pandemic-style productivity gains might well depend on how organizational leaders address the anxiety their employees feel—and the associated levels of burnout.

What Executives are Saying About the Future of Hybrid Work, McKinsey

Working with Inclusive Group

Inclusive Group will work with you to tailor the workshop to your context. This involves a 45-minute discovery meeting where we will explore:
- The background to flexible working / hybrid working in your organisation – including policy / guidelines for hybrid working
- An overview of the participant group(s) – roles, functions, methods of working, outcomes, learning preferences etc.
- Specific scenarios / examples relevant to your participants that we can explore during the workshop
- Anything else pertaining to the successful delivery of the workshop.

Assumptions

- Virtual delivery via Zoom or Teams
- Suitable for up to 16 participants
- This workshop best suits organisations that have implemented previous training on inclusive behaviours or inclusive leadership for their participant groups. Please contact us to discuss how it might complement and extend your previous and current EDI activity.

Follow-Up

Talk to us about learning to deepen understanding on this topic, such as empathic listening and how to create 'speak-up' cultures.