

Tips for Leading Hybrid Teams

When an organization decides to pursue a hybrid model, they are embarking on a custom design journey, one which will likely require multiple iterations before it feels right for them. That's why it's helpful to have a clear purpose behind the move, and to ensure that everyone understands the rationale for the new direction.

Start with the basics to set up your hybrid team for success:



Use Technology

Decide on the modes of communication and collaboration, and invest in the necessary tech and software tools. Make sure you provide adequate training and support for staff on using these tools.



Provide Necessary Resources

Working from home requires many of the same supplies and tools as working on site. The employer should be checking in on the need for basics that the employee will require (paper, pens, printer ink, etc.).

- Create a list of supplies that employees will need.
- Have a timeframe for replenishing stock.
- Determine who is responsible for ordering and distributing these resources.



Create Shared Working Agreements

The hybrid model is a new way of working and requires a shared understanding of how to work together. It's crucial to develop and articulate a new set of norms that encourage collaboration and allow everybody to do their best work.

Take the time to bring your team together to answer questions such as:

- What are expected response times?
- When do we work? Which times are flexible and which times do we need to be together?
- How will we measure the success of our hybrid model?
- What do we need from each other to continue to deliver high-quality work?