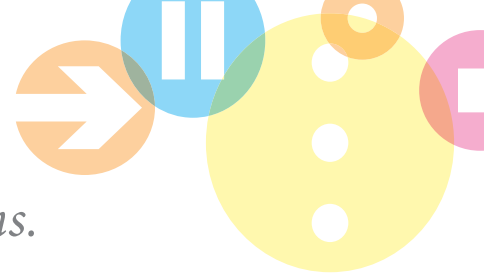

*Providing the skills and tools
to build, manage and lead successful hybrid teams.*



Leading and managing hybrid teams

PROGRAMME OUTLINE:

The coronavirus pandemic has driven, or at least accelerated, changes in how we work; some commentators suggest that there has been as much as *10 years change* in 2020 alone. We've had to embrace remote working, different hours, blurring of boundaries and new technology, all of which have required us to learn and practice *new behaviours and ways of managing and leading*.

As organisations now consider returning to offices, many variations of hybrid working are emerging; there is no *'one size fits all'* solution when it comes to working in the post-pandemic world.

This programme provides managers and leaders with the space, tools and structure that will enable them to define a *hybrid solution* for their team, creating a working culture which is aligned to individual, team and organisational needs and outcomes.

The programme comprises two modules both of which can be delivered to participants regardless of how or where they currently work. The programme is suitable for groups of managers, or for teams who want to explore hybrid working together.

Module one: Enabling successful hybrid working for our team (120 mins)

Participants will consider what is required to build a successful model for hybrid working in their team. The module will consider:

- *Team objectives and stakeholder requirements – how might they have changed?*
- *Team roles and responsibilities.*
- *Individual, team and organisational needs and outcomes.*
- *Collaboration and working patterns.*
- *Fairness and inclusion.*

Module two: Leading and managing my hybrid team (120 mins)

Participants will learn the skills and behaviours that contribute to successfully leading and managing hybrid teams. The module will consider:

- *The importance of curiosity, questioning and challenge.*
- *How to coach and build connections.*
- *Maintaining health and well-being through empathy and understanding.*
- *Building and sustaining influence in a hybrid environment.*
- *Avoiding common pitfalls such as proximity bias and presenteeism.*

GROUP SIZE:

For groups of up to ten participants.

Can be run virtually so that participants can join from any location.

**For more information, send an email to
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