

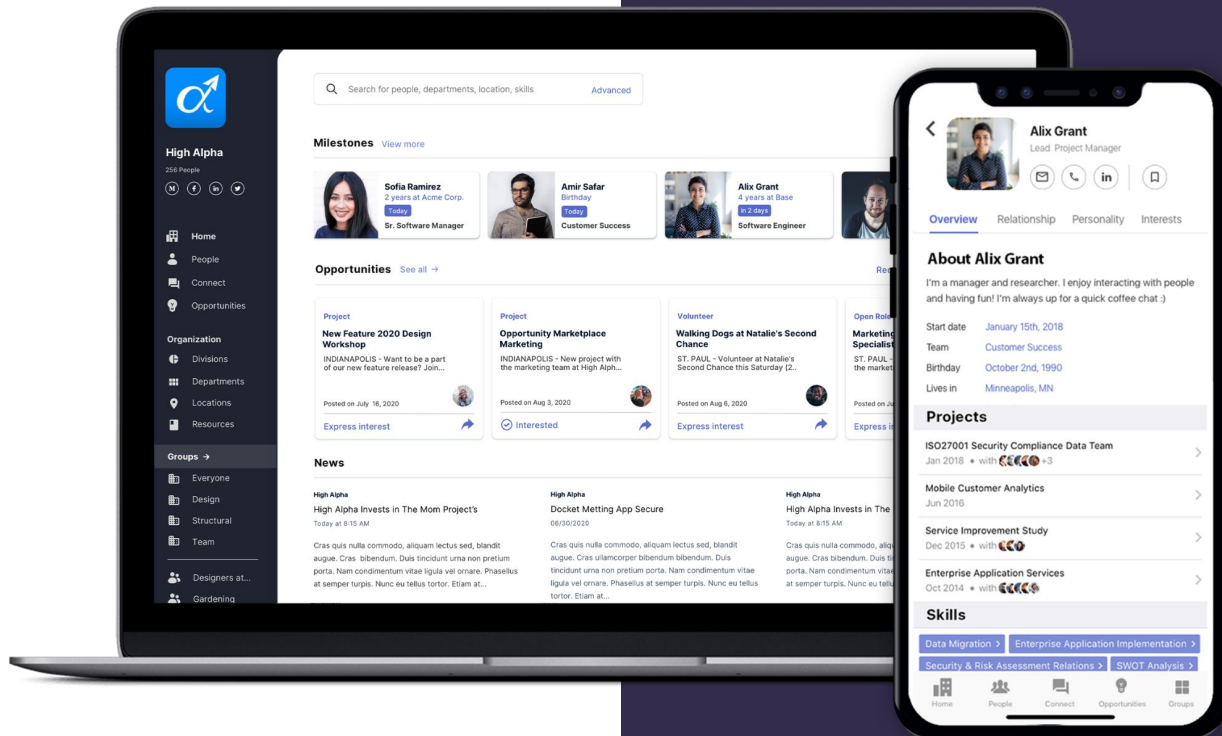
# Building a Hybrid Work Environment Your Employees Will Actually Love





As a Producer, I need to know people to get things done. **Structural** is like a one-stop shop for people, resources, and ideas.

**Jess Bonfig**  
Senior Producer  
MERGE



# Contents

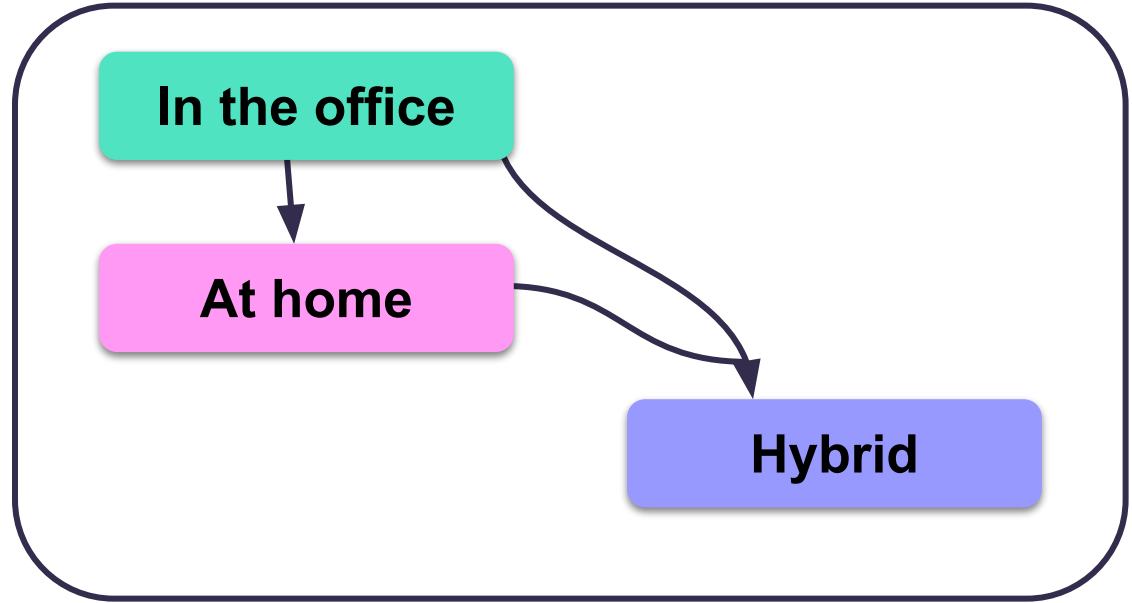


## Building a Hybrid Work Environment Your Employees Will Actually Love

- 1 What employees need to thrive
- 2 Scaling thriving in hybrid work
- 3 Where to focus and how to assess your next steps

# Hybrid Work:

Yet another 'new normal'



**Hybrid: How to optimize for the “best” of both worlds? (and avoid the “worst”)**

# Thriving:

What employers need



- 1 Financial results
- 2 Engagement → Productivity & Innovation
- 3 Diversity of input
- 4 Agility
- 5 Retention



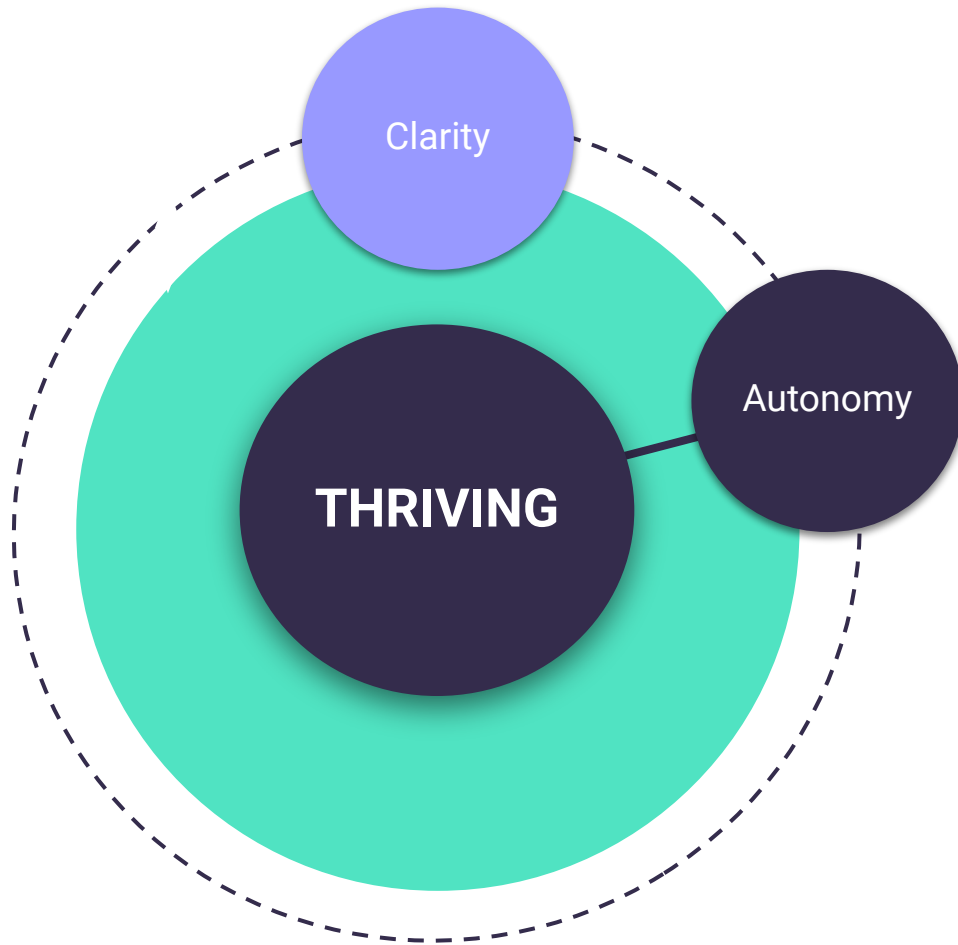
**Thriving**  
↕  
**Human-Centered**



## Clarity

Clear expectations and ability to be successful with daily responsibilities

*Employee Needs*

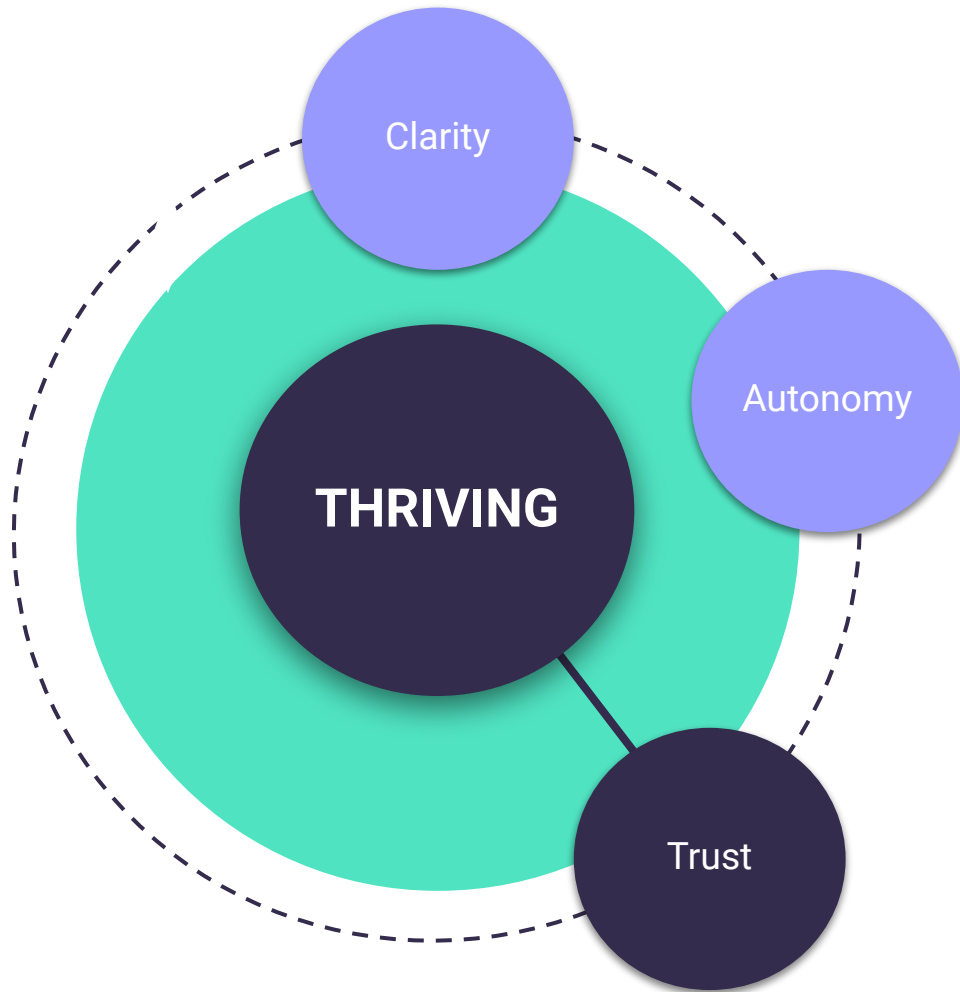


# Autonomy

Day-to-day decision making, agency, and flexibility

*Employee Needs*

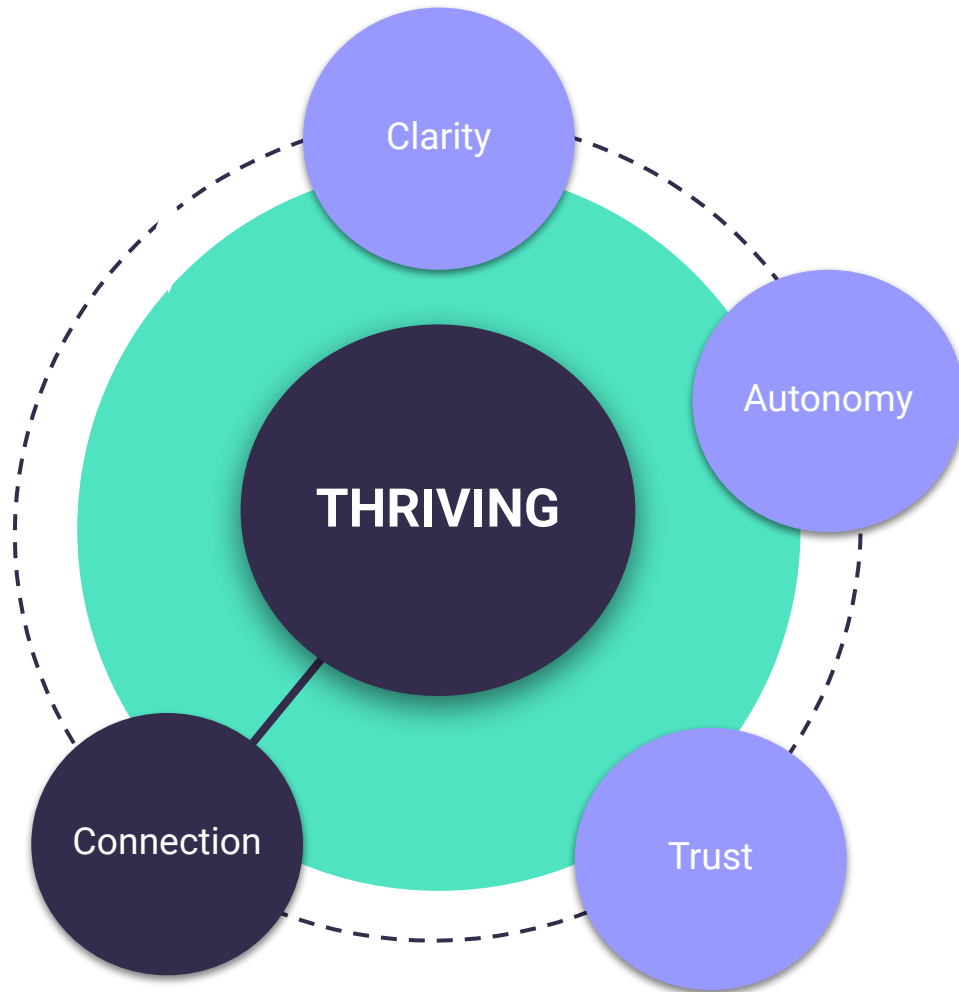




# Trust

Psychological safety &  
a sense of belonging

*Employee Needs*



# Connection

Relationships and  
interpersonal connections

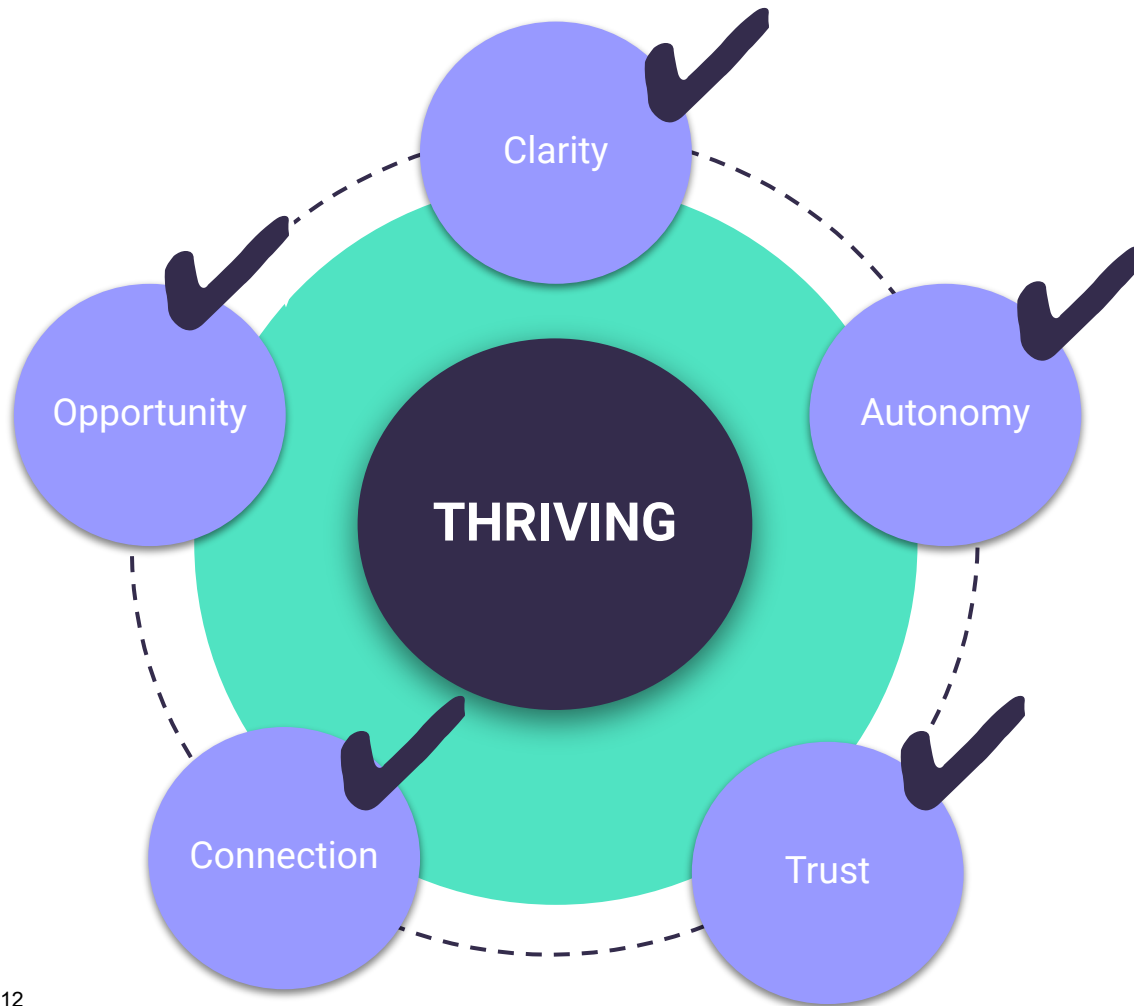
*Employee Needs*



# Opportunity

Genuine transparency  
and access to growth  
opportunities

***Employee Needs***



**Good enough on all**



**Great at some &  
deficient at others**

***Employee Needs***

# Win-Win Alignment



## NEEDS OF THE EMPLOYEE

Clarity  
Autonomy  
Trust  
Connection  
Opportunity



## NEEDS OF THE EMPLOYER

Financial results  
Engagement  
Diversity of input  
Agility  
Retention

## NEEDS OF THE EMPLOYEE

Clarity

Autonomy

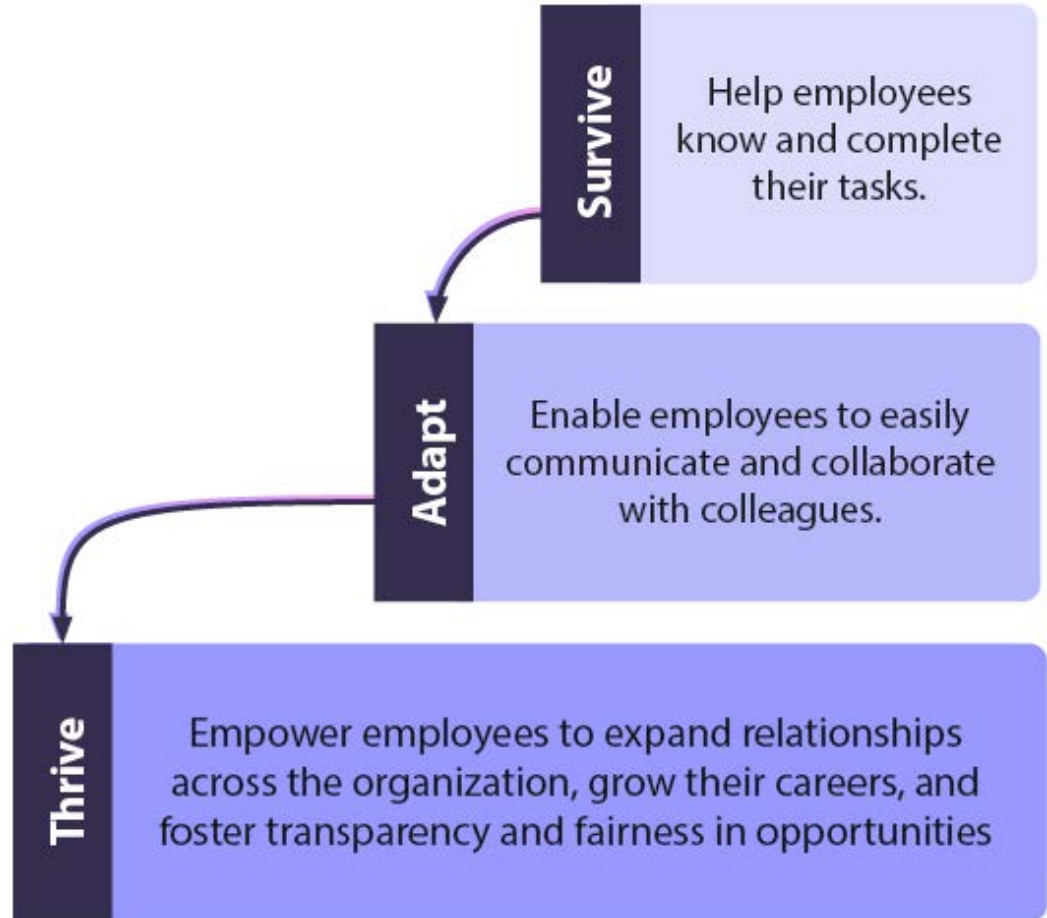
Trust

Connection

Opportunity

**How do you  
meet these needs  
*at scale?***

# Moving from survive to thrive in hybrid work



# Moving from survive to thrive in hybrid work



*Justina Harris*  
*UX Designer*

## Survive

I know what my tasks are and how to execute on them.

But I'm an order taker and feel I have more to contribute.

## Adapt

I am closely connected to my team.

But I am siloed from many people and opportunities.

## Thrive

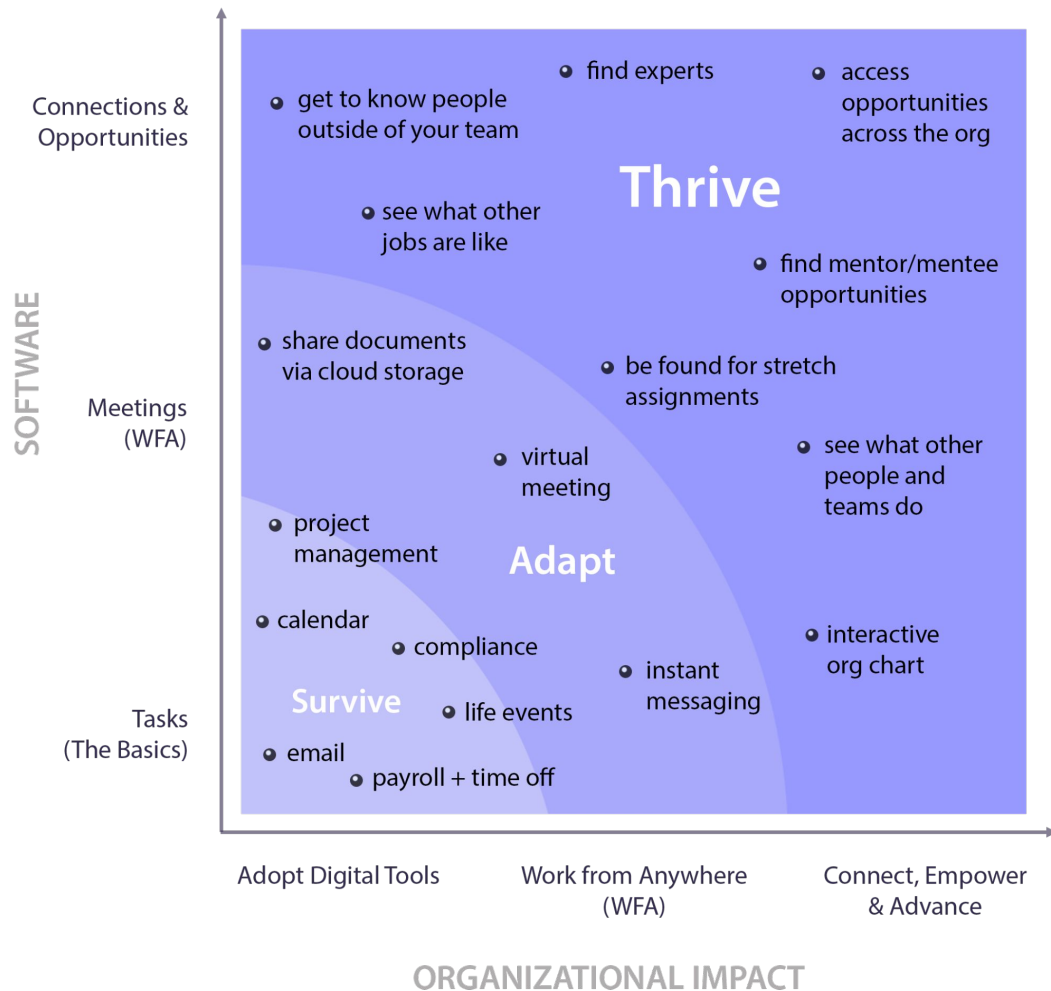
I am closely connected to people and opportunities.

And I am **invested in my growth** at my organization.



# The People-Tech Maturity Model

How to support thriving at scale



# Focus areas for thriving

1

## Connect

Connect people and  
build relationships,  
across your  
organization

2

## Opportunities

Build genuine  
transparency and  
access to  
opportunities

3

## Cultural Values

Be more proactive  
about the day-to-day  
mindsets and actions  
that define your  
cultural values

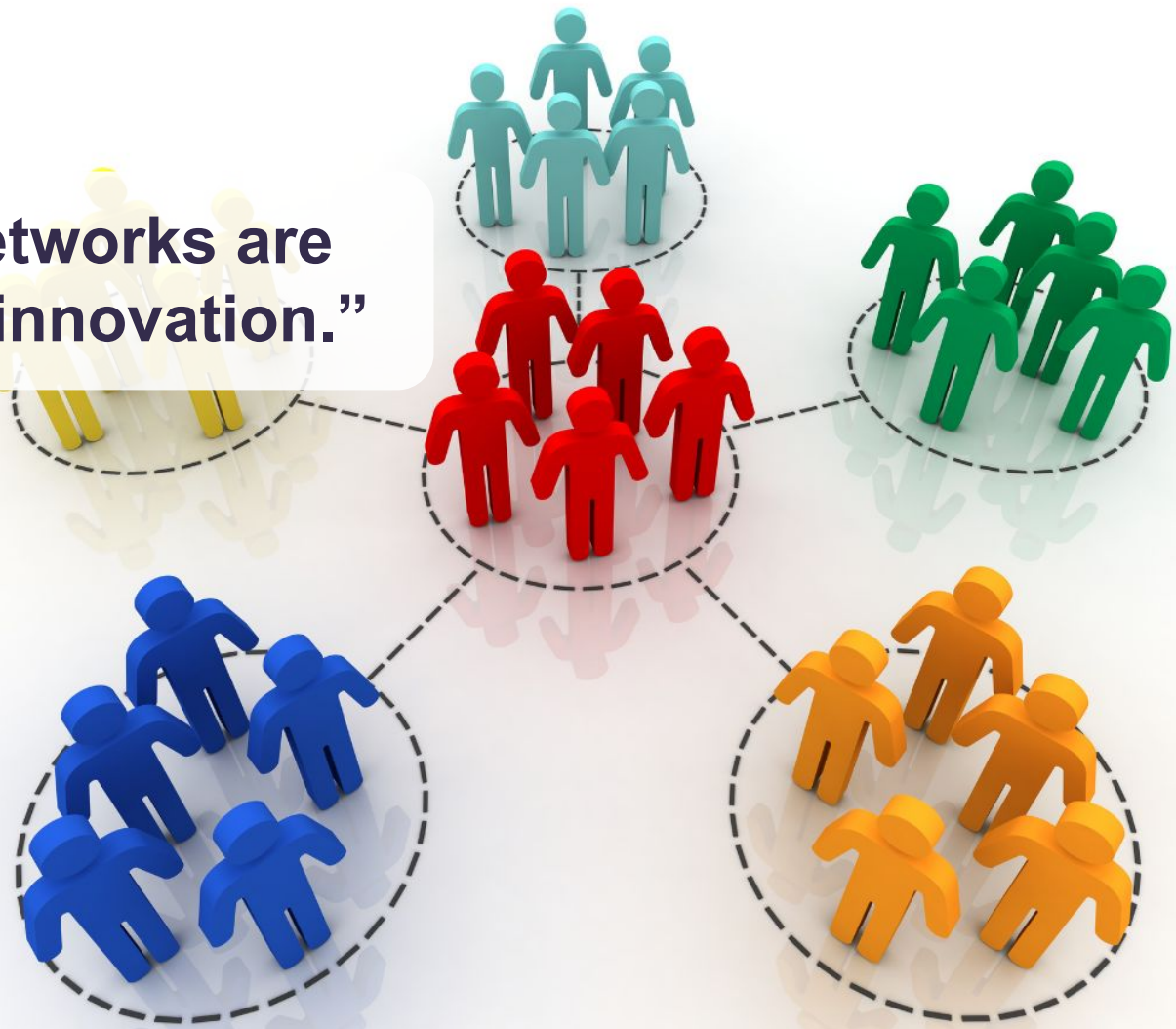


Focus area 1:

**Connect people and  
build relationships,  
across your organization**



**“Shrinking networks are  
endangering innovation.”**





## Second-tier and third-tier relationships

Focus area 1:

# Connect



Key Question:

**How will you help people expand their networks inside your organization?**

- ❑ Can employees represent a *whole-person* version of themselves?
- ❑ Are employees empowered to *self-serve* to find these connections?
- ❑ How much can you *automate* on the data side?



Focus area 2:

**Build genuine transparency  
and access to opportunities**





**“Who you know.”**

The image features a network diagram on a white background. Numerous stylized human figures in various colors (red, green, blue, orange, yellow, pink, teal, and purple) are positioned at the vertices of a network. These figures are interconnected by a series of dashed black lines that form a complex web. Each figure has a soft shadow cast beneath it, giving a three-dimensional effect. The overall composition suggests a global or community network where everyone is connected.

**Opportunity for everyone**

Focus area 2:

## Opportunities



Key Question:

**How will you systematically, and fairly, broaden transparency and access to opportunities?**

- ❑ Can employees *find* opportunities, easily?
- ❑ Can employees *be found for* opportunities?
- ❑ How are you designing for real-world inclusivity?



Focus area 3:

**Proactively support the  
day-to-day mindsets and  
actions that define your  
cultural values**



**Values: What good looks like**



**A positive *ripple effect***

Focus area 3:

## Cultural Values



Key Question:

**How will you foster and sustain the day-to-day mindsets and actions for a thriving hybrid work environment?**

- ❑ Are employees sharing the social norms of “what good looks like”?
- ❑ Can people share day-to-day small wins, gratitudes, and milestones?
- ❑ Are employees encouraged to *highlight others’ successes*?

# What to Remember...



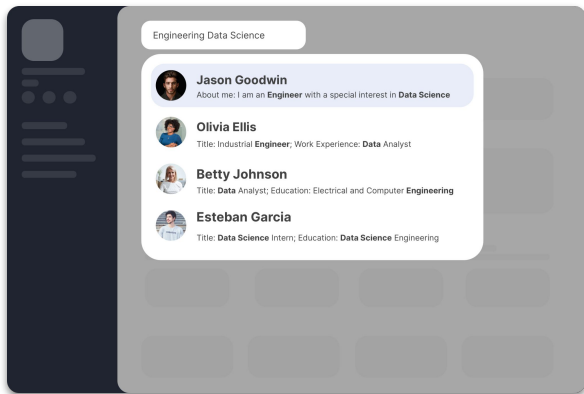
- 1 Thriving is human-centered**
- 2 Building and sustaining a thriving workplace takes ongoing, day-to-day focus.**
- 3 People software helps scale a thriving workplace.**



# Scaling the Human-Side with Technology

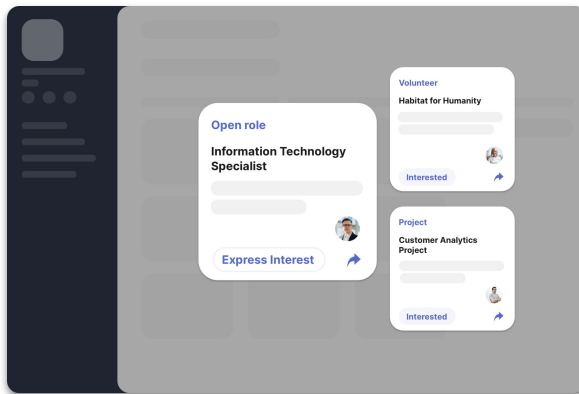
1

Connect



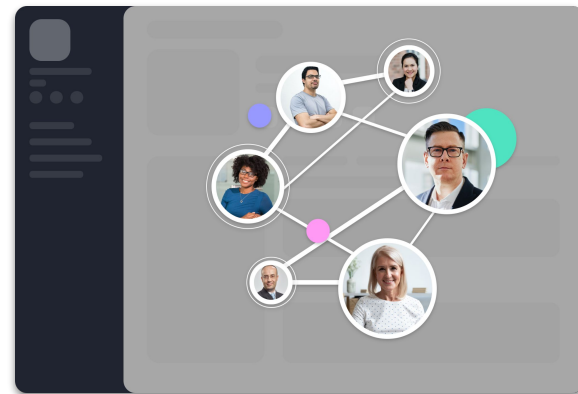
2

Opportunities



3

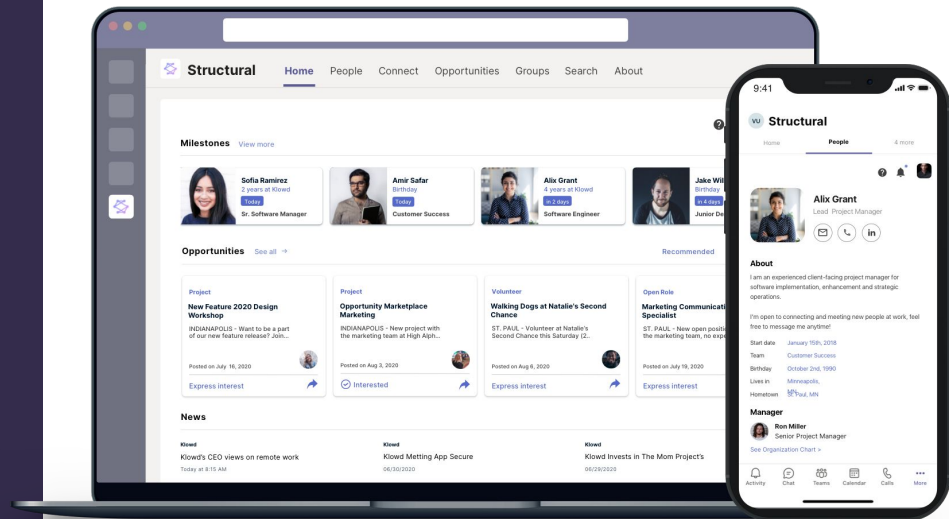
Cultural Values



Want to learn more?

# Hybrid Work Done Right:

Unlocking the Full Potential of  
Microsoft Teams to Empower  
Employees



Presented by:

