

ATI-Mirage presents

HYBRID WORKPLACE

OF THE FUTURE SUMMIT 2021

18 AUGUST 2021



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**HYBRID
WORKPLACE**
OF THE FUTURE SUMMIT 2021

Culture Transformation and Change

Presented by

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Session outcomes

Unusual times can offer a rare opportunity for leaders to reshape business practices and culture

- Apply five ways to build a strong hybrid work culture and environment



What is culture?



- Company Vision
- Values –stated and ‘implied’
- Subsequent organisational behaviours
- Basically – “the way we do things around here!”

First Reactions to change

Why is resistance the most common first reaction to change?

- Loss of control
- Excess uncertainty
- Loss of face
- Feeling undervalued
- Concerns about competence
- More work
- Sometimes the threat is real

The Change Equation

$$D \times M \times P = C$$

D - dissatisfaction

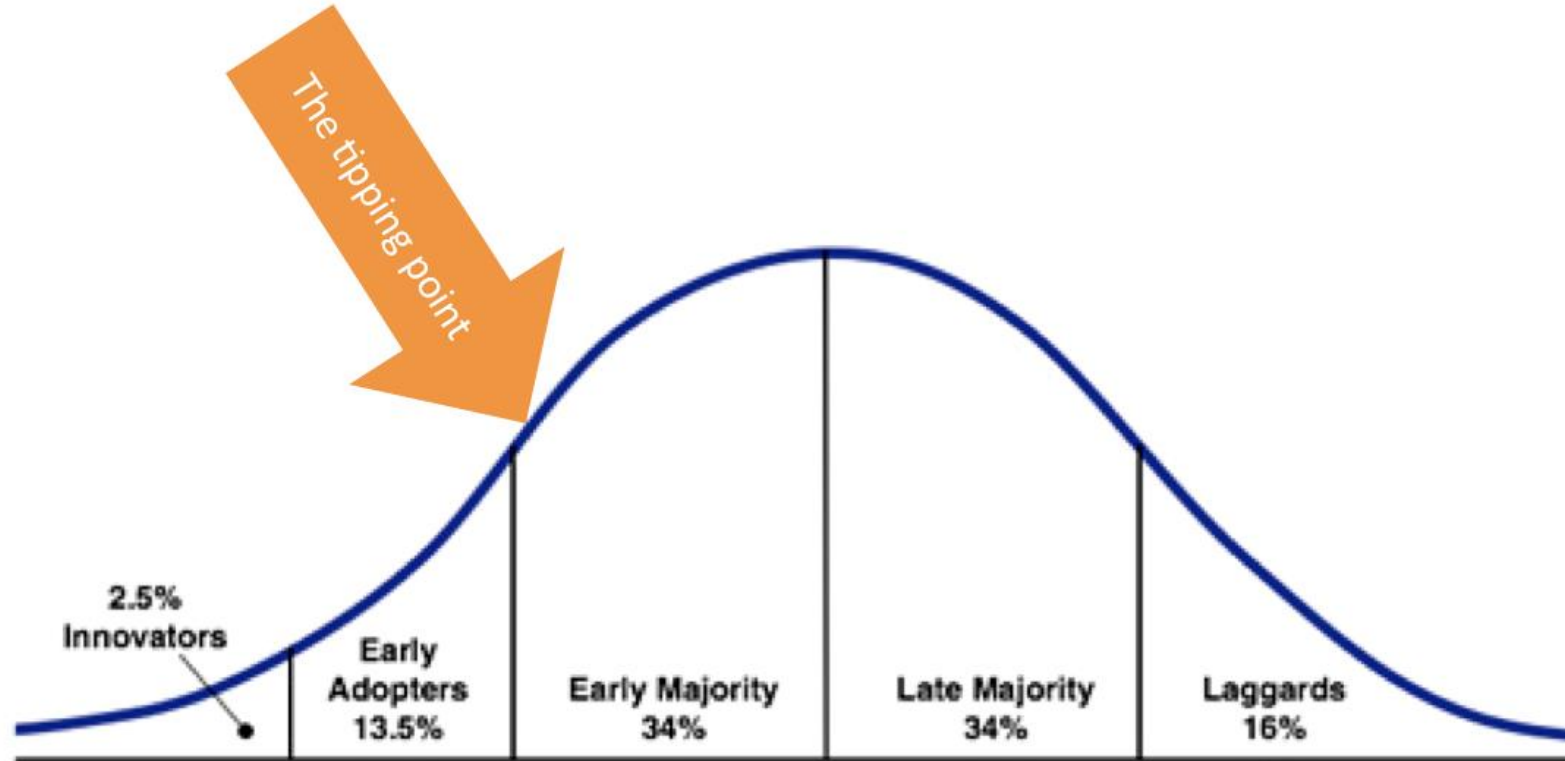
M - model or vision for the future

P - process for change

C - cost of change

Culture Change

The law of diffusion of innovation



Building a strong hybrid culture

Lets look at **five** different strategies



1. Create your new workplace

This is no longer 'just the office'. We are on a journey towards a modern digital workplace where people are at the centre.

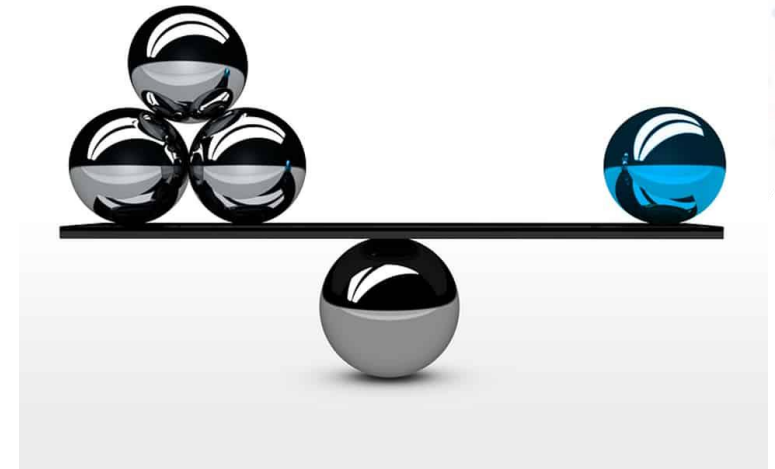
This means creating a purpose-built '**digital HQ**' where:

- People can work anywhere at anytime (alone or together)
- Facilitates collaboration
- Accessing internal documents easily when you need them

2. Make work equal, valid and fair

Remote and in-person work perceived as equal, valid and fair

- Challenge conscious and unconscious bias of all management and work colleagues as to their perceptions of remote, “at home” work
- Need mindset shift
- Remote work encouraged
- In-person work isn’t championed
- In-office employees not perceived as higher performers
- Focus on outcomes rather than individual actions



3. Authentic team building

- Ensure remote participants experience an authentic sense of belonging
- Remote workers cannot feel invisible
- Create a “water-cooler” channel / discussion groups (Slack, Yammer or MS Teams)
- Virtual coffee chats
- Create a unified remote –first culture
- Plan online team activities
- Remote workers should never feel pressured to come into the office more often if they want to take part in day to day activities

4. Tap into the team heartbeat - values

- Take your company's vision and values beyond the foyer and out into the shared digital space.
- Great companies talk about their values – and from these values come our behaviour and our culture.
- Give examples of online behaviour that demonstrates each value
- Managers must learn how to recognise, acknowledge and reinforce value-driven behaviour in digital space



5. Prioritise health, safety and wellbeing

Challenges	Solutions
<ul style="list-style-type: none">• Remote workers struggling with work-life balance• Burnout is on the rise• Boundary challenges with remote work• Living so close to workspace• No 'commute' time to think, prepare etc• Psychological safety	<p>Remote Worker Assessments (ATI-Mirage)</p> <p>Have 'no meetings' days</p> <p>Mental Health resources</p> <p>MS Viva Insights Virtual Commute</p>

Supporting mental health

- Introducing “wellness days”
- Creating policies and frameworks that support workers’ mental health
- Treating individual employees with flexibility
- Finance home-office improvements
- Treat in -person team members the same way as remote workers during video conferences
- Discuss EAP counselling as needed –no stigma

Use the Culture Web Model to guide



Measure – don't assume



Recommended Courses

- Emotionally Intelligent Leaders
- Ignite! Leadership
- Leading and communicating Change
- Team Effectiveness
- Facilitating Effective Meetings

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