This Session

```
                    ┌──────────────────────┐
                    │  Leadership for a    │
                    │    hybrid team       │
                    └──────────┬───────────┘
          ┌────────────────────┼────────────────────┐
┌─────────────────┐  ┌─────────────────┐  ┌─────────────────┐
│   Leadership    │  │ Communication/  │  │                 │
│ Style/Behaviour │  │                 │  │  Collaboration  │
│                 │  │  Engagement     │  │                 │
└─────────────────┘  └─────────────────┘  └─────────────────┘
```

Sudden Shifts

- Key takeaways from the past year

1. People prefer choice
2. Remote work can be positive
3. But not for everyone
4. Relationships matter
5. Its time to work differently and to lead differently

ATI-MIRAGE
TRAINING & BUSINESS SOLUTIONS
Enriching lives, empowering organisations

ATI-Mirage presents
HYBRID WORKPLACE
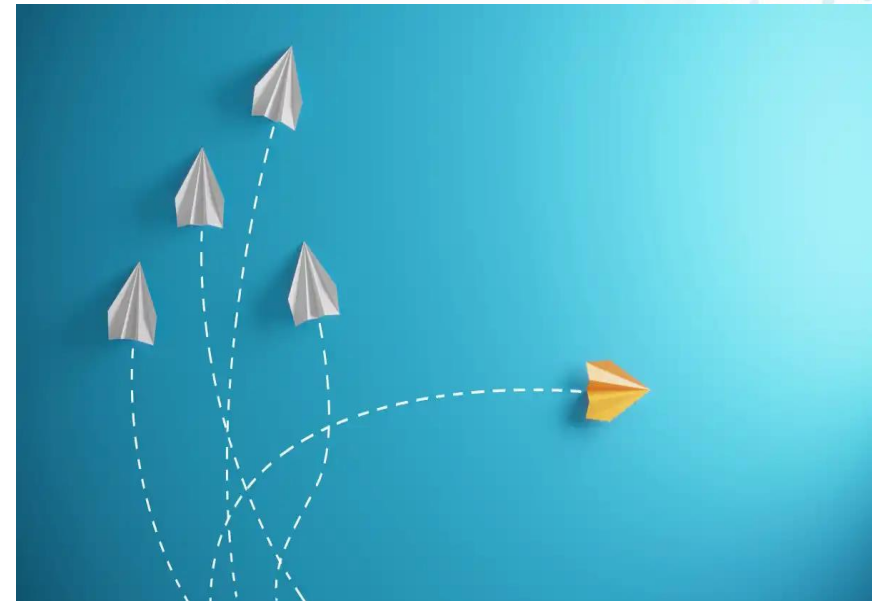OF THE FUTURE SUMMIT 2021

What does your hybrid workplace look like?

Some employees work on site & others work remotely

All employees work on site for part of the week & remotely part of the week

All remote. No offices or work site

Or a combination?

ATI-MIRAGE
TRAINING & BUSINESS SOLUTIONS
Enriching lives, empowering organisations

ATI-Mirage presents
HYBRID
WORKPLACE
OF THE FUTURE SUMMIT 2021

Hybrid working models

- Aim:

- a) to ensure employees are given the flexibility to work effectively when and where they want and

- b) to give everyone the tools they need to equally contribute from anywhere.

Leadership: Behaviours accentuated

In response to a question, what is the main observation about leadership so far in your hybrid flexible work environment, a client responded:

"Being president doesn't change who you are. It reveals who you are." –
Michelle Obama

Leadership Style

- Purpose-driven and solution-focused Leadership

- Leader as Coach

- Personal/Professional Development opportunities

- Diverse and Inclusive (D&I) culture and shared purpose

- Visibility and Clarity

- Collaboration

- Focus on employee experience and culture not just outputs.

- Learning culture – right training, coaching and support

- Move away from the power grip of command control (unless there is a crisis)

Know your Leadership Style

- Be aware of your own leadership and communication style using eDiSC tools.
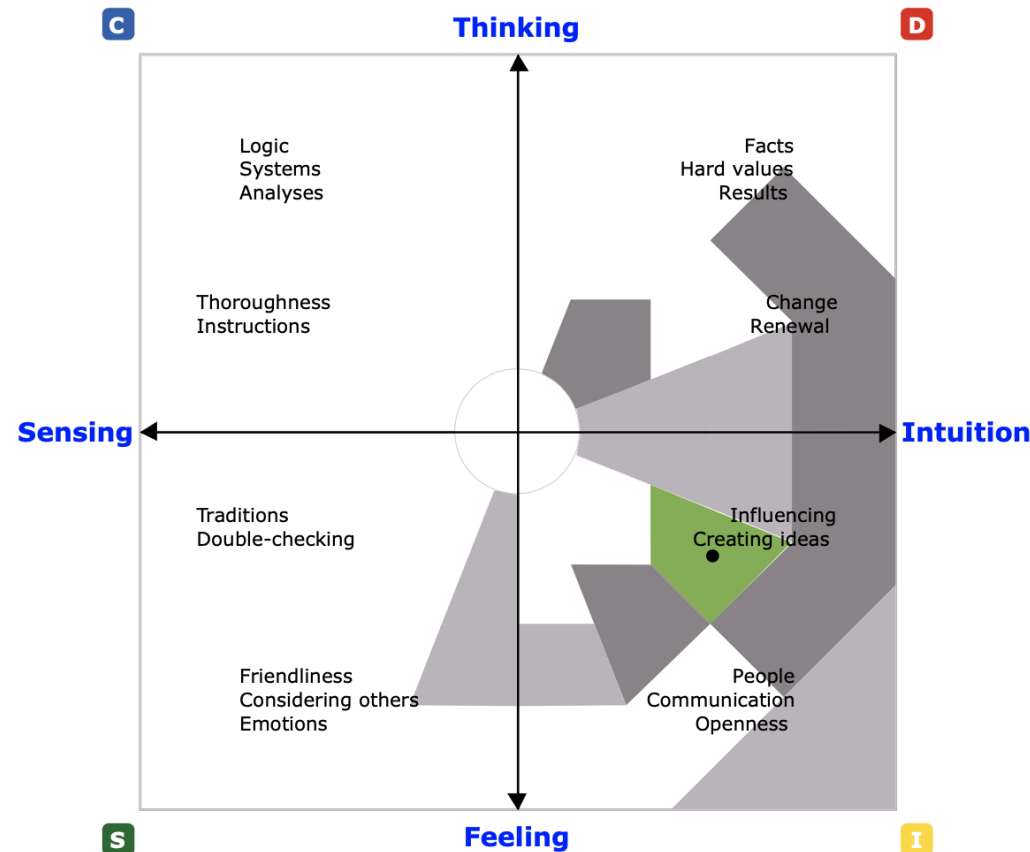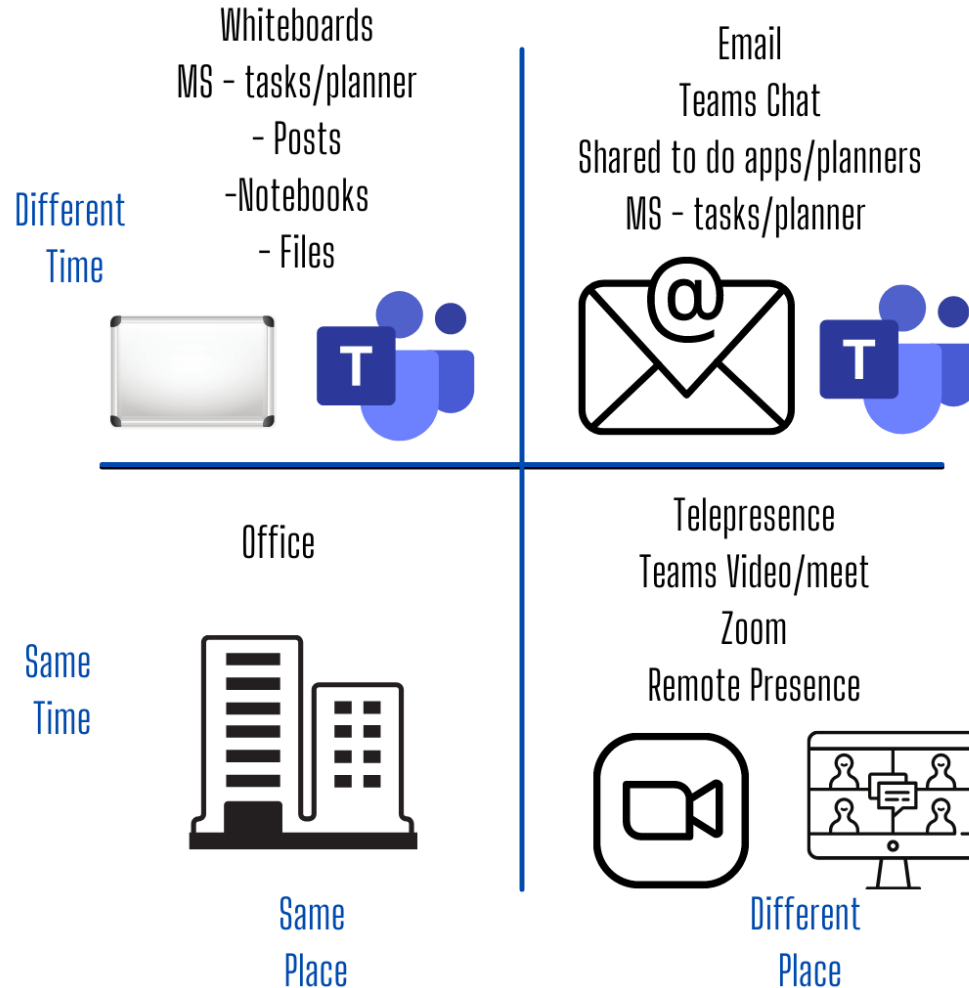
PESTLE analysis

PESTLE	Considerations
Political	Government mandates, also organisational politics
Economical	Office floor space, investments in tech, savings, wfh costs for staff
Social/Culture	How we work together, building networks, wellbeing, rewards, recognition, diversity and inclusion
Technology	Hardware and software, training, internet connections, security
Legal	Mitigating risks and exposures such as WFH injuries, and clarifying liabilities
Environmental	WFH set up and conditions, office floor space and work settings

All these areas require best practice guidelines, oversight and governance.

ATI-MIRAGE
TRAINING & BUSINESS SOLUTIONS
Enriching lives, empowering organisations

ATI-Mirage presents
HYBRID WORKPLACE
OF THE FUTURE SUMMIT 2021

Communication Tools

Whiteboards
MS – tasks/planner
– Posts
–Notebooks
– Files

Different Time

Email
Teams Chat
Shared to do apps/planners
MS – tasks/planner

Office

Telepresence
Teams Video/meet
Zoom
Remote Presence

Same Time

Same Place

Different Place

Know your team - Psychometics

- Remote Worker Assessments

- Extended disc (leader, teams, individuals – tailored cuts)

- SEIP

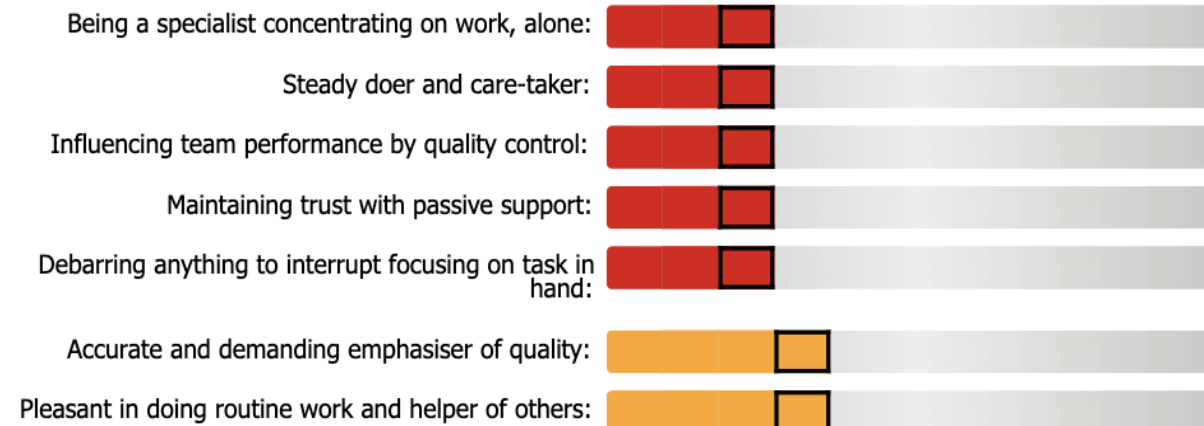|	
Taking initiative:	
Daily motivating of others:	
Being an active member in a project team:	
Creating a friendly atmosphere:	
Achieving results through and with people:	
Maintaining stakeholder relations to achieve results :	
Getting started without instructions:	

How would you best support this worker?

Most natural roles for you in a virtual team

Maintaining trust by inspiring people:

Maintaining trust by communicating actively:

Influencing team performance by inspiring to new ideas:

Making the team work together towards the goal:

Lively team member who involves others:

Introducer of a new perspective:

Bringing team-mates towards the goal:

Least natural roles for you in a virtual team

Being a specialist concentrating on work, alone:

Steady doer and care-taker:

Influencing team performance by quality control:

Maintaining trust with passive support:

Debarring anything to interrupt focusing on task in hand:

Accurate and demanding emphasiser of quality:

Pleasant in doing routine work and helper of others:

Check in compassionately

- Select appropriate channels for check ins

- Have an individualised approach

- Ask questions and don't assume

Performance

- Clear performance goals/targets/timeframes/scorecards
- Quality performance conversations
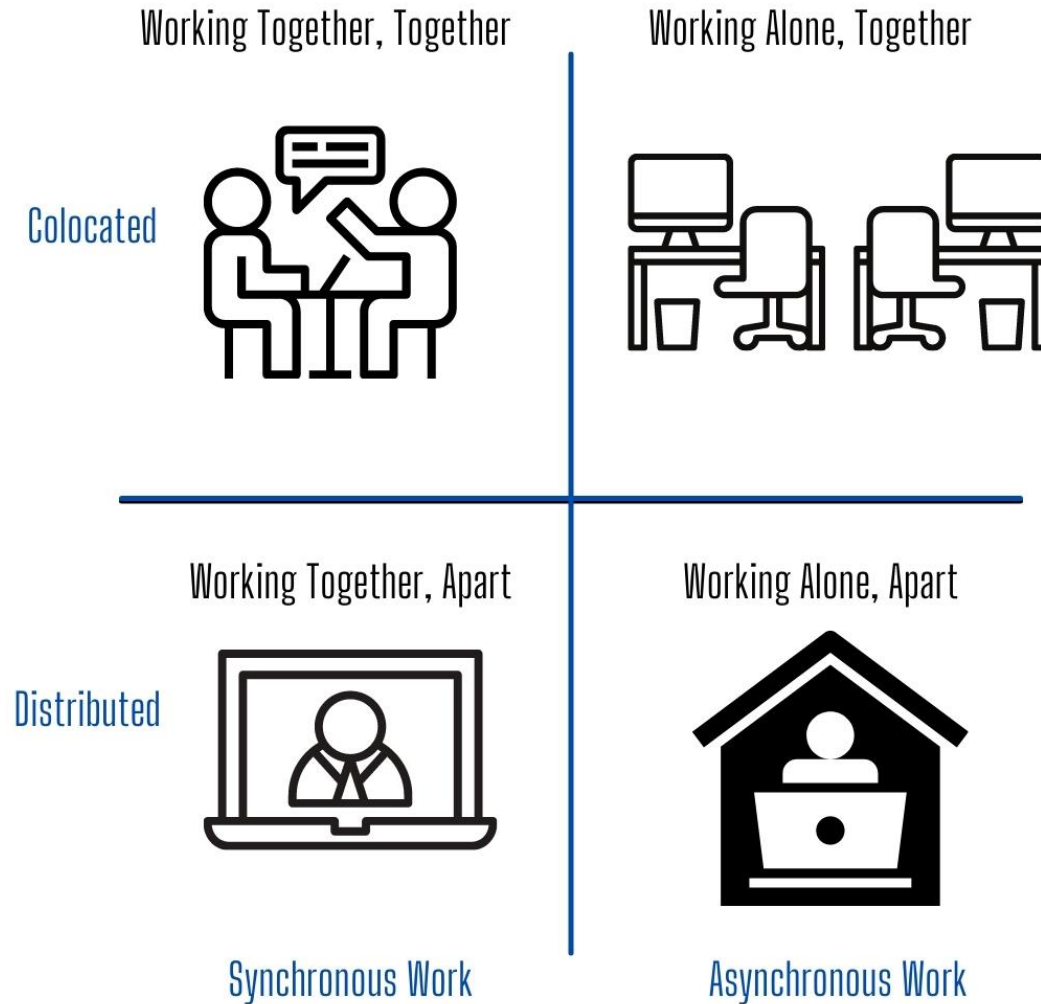- Consistent feedback

Asynchronous collaboration
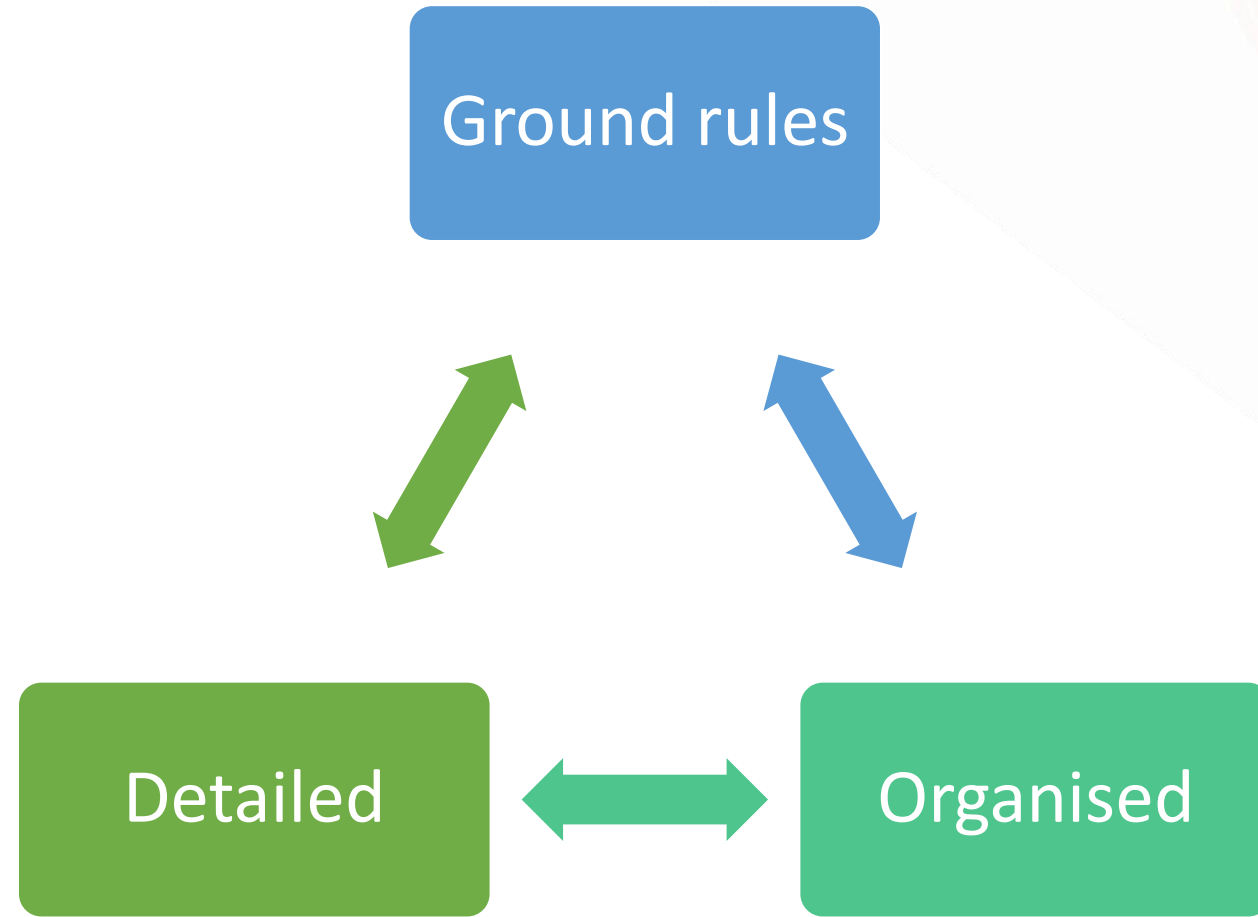
- asynchronous collaboration definition

A type of collaboration in which the exchange of ideas/knowledge and interaction among users occur as schedules permit rather than connecting both the sender and receiver in real time

Asynchronous collaboration can lead to deep and focused work due to the gaps between communication.

Hybrid collaboration

Working Together, Together | Working Alone, Together

Colocated

Working Together, Apart | Working Alone, Apart

Distributed

Synchronous Work | Asynchronous Work

How to make it work

Essentials

- Know your style so you can continue to develop your leadership skills
- Know your teams style so you can provide tailored leadership to ensure they feel included and visible
- Maximise synchronous and asynchronous collaboration opportunities
- Keeping an engaged team with clear performance measures and constructive feedback
- Productivity – don't let it mask burnout
- Compassionately check in, being mindful of mental health and wellbeing
- Use MS teams and other programs to make the process easy and efficient
- Leaders – get some camera skills to keep people engaged on virtual meetings

Recommended Courses

- Ignite! Leadership
- Managing People and Performance
- Leading and Communicating Change
- Consulting on Behaviour Profiles: Remote Worker Assessments Extended Disc Team

www.ati-mirage.com.au

ATI-MIRAGE
TRAINING & BUSINESS SOLUTIONS
Enriching lives, empowering organisations

ATI-Mirage presents
HYBRID WORKPLACE
OF THE FUTURE SUMMIT 2021

Thank you

www.ati-mirage.com.au
9218 9059

Follow us on:

ATI-MIRAGE
TRAINING & BUSINESS
SOLUTIONS
Enriching lives, empowering organisations

ATI-Mirage presents
HYBRID
WORKPLACE
OF THE FUTURE SUMMIT 2021