

# Hybrid Workspace Q&A for Managers

Some Challenges and Ideas for Company Management

File: Spaceonmove/Internet/Doc\_mise\_dispo/2023.08.05\_WP\_Q&A\_V0.2\_CHA\_05.08.  
Date: 05.08.2023  
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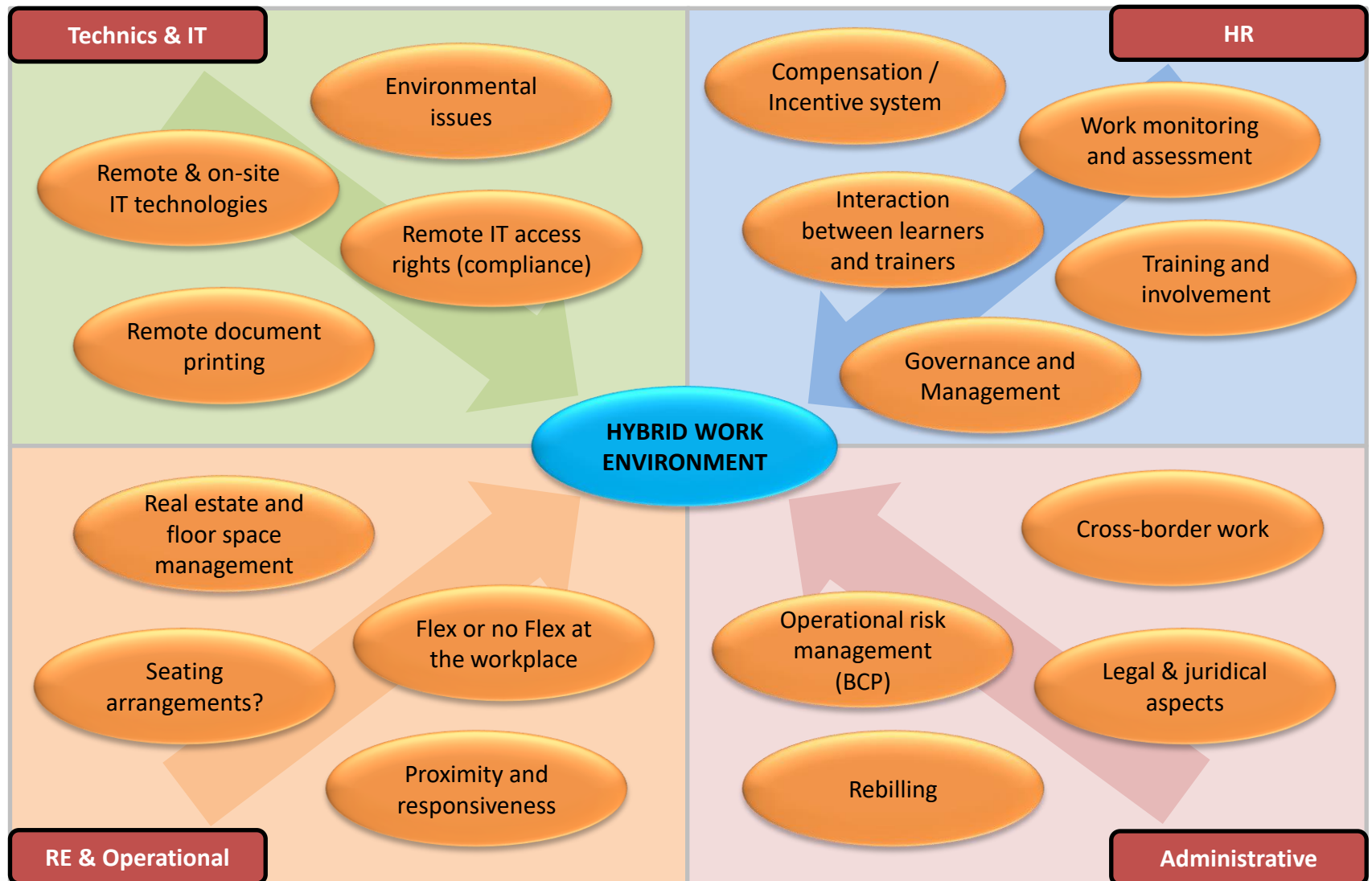
# 1. Hybrid's main fears ...

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Some objective fears, some not...



## 2. A (super)integrated approach



# 3. Asking the right questions



What's your appetite for change?

- Opportunity and the will to change.
- Let's wait and see...
- Above all, go back to the way things were.

What should we change?

- Our business model.
- Technique & Technology.
- Financial aspects.
- Operational, flow.

Which model do we want?


- Traditional face-to-face.
- Hybrid, and what form of hybrid?
- Telecommuting only.

What kind of governance should we adopt?

- Delegation of responsibilities.
- New business model.
- To trust or not to trust...

# 4. Challenges

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For which generation?	<ul style="list-style-type: none"><li>• Anticipate generational changes to retain talent while maintaining cohesion with older staff.</li></ul>
Digitalization and remote driving	<ul style="list-style-type: none"><li>• Everyone talks about digitalization, but few have mastered it.</li><li>• Remote management requires excellent knowledge of teams and activities.</li></ul>
Governance	<ul style="list-style-type: none"><li>• It's a mistake to work remotely while retaining "power" on site.</li><li>• Knowing how to delegate while controlling is an art!</li></ul>
Trust and communication	<ul style="list-style-type: none"><li>• Learning to / Knowing how to trust even without visibility.</li><li>• Communicate and maintain links with all team members.</li></ul>

## 5. Summary & Conclusion

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