# NORTEC®

HOW TO MAKE
Hybrid Work
YOUR SECRET WEAPON

![NORTEC logo]

A labor shortage has crept its way into almost every industry in the U.S., creating a hyper-competitive environment for employers looking for top talent. More companies are struggling to maintain operations at full capacity with fewer workers, and more employees are demanding work-from-home flexibility.
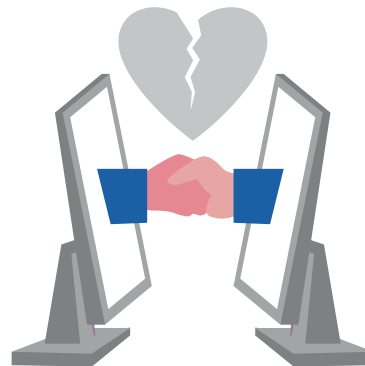
Hybrid work is here to stay. Organizations need to adapt to remote work environments ... or face the dire consequences of not doing so.

Hybrid work by the numbers:
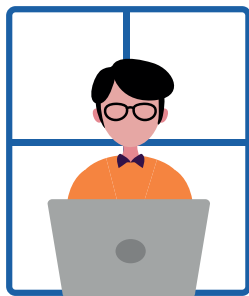
Over
97%
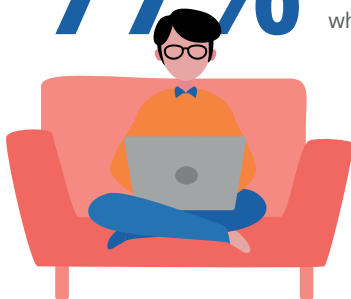of remote workers would lik
to continue to work remotely,
at least on a part-time basis,
for the remainder of their careers.

Almost half of Millennial and Gen Z employees would consider leaving their jobs if remote work was no longer an option.

77%
of remote workers claim
to be more productive
when working from home.

1/4
of all U.S. jobs
are expected to be remote
by the end of this year.

Make collaboration easier with **Microsoft Teams**

5 Big Challenges of Hybrid Work

Despite all the wins associated with a hybrid work environment (greater flexibility, cost savings, eliminated commute time), it is not without its challenges.

#1 *Bigger* Communication ISSUES

In a hybrid work environment, employees are split between working remotely and in the office. Problems arise when some team members are not physically present for face-to-face conversations. Additionally, different schedules can make it difficult to find times when everyone is available to meet.

The solution
Use a mix of communication methods that accommodate the needs of both remote and in-office employees. This might include regularly scheduled video meetings, using chat platforms and sending meeting summaries to those who could not attend.
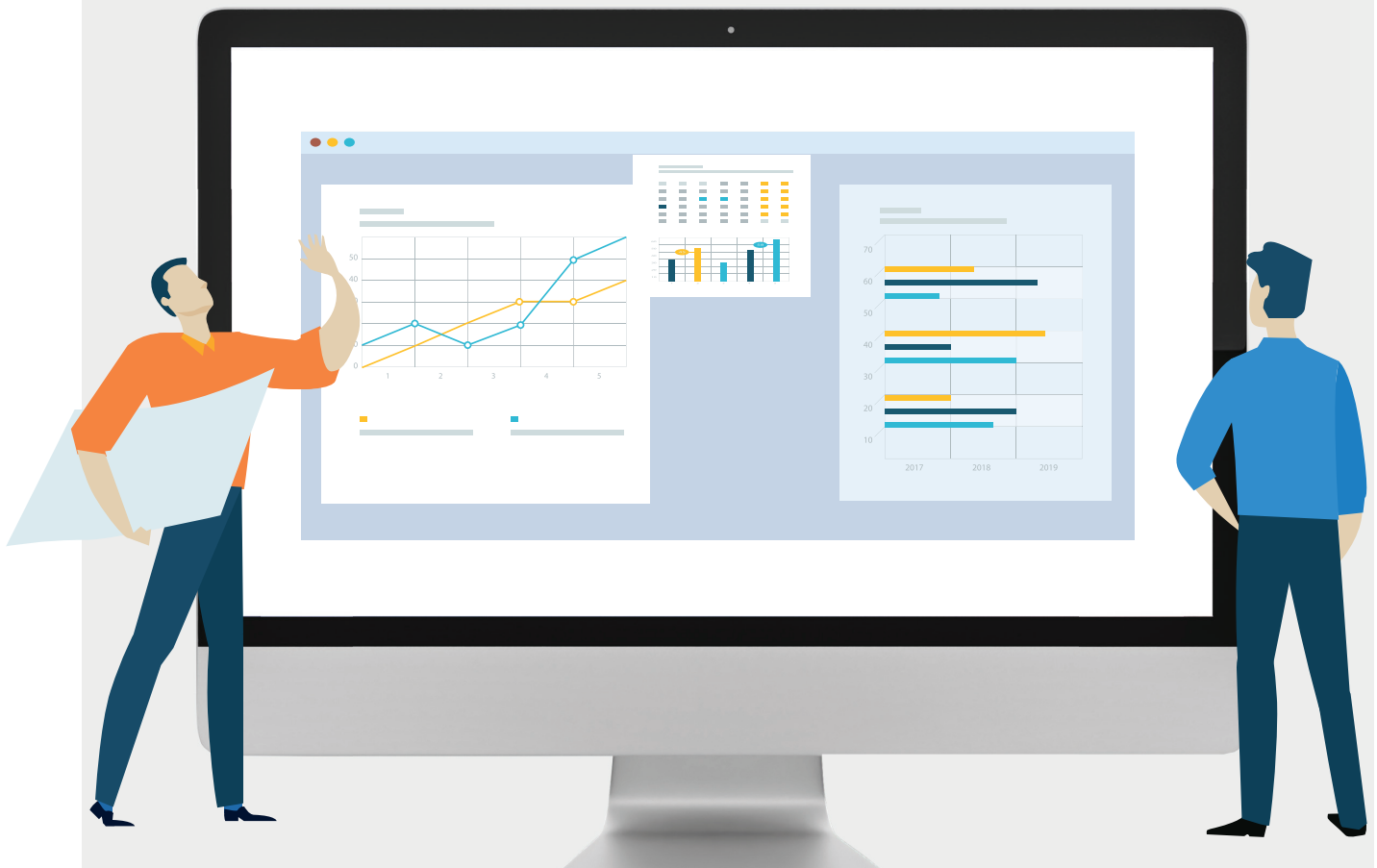
#2 *Poor Collaboration*

Collaboration is a wonderful thing, but it can be more difficult to work together when you're not in the same room. Remote members of your team might not feel empowered to participate and feel resentful about not having input.

The solution
Strive toward transparency so nobody feels ignored or misunderstood. Most importantly, stay open-minded about new ideas and new approaches to problem-solving.

#3 *Loss of Social Connection*

With some employees working remotely and others in the office, it can be difficult to create a sense of team unity. In addition, remote workers may have a more difficult time connecting with their colleagues and establishing a strong working rapport.

The solution
Create opportunities for social interaction, both in-person and online. In-person social events can help to build relationships and foster teamwork, while online chatrooms and forums can provide a space for employees to connect.
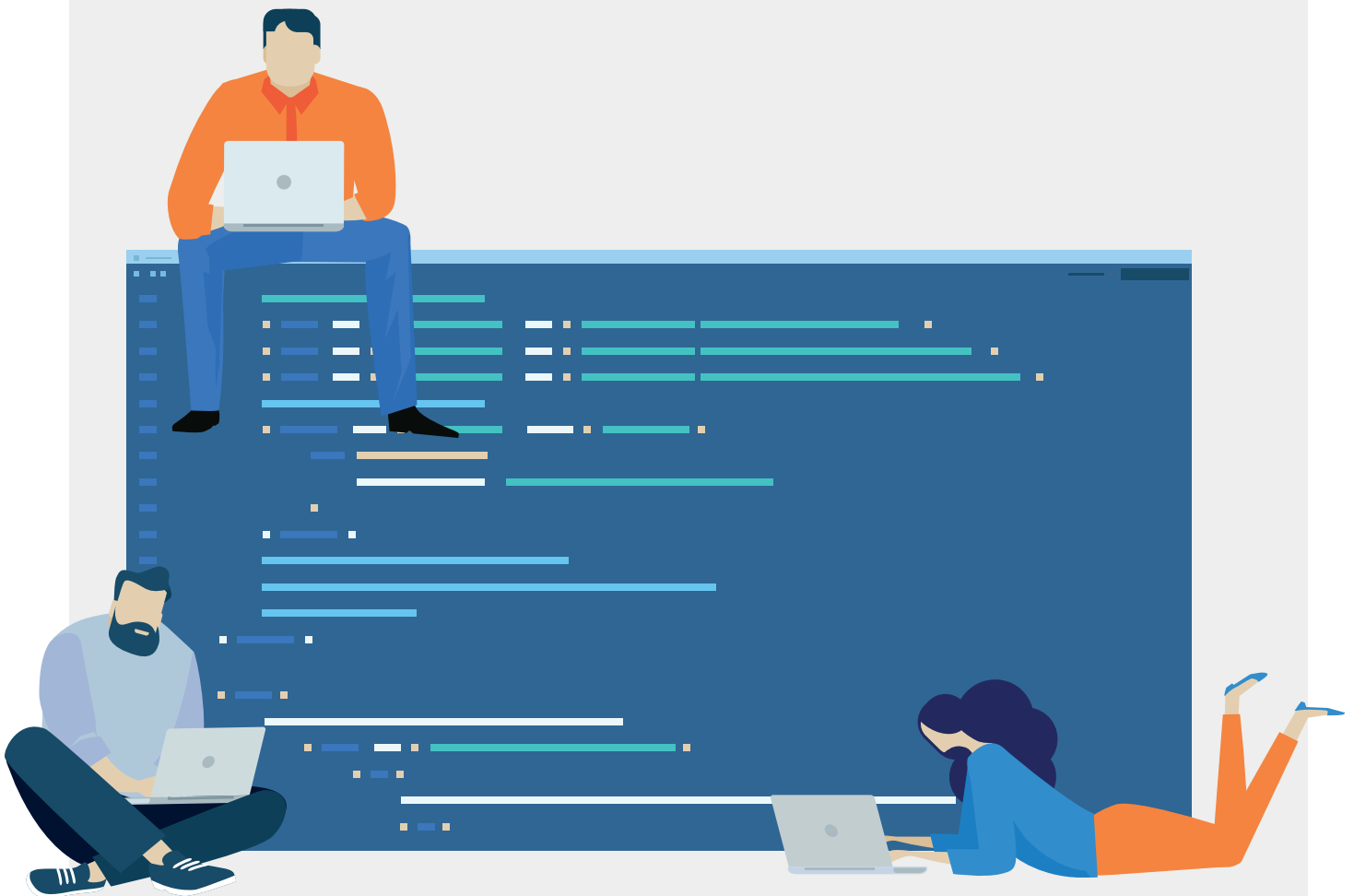
#4 Lack of Creativity

With employees spread out across different locations and more difficult collaboration, it's harder to foster new ideas. This is compounded if your staff simply feels more creative in an office setting surrounded by colleagues and with access to communal spaces.

The solution

Encourage creativity, even when employees are working remotely. This might include setting aside time for brainstorming sessions, using collaborative software, or nurturing employee ideas via email or instant messaging.

#5 Maintaining Corporate Culture

With team members in different locations, building a sense of shared purpose and identity becomes more difficult. It can also be a struggle to foster a sense of trust and respect between employees, regardless of their location.

The solution
Create a set of company values that emphasize collaboration, communication and mutual respect. Foster a corporate culture that is purposefully designed to be inclusive of people who work in the office and at home. Promote connection through digital tools, encourage remote team building activities, and make sure company values are embedded into all aspects of the business.

Hybrid work isn't possible without the right cloud technology.
What can you do in the cloud? Find out with our free ebook.

GRAB YOUR COPY

Microsoft Teams *is a true digital gamechanger for* **hybrid work.**

5 Reasons Businesses Are Moving to Microsoft Teams:

Revolutionize team collaboration and communications

Connect how you want: desk phone, computer or app-enables device

Advanced security and compliance capabilities including encryption and two-factor authentication

Streamlines processes and improves productivity

More features than other platforms, including advanced calling and meeting capabilities

Set up a hybrid work environment that empowers your workforce.

Ask us how