THE HYBRID EQUATION

Unraveling the pros, cons and pathways for effective leadership
and teamwork

Activity: Develop the Question for a Coaching Conversation

As a group you will have 10 minutes to develop questions you might use in a coaching conversation with Emily to assist her in developing an action plan that incorporates**:**

- Effective performance tracking suitable for a hybrid team.
- Strategies for enhancing team engagement and communication.
- Techniques to reignite individual and collective motivation.

Be prepared to share what questions you will use to help Emily:
- Gain awareness of the issues facing her team
- Determine her role and her team's role in resolving the issues
- Identify and agree to her next steps
- Grow from this conversation

> **Scenario:** Emily is the project manager and leader for a hybrid team of 10: 3 in office, 3 with flexible schedules (alternate between remote and in-office) with the other 4 full remote, but still in town.
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> The team enjoys the flexibility but has started to experience accountability issues. Emily finds it challenging to track performance, while some team members feel disconnected and unmotivated. She's also noticed a lack of engagement in team meetings and a decrease in inter-team communication. The team's productivity is beginning to suffer.
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> **Emily (In office & remote):** I've been trying to make this hybrid model work for everyone, but it's a new challenge for me too. I'm finding it hard to gauge how everyone is doing when we're not all in the same place. Alex's concerns have made me realize that we need to revisit how we're managing performance and staying connected as a team. I don't want anyone to feel lost or disconnected.
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> **Alex (Remote team member):** In the beginning, I loved the freedom of working from home, but now I feel sort of...isolated? It's like, I can't just walk up to someone to brainstorm or get quick feedback anymore. And it feels like nobody's really keeping track of what I'm doing. To be honest, it's hurting my motivation a bit.

Additional Resources

- ▶ Adobe – Hybrid work productivity tips
- ▶ MUO 5 Strategies to balance your hybrid work schedule
- ▶ 8 Common communications mistakes in virtual teams - and what to do instead