



# 5 top tips to make hybrid working work for you

What we learnt from our #StribeSessions webinar




# Use repetitive messaging to connect with your employees

Even if you think your internal communications are clear, it's surprisingly easy for messages to miss their target – especially with employees split between home and the office. The key to this is repetition.

We all process an enormous amount of information in our day-to-day, so, understandably, a message that's delivered only once is likely to get lost within this information overload.

However, if a message is brought to your employees' attention more often, this makes it easier to process and understand the information.




## Support different ways of working

Working patterns differ in each team and by each individual. It's easy to understand that those working in finance will likely enjoy a different schedule to a web developer, for example.

As a result, it's important to ask your teams how they prefer to work, to get the best from them.

Giving your employees the autonomy to work the way they want, and supporting them to make this a reality, can make a huge difference.



## Embrace the rise of asynchronous communication

As much as synchronous communications (real-time interactions) have a place in brainstorming or regular team meetings, it may be getting in the way of your organisation's success. Calendars full of meetings often reduce your employees' output and increase the chances of burnout.

Embracing asynchronous communication through messaging tools and email threads makes employees much more productive - suiting the flexible schedules often seen in hybrid workplaces.

# Happiness comes from a healthy work-life balance

Listen to the things that matter to your employees and enable your people to be there for the things that they love.

Giving your employees this flexibility in their personal lives enables them to be more productive and dedicated to their professional lives. A healthy work-life balance increases employee happiness, productivity, creativity, and reduces the chances of burnout.

## Personalise your communications

To communicate effectively with your hybrid workforce, you need to ensure that both your office and home-workers are delivered content how, where and when they want it.

Don't know their preferences? Ask them and listen to what they have to say, adapting your strategy accordingly. If your communications are personalised for both sets of employees, this will be much more successful than a one-size-fits-all approach.





**Read the full blog at:**  
[Bit.ly/StribeSessions](https://bit.ly/StribeSessions)

