



LatentView

Actionable Insights • Accurate Decisions

THE HYBRID WORK ERA

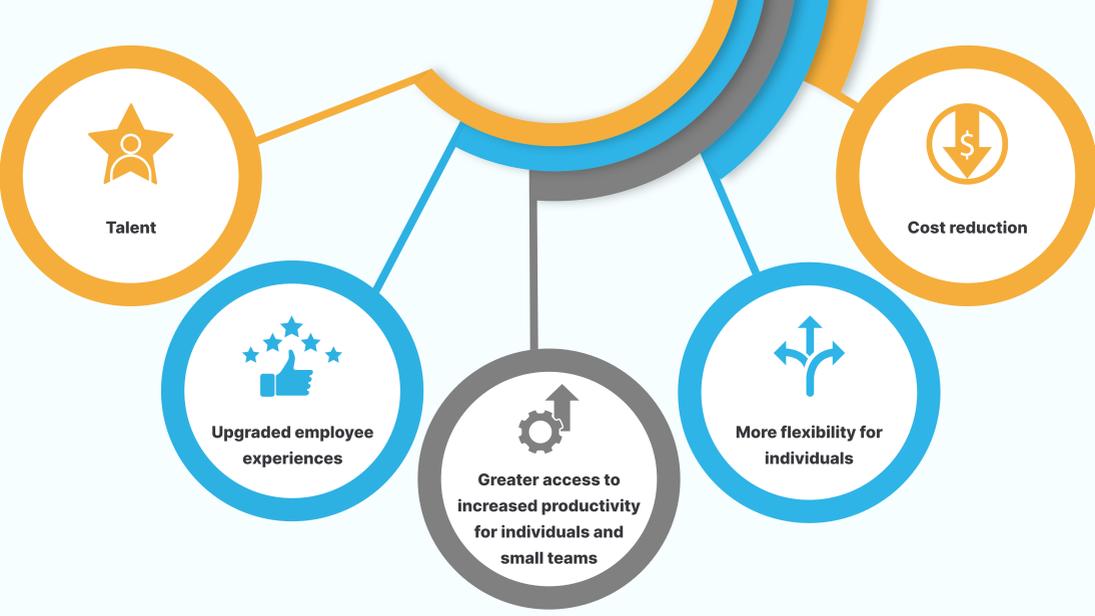
Preparing Your Workforce for the Post-Pandemic World



What is Hybrid Work?

A model wherein some employees are physically in office, while others continue working from home.

This new framework promises:



***75% of hybrid or remote knowledge workers say their expectations for working flexibly have increased.**

Four Change Management Strategies

“The pandemic forced most businesses to undergo involuntary changes, testing their abilities to deploy and manage these transitions quickly and effectively.”

- Rajan Sethuraman, CEO of LatentView Analytics



Define the Narrative

- Begin by clearly assessing the current situation to provide a benchmark for measuring future results.
- From there, identify and quantify the goals of your transformation, whether that's improved time-to-market for products or services, enhanced customer experience (measured by net promoter score), or simply automating some manual processes.



Reconsider Scope and Timeline

- With the rise of cloud technologies, containers, and microservices, companies are now undergoing non-stop pilots and platform migrations.
- To best prepare for success, avoid getting too deep into a single project.
 - Keep an eye on the macro situation.
 - Study how one technology could play with other planned implementations.



Anticipate Consequences

Enterprises can best anticipate potential problems by analyzing the human element of the transition.

- Put yourself in the shoes of those who will be on the front lines of managing the change to understand any fears, hesitations, and pain points that may surround the adoption of a new solution.
- To get a clear, unvarnished read of the situation, consider conducting anonymous employee surveys to gauge their opinions and understand what needs to be communicated to ensure positive results.

^66% of hybrid employees reported feeling comfortable taking risks in their role compared to 47% of their on-site counterparts.



Embrace Continuous Learning

The constant change enables your teams to continuously refine their processes and performance. When implementing change, use the following approach:

- Try, evaluate, learn, and adjust. The learning is crucial: It's not enough to simply assess and note the results of any single change.
- Teams must analyze why a certain input led to a certain result, learn from that experience, and adjust processes accordingly.

By embracing change, your enterprise can foster an environment of innovation, stay ahead of the competition, and make stagnation a thing of the past.

THE HYBRID WORK ERA IS NOW.

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Data sources: *Gartner 2021 Insights, #Gartner 2021 Article, ^PWC 2021 Survey