

# The State of Hybrid Work



## Benefits of Hybrid Work

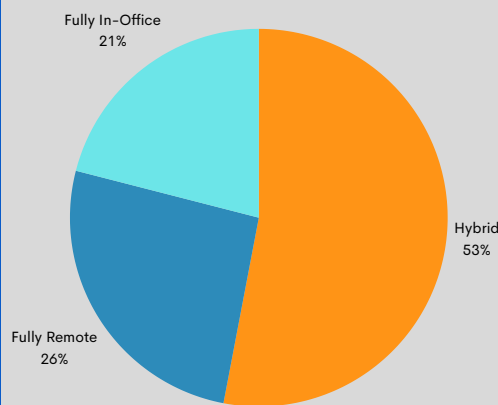
### For Employees:

- Improved Work/Life Balance
- Less commuting time and expense
- More autonomy and flexibility

### For Employers:

- Facility cost savings
- Access to broader talent pools
- Higher employee retention

## How Remote-Capable Employees Work Today



## Challenges of Hybrid Work



Unequal access to opportunities (remote vs. in-person)



Difficulty with onboarding and mentoring



Manager discomfort and lack of leadership training

## Reimagining the Hybrid Workplace

- ✓ Train managers to lead in hybrid environments with empathy and accountability
- ✓ Redesign onboarding to create belonging and clarity from day one
- ✓ Use collaboration tools to foster inclusion and real-time connection
- ✓ Focus on outcomes, not hours



## Future Outlook

The future of most work is hybrid. Success depends on designing roles intentionally, understanding which jobs truly require in-person interaction, and co-creating flexible models with employees. Organizations that engage employees in shaping hybrid strategies will build cultures of trust, performance, and retention.