



STAYCONNECTED

Activity #2: Identifying the hybrid work model

Activity Objective

The aim of this activity is to recognize the different hybrid work models by analysing three specific case studies of organizations.

After the completion of this activity, learners will be able to:

- Identify the hybrid work model of an organization
- Distinguish the key factors defining the hybrid work model
- Differentiate the various physically mobile employees

Activity Outline

Case Study #1: Identify the Hybrid Model

In April 2023, **Google** implemented a hybrid work model that blends in-office and remote work to provide employees with flexibility while preserving collaboration and connection. Most employees follow a schedule of three days in the office and two days working remotely, wherever they feel most productive.

To support this model, Google introduced initiatives like "work-from-anywhere" weeks, designated "focus time," and "reset days" to enhance employee flexibility and well-being. These efforts aim to empower employees while maintaining a strong company culture. Google's hybrid approach reflects a broader trend in the tech industry, where companies strive to balance employee preferences with organizational goals.

Students are invited to analyse the impact of such models on employee satisfaction, productivity, and team dynamics in a rapidly evolving workplace landscape.

Topics for class reflection

- Define the above hybrid model

- What is the impact of this model on employee satisfaction and productivity?
- How suitable is this model for your organization?

Time: 15 minutes

Case Study #2: Identify the Hybrid Model

Starting from October 2020, **Microsoft's** Hybrid work model consists of more of 50% employees working remote and of less time in office. The permission from management is not required. If one employee wants to work 60% remote and 50% in office, then permission from management is necessary. Those employees who permanently want to work remotely they must take permission from the management. These employees won't have dedicated place to sit when they would come to office when there would be a requirement, but some place would be given to them. Microsoft has also decided to take care of the financial aspect of employee's remote work expenditure.

Topics for class reflection

- Define the above hybrid model
- What is the impact of this model on employee satisfaction and productivity?
- How suitable is this model for your organization?

Time: 15 minutes



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