



STAYCONNECTED

# Activity #3: Group Exploration on Key Characteristics of the Hybrid Workplace

## Activity Objective

The aim of this activity is to recognize the critical role of flexibility in the hybrid work models by focusing on the individual, social and organizational flexibility

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

- Identify and articulate the fundamental characteristics of the hybrid workplace
- Recognize the key challenges that might arise
- Differentiate the various types of flexibility in the hybrid workplace

## Activity Outline

### STEP 1: Introduction

Have a look on this spectrum with one end labeled "Full Structure" and the other "Complete Flexibility."

- Where do you think your organizations currently stands on supporting individual flexibility?
- Take your position and explain why you have chosen this spot.

### STEP 2: Scenario-Based Discussions

Please divide into small groups of 3-5. Each group should select a scenario that represents a challenge related to individual flexibility.

#### **Suggested Scenarios:**

- (A) Two employees request to work fully remote, but their role traditionally requires in-office collaboration
- (B) Team Members struggles with scheduling conflicts due to varied work hours or hour zones
- (C ) Manager finds it hard to assess performance in a flexible environment



### STEP 3: Presentation

- Each group role-play your proposed solution
- After the role-plays, please provide feedback or suggests alternative approaches (for the audience)

### STEP 4: Takeaway reflection

- "What is the one most important action you will implement to support individual flexibility in your workplace?"
- Let's capture our responses in a shared document for collective inspiration

**Time: 60 minutes**



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