

THRIVE IN HYBRID SERIES

Workshops

The way we work is evolving. It's time to unpack old ways of working and develop new practices that will help your team thrive in hybrid.



Bringing your hybrid experience to life.

Experience workshops that will completely transform how your team approaches **hybrid**.



Hybrid is more than just technology, it's about how humans connect

How we work is constantly evolving and we must evolve in-step. Many organizations are experiencing changing technology and working arrangements that demand new skills and a shift in mindset—and the pressure to “do hybrid right” can feel overwhelming.

In order to deliver the hybrid experience we must first understand our ever-evolving work paradigms—particularly hybrid.

Identify team practices that aren't working

Sometimes when “things have always been this way” it can be hard to pinpoint what needs improvement.

Explore opportunities for new ways of working

New opportunities present themselves in a variety of ways, and when we don't recognize them, we risk losing out.

Implement new team practices successfully

Trying new things can be scary, and when no one fully commits to creating new ways of working, it's easy to fall back into old habits.

Navigate your teams social contracts

Changing how we work means changing how we think, and re-negotiating workplace expectations can cause anxiety if done incorrectly.



Why **evolve** your ways of working?

74%

of employees are less likely to leave a company if they can work remote.

*Owl Labs, State of Remote Work

69%

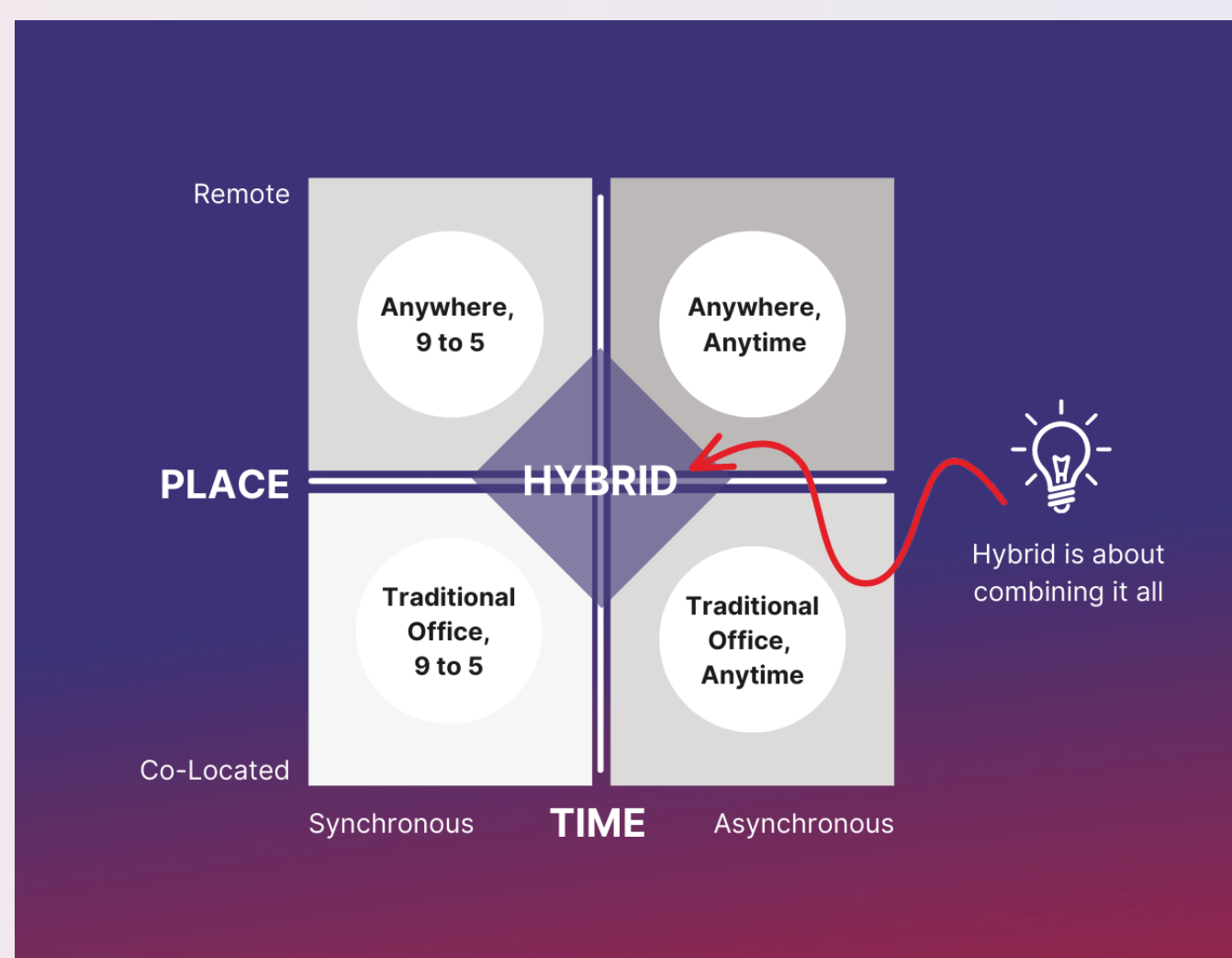
would give up certain benefits if it meant more flexibility at work.

*CBRE, what millennials really want in the workplace

87%

expect work-life balance to be supported in the workplace.

*Happeo, 33 employee statistics you need to know



Hybrid is more complex than just “where” you work

Many people make the common mistake of assuming that the hybrid work model means either working from home, or working in the office. But it's more complex than that. Hybrid is not just where you work (place) but also when you work (time).

Hybrid is about thriving in different work modes

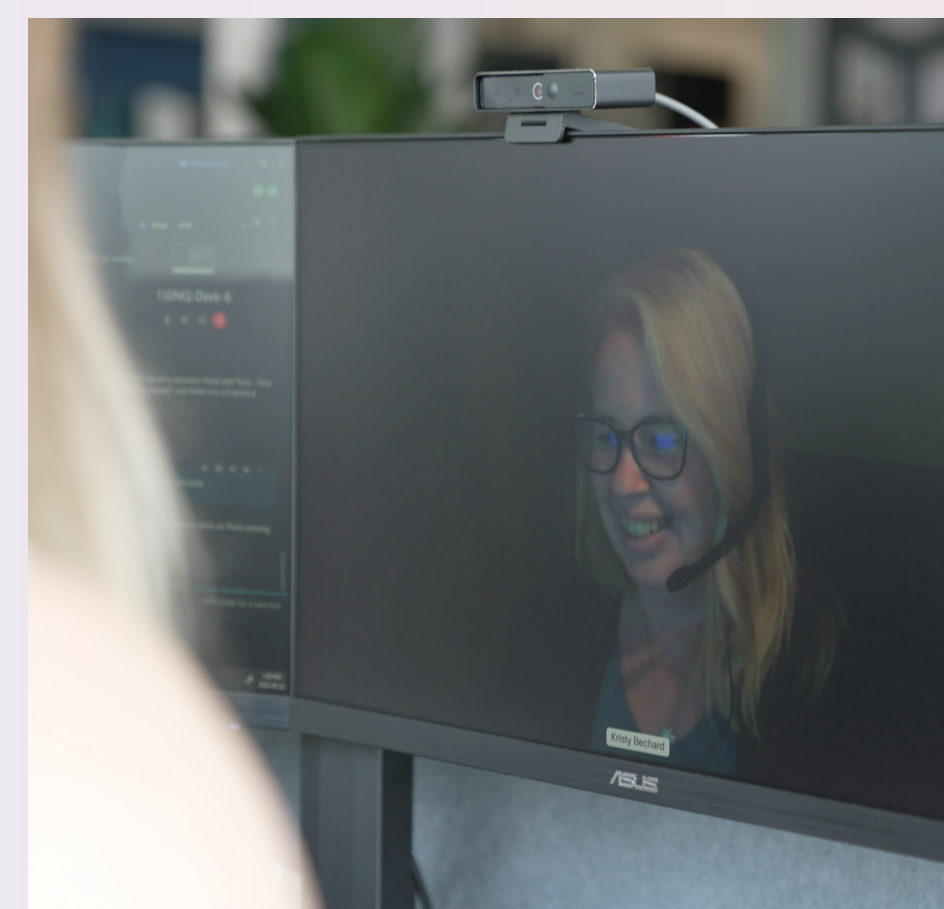
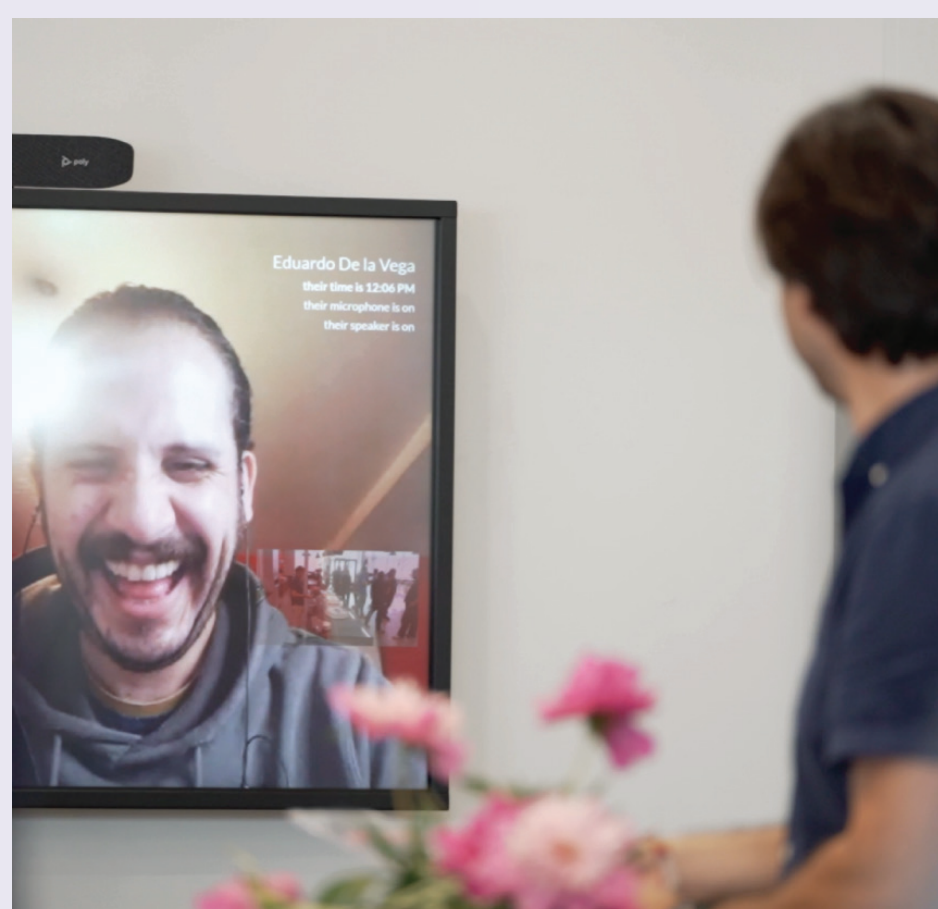
Many teams today are working in multiple modes at the same time, requiring different decisions to be made about the tools and practices we use together.

Which mode does your team work in:

- Together in the same place, at the same time,
- Asynchronously from different places at different times
- Independently in the same space, at different times
- Over video calls at the same time, from different places



Introduce simple but powerful methods that can make hybrid more effective and inclusive. **#ThriveInHybrid**



Introduction to Thrive in Hybrid

Unpack old ways of thinking about work, examine recent paradigm shifts including hybrid work, awaken participants to the possibilities of new ways of working, and crowd source impactful practices that already exist within your organization.

Recontracting for a Hybrid World

In this experience, ET Group coaches will invite participants to reflect on their experiences within the team, provide a framework and guidance to help participants navigate key pain points, and facilitate the co-creation of a social contract for your team.

The Hybrid Learning Journey

The Hybrid Learning Journey is a deep-dive experience that will teach leaders and teams about the underlying mechanisms at play while we work in a hybrid environment.



Workshop

Introduction to Thrive in Hybrid



Workshop Overview

The pandemic was a huge learning curve for most organizations, as teams scrambled to implement technology to support remote work. Hybrid isn't just about having the right technology, it's also about learning how to work differently with it to support work in a healthy and sustainable way.

This 2-hour introductory workshop will unpack old ways of thinking about work, examine recent paradigm shifts including hybrid work, awaken participants to the possibilities of new ways of working, and crowdsource impactful practices that already exist within your organization.

What you'll get

Pre-Workshop Diagnostic(s)

ETG will collaborate with key stakeholders to co-create the workshop session content and to ensure that your team's most pressing concerns are addressed. Diagnostic exercises could include group work, asynchronous collaboration, and 1:1 discovery interviews.

Workshop

Facilitated by ET Group coaches, this highly interactive learning session will engage deeply with new and old work paradigms, invite participants to reflect on and share their own experiences pertaining to evolving ways of working, and explore how to effectively use technology to facilitate hybrid work. During curated breakout sessions, participants will be challenged with reflective questions to help connect what these shifts mean to both them as individuals, their teams, and the organization as a whole.

Documented Insights

Based on data gathered during the pre-workshop diagnostics and the live workshop session, ET Group will summarize the intro workshop experience. We will identify insights and opportunities relating to new ways of working at your organization, and carefully articulate recommendations for short-term and longer-term development strategies.

Debrief Session

This facilitated session offers a deep-dive into the revealed insights and opportunities. During the debrief session, candid and collaborative dialogue will be encouraged with select members of your organization (perhaps the learning and development team) to examine the opportunities and discuss practical next steps.

Who is it for?



Recommend 50 to 100 participants



2-Hours



Virtual Workshop



Workshop

Recontracting for a Hybrid World



Workshop Overview

Rather than attempting to regulate how much people can work from home or from the office, we have the opportunity to focus on a shift in mindset and to recontract how we work together.

A social contract is a tacit agreement between members of a group to behave in a certain way with certain privileges and duties so they can work together in a more efficient, healthier way. The only way to make sure it's effective is to co-create the document with the entire team.

In this experience, ET Group coaches will invite participants to reflect on their experiences within the team, provide a framework and guidance to help participants navigate key pain points, and facilitate the co-creation of a social contract for your team.

What you'll get

Pre-Workshop Diagnostic(s)

ET Group will collaborate with key stakeholders to co-create the workshop session content and to ensure that the team's most pressing concerns are addressed. Diagnostic exercises could include group work, asynchronous collaboration, and 1:1 discovery interviews.

Workshop

ET Group coaches will invite participants to reflect on their experiences within the team, provide a framework and guidance to help participants navigate key pain points (as surfaced in the pre-workshop diagnostic), and facilitate the co-creation of a social contract for the team. This highly-interactive session will be designed with psychological safety and inclusion at its core. Participants will also benefit from experiencing hybrid practices targeted to increase candor and collaboration among team members.

Coaching Support

ETG will provide coaching to support the cohort as they implement their new or renegotiated social contracts.

Who is it for?



Impact Teams (Capacity Flexible)



Minimum 2-Hours



Virtual Workshop

Workshop

The Hybrid Learning Journey

Workshop Overview

The Hybrid Learning Journey is a deep-dive experience that will teach leaders, and teams about the underlying mechanisms at play while we work in a hybrid environment.

This multi-week experience is co-hosted with ET Group partner, SEMCO Style Institute, and is comprised of six 3-hour virtual workshops. You can decide whether to follow a selection of workshops or to sign up for the complete program.

Each learning module contains two 3-hour facilitated, virtual events with deep discussion of evolving work mindsets and experiential learning of practices to support new ways of working. Case studies, lively discussions, and role-play are facilitated around current trends for you to experiment with. Between learning modules, ET Group will provide coaching to support the cohort as they transfer their learnings to the workplace.

What you'll get

Pre-Work - Hybrid Assessment

Before jumping into any of the Thrive in Hybrid: Practices experiences, a hybrid assessment will scan your organization on its true hybridity. The whole Hybrid Learning Journey will be supported by MIRO which will capture all the learnings of the participants to be exported and shared with you.

Module 1: Finding your Role as a Leader

We focus on the changing role of leaders, who empower, rather than dominate, the workforce. For leaders to truly feel comfortable in their new role, they need clarity about responsibilities, goals and, above all, the strengths of their team. (Two 3-hour online workshops)

Module 2: Enabling a Hybrid Team

Some of the benefits of a hybrid organization are more flexible hours and collaborating to achieve desired results. We will focus on the question of creating a social agreement that reflects the goals of your organization, while entrusting teams with the process of getting there. (Two 3-hour online workshops)

Module 3: Performing in a Hybrid Team

We will focus on the performance within a hybrid team. What instruments and support tools are there to track performance? What behaviors are needed to maintain an effective level of alignment? And, when do hybrid teams perform successfully? These interactive sessions will help participants learn how to develop new habits that stimulate performance in a hybrid or remote setting. (Two 3-hour online workshops)



Who is it for?



Recommended 50 to 100 participants



6 Workshops (3-hours each)



Virtual Workshop



Get to know the four pillars of the Hybrid Experience

HYBRID



SPACES

To create flexible spaces fuelled by technology

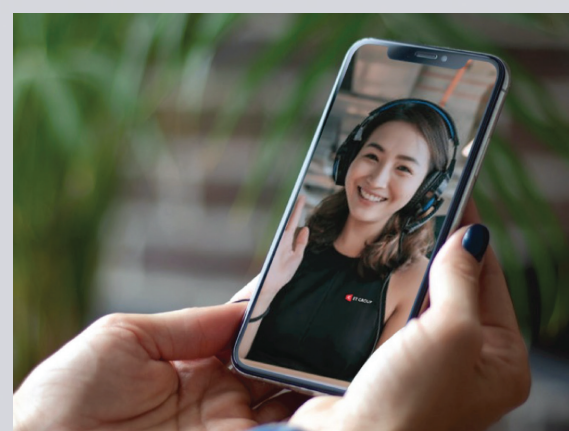
Our spaces are co-created to help you reach all of your goals. We have expertise in a variety of space types and can ensure that your work environment will be not only functional, but also inspiring.



CONNECTIONS

To help you work seamlessly from anywhere

A great hybrid experience is a seamless one — so good you don't even notice it. With a reliable network of tools, platforms and video systems, you'll never feel left out of the loop again.



SUPPORT

To keep your technology tools always on

Collaboration is about more than just the technology in your meeting rooms. It's about keeping the user experience consistent across all workspaces. We are dedicated to keeping your meeting experience reliable and consistent.



WORKSHOPS

To level up your teams hybrid game

Hybrid is more than technology, it's about how humans connect. Experience learning journeys that will completely transform your team's ways of working hybrid. Navigate the world of hybrid, without losing track of what matters: each other.

Your all-in-one approach to bringing the hybrid work experience to life



#Partners

How we accelerate our workshops

At ET Group, we believe it is important to take our work a step further—to truly understand the behavioral science behind hybrid workplaces and to bridge the gap between ways of working and technology. To this effect, we've spent the last two years partnering with thought leaders and innovative organizations. These are just a few of our key partners.



WORKTECH Academy

In addition to publishing articles (our first of which describes the value that design thinking brings to AV), ET group will soon announce a new 3-day design thinking course that we will be hosting through the academy.



SEMCO Style Institute

We've partnered with SEMCO Style Institute to co-deliver a series of learning experiences relating to hybrid work and new ways of working. See Hybrid Learning Journey



XCHANGE Approach

Through our work with XCHANGE, not only have our in-house ET Group facilitators benefited from the exceptional facilitation and leadership education XCHANGE provides, we've also gained access to their community of world class facilitators as part of our partnership.



MURAL

MURAL has been a valuable partner to enable ET Group's immersive and experiential workshop experiences. The MURAL team has provided us with dedicated white-glove service to help us create the best experiences possible both for our workshop and coaching clients and internally for ET Group.



Ferrazzi Greenlight

We've hosted conversations and workshops with executive-level teams at some of the world's largest companies (including Procter & Gamble, FedEx, Home Depot, and Coca Cola, more) to discuss the challenges and successes they've experienced with hybrid work, and to coach them on new ways of working that could bring more connectedness, innovation, and well-being to their work.





HYBRID X

Bringing your hybrid experience to life.

Book a discovery session today at etgroup.ca