



HYBRID Training and Enablement Solutions

- Hybrid training strategy
- Flexible training workshops
- Peer learning groups
- Hybrid team coaches



WorkMatters' mission is to support organizations, leaders, and their workforces to prepare for the changing world of work.

The *transition to hybrid models of working* brings its own specific training and enablement needs. And it is also an opportunity to build the underlying skills and habits needed to navigate the changes to work and working life that will continue into the future.

That is why we have built a targeted and flexible series of hybrid training and enablement solutions for organizations to integrate into their own training and development strategies and hybrid transition plans.

As your Future of Work enablement partner, we can equip you and your managers with the skills, tools, and techniques needed, not just to successfully transition and manage your teams in a hybrid work environment, but also to help them thrive into the future as the world of work continues to evolve and change.

Based on client needs and experience, our hybrid training workshops and modules tend to be delivered under the three inter-related themes of Hybrid Working Essentials, Performance & Productivity, and Building an Inclusive team culture.

Further details of our training workshops on page 5

Hybrid Working Essentials



Hybrid Leadership Mindset & Skillset



Managing 1:1 & Team Conversations



Hybrid Team Ways of Working

Performance & Productivity



Using Technology for Hybrid Working



Performance & Productivity in a Hybrid World



Team Dynamics & Relationships

Building an inclusive team culture



Living our Values in a Hybrid World



Leading for Diversity, Equity & Inclusion



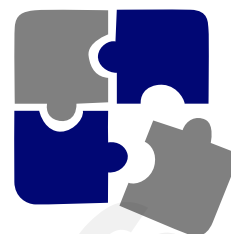
Well-Being Flexibility & Trust

WorkMatters have been providing us with practical training strategy and delivery support since we began planning our transition to our flexible working model. As well as providing relevant and timely training content, they understand the intricacies of our business and help us to ensure we get the best impact from our training effort and approach

Our approach

Building on our Future of Work talent development and training experience, we have developed an approach for hybrid working training and enablement that effectively fuses the longer-term development needs of managers and their teams with the skills and tools they need to solve their current-day challenges and priorities. When we build hybrid training and enablement solutions with our clients we ensure that our work with you brings the following benefits:

- ✓ Integration with your existing management development strategy and programmes
- ✓ Training delivery focused on what managers need and when they need it
- ✓ Alignment with your wider learning 'ecosystem'
For example, some clients prioritize follow through application and experimentation, either through coaching circles or other ways, in which the learning can be reinforced and consolidated
- ✓ Integration with other learning and culture objectives such as the development of underlying Future of Work enablement skills and behaviours
- ✓ Agile content iteration and manager involvement in setting the agenda based on their needs as well as providing feedback along the way
- ✓ WorkMatters training associates and partners are recognized experts in their respective fields such as hybrid work practices, hybrid team performance, team dynamics, and hybrid enabling technology



**Integration with
your strategy**



**Content Iteration
and feedback**



**Expert guidance
along the way**

What do you get?

We don't just supply management training workshops. We partner with you to help with the broader people challenges managers face in leading their teams in a changing, Hybrid world of work. As well as providing training, WorkMatters clients avail of:

- ✓ Exclusive Access and membership of the WorkMatters Academy for further reference and training support
- ✓ An e-copy of our book, Thrive in the Future of Work, for every participant and access to other relevant WorkMatters research and training resources
- ✓ Access to our panel of expert partners: Our training team includes a group of highly experienced partners who can help you in different phases of your transition including Leadership, team enablement, and change management

Delivery options

In a word, we are *flexible*. We tailor our approach and offering based on your training and development strategy as follows:

- ✓ We provide our training workshops as a menu of options which then can fit into your wider manager training and enablement approach
- ✓ We can design a bespoke training series and approach with you through various formats such as through a blended mix of online workshops and peer-2-peer learning and coaching circles to enable scaling and learning throughout the organization.

Some example approaches from existing clients are:

- Online workshop format where interactive learning and content are delivered online and then further applied through other post-session training and team activity
- Facilitation of manager peer learning groups/coaching circles where the content is delivered and applied in-session through experience, team exercises, and peer to peer reflection

Hybrid Working Essentials

Module 1

Leadership Mindset & Skillset
for a Hybrid World of Work



Setting the scene for hybrid ways of working at an organization, team, leader, and personal level.

Learning outcomes

- Shaping a flexible future of work
- Hybrid behaviours & ways of working
- Leadership mindset
- Role Activity Analysis

Module 2

Managing 1:1 & Team Conversations



Preparing the teams for hybrid ways of working within and across teams.

Learning outcomes

- Hybrid Team Foundations
- Agile team dynamics and practices
- Team agreements
- Team activity analysis

Module 3

Hybrid Team Ways of Working



Communicating with and coaching individuals about hybrid ways of working and what it means for them in their role and in their team.

Learning outcomes

- Hybrid 121 process & preparation
- Personal change model
- Cultivating a hybrid mindset
- Conducting coaching conversations

Performance & Productivity

Module 4

Using Technology
for Hybrid Working



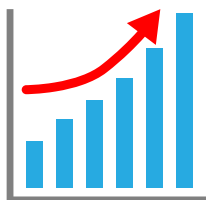
Enabling hybrid ways of working and team performance through and with technology.

Learning outcomes

- Digital mindset and related concepts
- IT tools and practices for effective hybrid team working

Module 5

Performance & Productivity
in a Hybrid World



Creating a high-performance culture in a hybrid work setting.

Learning outcomes

- Performance and productivity considerations in a hybrid work setting
- Performance tools and practices
- Feedback, psychological safety & trust
- Managing hybrid team performance

Module 6

Team Dynamics & Relationships



Developing & enhancing positive team dynamics in a hybrid work setting.

Learning outcomes

- Hybrid Team dynamics – what's different and why
- Tools and practices for effective team engagement and motivation
- Shared accountability model

Building an inclusive Team Culture

Module 7

Living our Values
in a Hybrid World



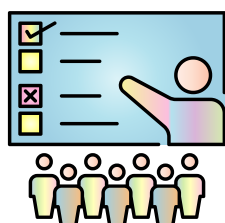
The role of culture & values in creating effective hybrid teams.

Learning outcomes

- Key values & behaviours that drive effective Hybrid working
- Integrating company & hybrid working culture & values
- Tools & practices to drive values based team behaviours

Module 8

Leading for Diversity, Equity
& Inclusion



Managing inclusivity and diversity in a hybrid model.

Learning outcomes

- Why DE&I plays a critical role in hybrid teams?
- DE&I practices and tools
- Avoiding presenteeism, absence bias & other pitfalls

Module 9

Well-Being Flexibility & Trust



Creating a healthy & vibrant hybrid team environment.

Learning outcomes

- The importance of health & wellbeing in hybrid teams
- Health & Wellbeing indicators & practices
- The role and impact of trust in healthy work environments
- Manager's checklist for a healthy hybrid work environment



WorkMatters

*people and leadership solutions for
the changing world of work*

HYBRID Training and Enablement Solutions

**For more
information
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today**



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