

# Thriving as a Hybrid Team

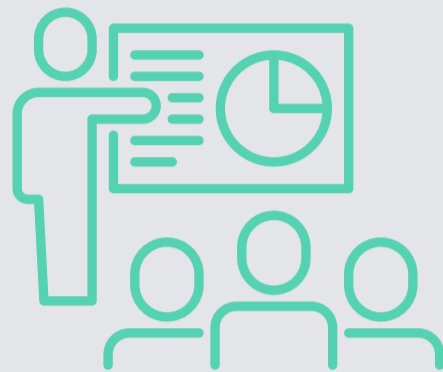
## The Challenge



A global SaaS business had just implemented a hybrid working approach across the whole organization. As part of the move to hybrid working, they wanted to ensure that they didn't compromise culture, performance or the wellbeing of team members.

## The Solution

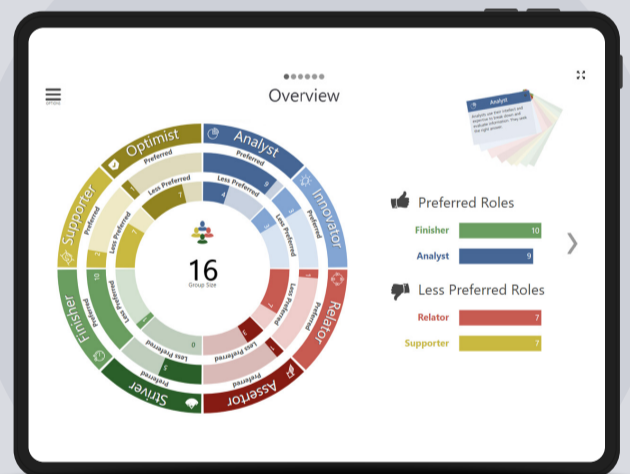
Teams from across the business participated in a series of 'Thriving as a Hybrid Team' workshops. The Research & Development (R&D) team included some permanently remote members, with others following a more mixed approach of working from home and in the office.



Within the R&D team, 16 team members, across all levels, completed our 13-minute Wave® Focus Styles behavioral questionnaire and received their own Wave Work Roles reports. This provided them with information on their own preferred and least preferred working styles.

Team members also completed a short bespoke questionnaire and participated in a workshop where they looked at general research into hybrid working. During the workshop, the team gained insights into the areas they enjoy, or currently feel challenged by, when it comes to working in a more hybrid way.

Group-level **Work Roles** data was presented. This gave the team an opportunity to understand how the group's preferred roles may help make some aspects of working in a hybrid way easier. The group were also encouraged to have conversations around their least preferred roles and how that might present challenges to hybrid working.



The group's least preferred role was Relator which highlighted that they needed to pay extra attention to communicating well. The session closed with focused action-planning around how to build better connections. Clear actions involving weekly, monthly, and quarterly meetings were created along with plans on how to enhance social cohesion.

## Benefits to the Organization

### QUALITY



All team members gained an understanding of their working styles individually and in relation to their fellow team members. Team members left the session with a focused group action plan to help them all work better in a hybrid way.

### ENGAGEMENT



Team members were motivated to have a better understanding of how to leverage their own working style to help boost team performance and feel better connected when working in the new hybrid approach.

### EFFICIENCY



Team members became aware of how they could circumnavigate some of the challenges that might arise as a result of their least preferred roles and developed a set of take-away actions around these.