TRANSITIONING

TO HYBRID WORK MODEL

People | Places | Processes

1 day course   www.sabpp.co.za

Abstract

The World Economic Forum (WEF) advocates for a rescaling and reimagination of the workplace amid the disrupted workplace; as well as the need to strike a balance in the workplace for people and machines to coexist. In this regard, five workplaces are identified to make workplaces thrive beyond 2021: reimagining the workplace, workplace collaboration, outcomes as opposed to presenteeism, organisational empathy, and knowledge experiences. This calls for a re-look into the HR architectural models that are geared towards business sustenance and agility.

Implications of the above is that organisational boundaries require a rethink of HR operating models and in response to this, organisations have since time immemorial responded to such challenges through inter alia, virtual teams as a critical element of their HR architecture Remember the prediction made by Bill Gates that by 2050, globally, 50% of all workers will be virtual workers?

The Strategic Human Resource Management (SHRM) Standard; as well as the Talent Management (TM) Standard comes into play here:

- The SHRM Standard provides guidelines and ensures that HR work is aligned to the organisation's strategy. A hybrid work model is a typical expected response from HR to support an organisation's operating model, and an assurance of alignment of HR to the organisation's strategic imperatives.

- From a talent management point of view, ample global evidence suggests unequivocally that there is value from flexible work arrangements in general, and hybrid work models in particular: increased work-life balance; less immigration headaches for knowledge workers; increased talent mobility, etc.

Special Features

- This is the first course of its kind in South Africa
- Walk away with a Hybrid Work Policy

Take-away: a hybrid work policy benchmarked against critical.

Module 1: Flexible Work Models and Related Nomenclature	Module 2: Input- Process -Output Approach to Hybrid Work Model Inputs
- Flexible working practices - Virtual working - Remote working - Telecommuting - Sabbaticals - Family friendly practices, - Work-life balance, - Workplace equality, - Work life policy - Alternate work arrangements. - Hybrid working	- The I-P-O model - Company operating model - Stakeholder mindsets, attitudes, and beliefs (People) - Competencies for sustaining hybrid work models. - Methods and systems **Processing of inputs** - Organisation development - Rethink and remake culture - Challenge current narrative. - Assess readiness for change. - Navigate workforce with care - Organisation design - Is design part of our core business? - Designing for agility and sustainability - Designing the future organisation - Designing new roles and re-engineering old roles - Determining new competencies and capabilities - Learning & development - Imparting coping competencies, capabilities, and motivational factors - Competencies for remote/hybrid workers - Competencies for hybrid and remote leaders

	▪ Motivational competencies
	• Talent acquisition and placement
	   ○ Recruiting and hiring for hybrid and or remote work
	   ○ Accessing global talent
	   ○ Applicable legislation for global talent and implications.
	   ○ Embracing gig economy when hiring
	Outputs
	• Remote worker related outputs
	• Employee-related outputs

Module 3: Integrated Hybrid Work Models • Conventional hybrid model • Contemporary hybrid models	**Module 4: Value of Hybrid Work Models** • Employee related outputs. • Organisation-related outputs • Confirmation of South African and research elsewhere on value of hybrid and other flexible work practices.
Module 5: The Hybrid Work Policy • Analysis of the take-away Hybrid work policy	

Target Group

- Shop stewards and trade union office bearers.
- HR business partners
- Senior HR management
- HR executive management
- HR Officers
- Learning and Development professionals
- Labour Relations Officers
- Employees from targeted work areas earmarked for hybrid and remote operations.