

Hybrid Work Proficiency

Helping Hybrid Teams Thrive

Hybrid Work Proficiency is an interactive strategic program that helps maximize the potential of individuals and teams to **thrive in hybrid work environments**.

- ✘ Struggling with **team cohesion, innovation and efficiency** in your hybrid culture?
- ✘ Wonder how **all voices** can be heard when some are onsite and some are on screen?
- ✘ Concerned about dynamics of **belonging and inclusion** among team members?



Our personalized **Hybrid Work Proficiency** program empowers organizations, leaders, managers, ICs, and intact teams to:

- ✓ Learn **effective behaviors** that address challenges and opportunities in hybrid team dynamics
- ✓ **Explore resources and techniques** that increase feelings of belonging
- ✓ Determine **inclusive** hybrid meeting strategies to implement as a team
- ✓ Develop a **customized** roadmap to articulate hybrid norms and best practices
- ✓ Commit to holding teammates **accountable** for inclusive behaviors

WHAT WE COVER:

INCLUSION: proximity/distance bias, privilege, belonging, personal value

COMMUNICATION: styles, methods and systems

PRESENCE: what you bring to the meeting: in-person or on-camera

TECHNOLOGY: norms and best practices for leveraging tech

RESILIENCE: adaptability, authenticity, collaboration

HOW WE DO IT:

- Live learning sessions
 - In-person
 - Virtual
 - Hybrid
- Toolkits for asynchronous implementation
- Strategic consulting
 - 1:1 and team coaching
 - Curated resources

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“New research details what empowered employees love about hybrid work models and the risks to diversity, equity, and inclusion if managers get the evolving flexible workplace wrong.”

McKinsey, April 2022

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Creative Facilitations is a Disability-owned & Woman-owned business. Being part of marginalized groups, our disabled, neurodiverse, multi-cultural lenses inform every aspect of our work; combining this with our global team's diversity on 3 continents, we aim to further accessibility and belonging worldwide.

