



Making Hybrid Work

Presented by
Enterprise Recruitment



Does hybrid working, work?

In one of our recent webinars, we brought together clients from across the engineering sector to dig into the reality of hybrid working

- ✔ Whats working - and whats not
- ✔ The benefits of hybrid model
- ✔ Common challenges

This short summary captures what clients really think about hybrid working



Key points overview:



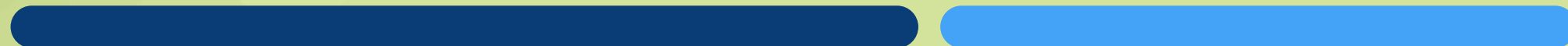
- There's no ***one-size-fits-all*** solution
- Balance between flexibility and productivity is crucial
- Trust is foundational – treat people like adults
- The right hybrid model can solve business challenges (e.g. location)
- There's a growing trend towards full-time on-site work
- Working from home can either boost or hinder productivity
- Clear objectives, priorities, and regular meetings are essential



Key points overview:



- Recent graduates see working from home as the norm
- More experienced employees may struggle to adapt to remote work
- Replicating office routines remotely often doesn't translate effectively
- Employees must understand: if remote isn't working, in-office presence is necessary
- Monitoring mental health is more challenging in remote environments
- Concern: are remote graduates missing out on developing key social skills?
- Remote work isn't perfect—but was in-office ever perfect either?





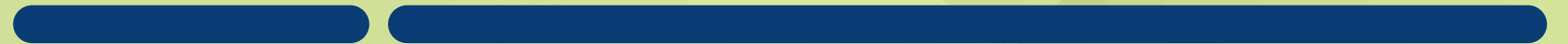
The benefits of hybrid working

- Improved staff retention
 - Able to attract a better quality of candidate
 - Provides an improved structure
 - Employees enjoy in person meetings more when it's not every day
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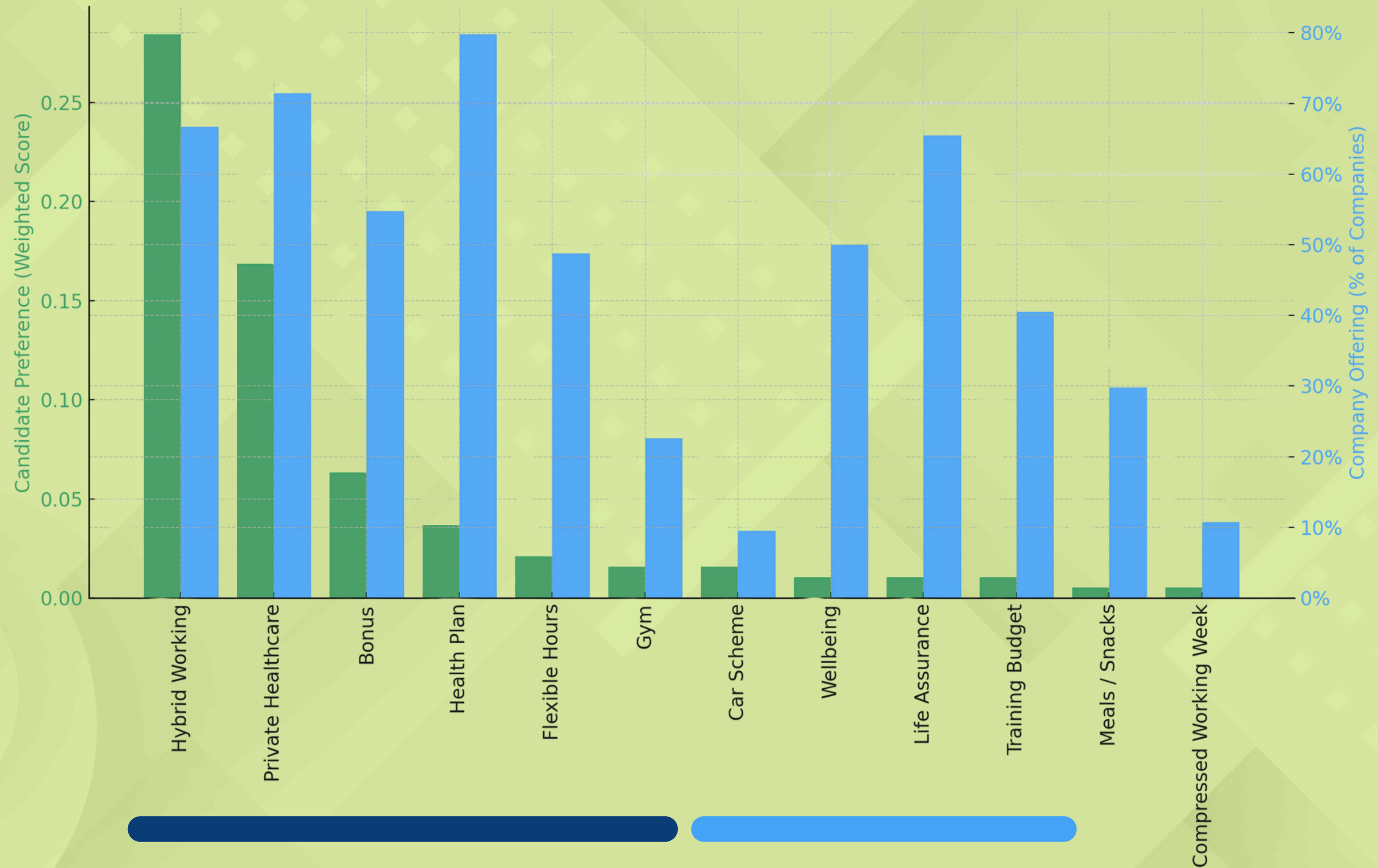
The challenges around hybrid working



- Cultural imbalance
- Burn out (some people never switch off)
- Friction between those that can & can't
- Leadership teams not on board



Who wants hybrid?





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