

# *Breakfast* Bites

## ORGANIZATIONAL CULTURE: THE IMPACT OF REMOTE/HYBRID WORKPLACES

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## Overview

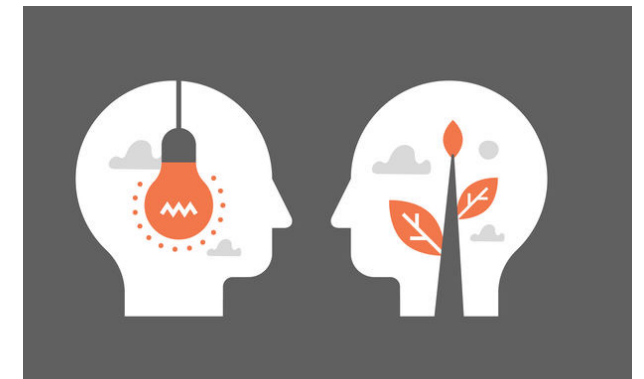
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- **The Pros and Cons of Maintaining the Pre-Pandemic Culture**
- **Returning to Work In Person, Remote or Hybrid**
- **Creating and Updating COVID-19 Preparedness and Response Plans**

# THE PROS AND CONS OF MAINTAINING THE PRE-PANDEMIC CULTURE

## Pros:

- Consistency of expectations from employees
- Better communication
- Better collaboration
- Mentoring and training
- Control over work environment
- Hours worked is not the same as productivity



# THE PROS AND CONS OF MAINTAINING THE PRE-PANDEMIC CULTURE

## Cons:

- Productivity
- Flexibility
- Employees avoid “toxic” work cultures
- No commute
- Remote workers not on radar



# THE PROS AND CONS OF MAINTAINING THE PRE-PANDEMIC CULTURE

## SHRM Study: What Employees Miss About the Office:

- In-person workplace conversations (cited by 61% of respondents)
- The regular and daily structure of reporting to a worksite (42%)
- Lunches and happy hours with colleagues (40%)
- Reduced interruptions during the workday (37%)



# RETURNING TO WORK IN PERSON, REMOTE OR HYBRID

## Options:

- Clubhouse – hybrid model in which employees remain primarily at home but visit the office when collaboration is needed. The office is a social hub.
- Activity based – no assigned seating; employees move from location to location (works well in environments with constant meetings or out of office work)
- Hub and spoke – no longer using central offices; employees work from smaller satellite offices in suburbs/neighborhoods closer to home.



# RETURNING TO WORK IN PERSON, REMOTE OR HYBRID

## Hybrid Office

- Shared desk spaces?
- Requiring all employees to work on specific days or staggered numbers of employees in office
- Challenges:
  - Sense of teamwork/camaraderie
  - Different types of jobs require different in-person expectations



# CREATING AND UPDATING COVID-19 PREPAREDNESS AND RESPONSE PLANS – POST PANDEMIC PANIC

- OSHA Emergency Temporary Standard (ETS)
  - Covered employers
  - Timeline
  - What employers need to do to comply
  - Employees exempt from ETS requirement
  - Intersection with other vaccination requirements





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# QUESTIONS

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# THANK YOU



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