

2022 AIM Leadership in Action Conference

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Association of
Immunization
Managers

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Managing in a Hybrid Workplace

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**THE
LENEKER TEAM**

lead a life you love™

Welcome!



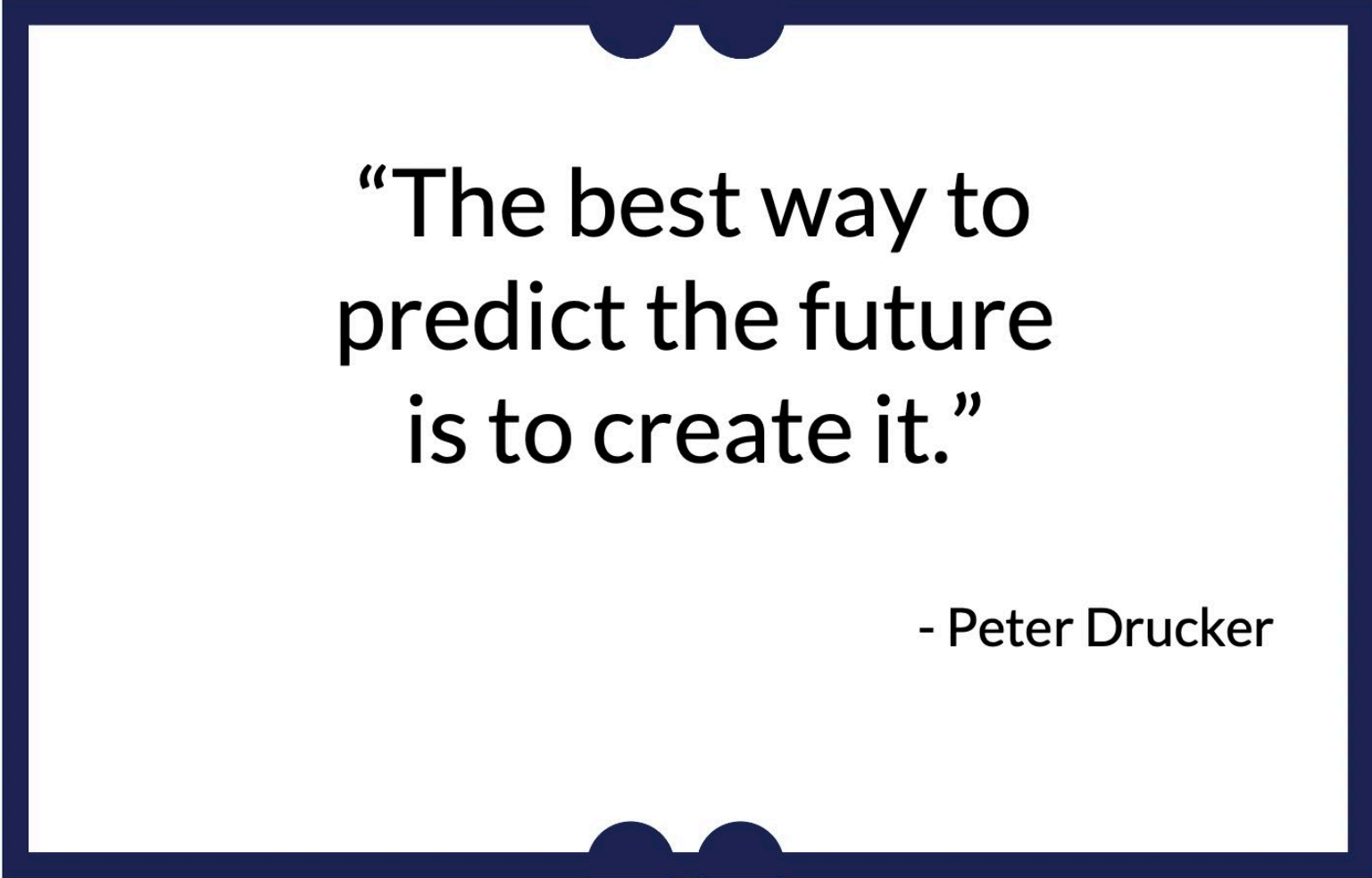
1.

Care for self.



2.

Care for others.



“The best way to
predict the future
is to create it.”

- Peter Drucker

GOALS

1. Identify the five c's of Managing in a Hybrid Environment.
2. The 5c's Checklist
3. Build a Hybrid Work Action Plan.

Engaged Employees

Engaged employees are those who are involved in, enthusiastic about, and committed to their work and workplace.



Gallup

<https://www.gallup.com/workplace/285674/improve-employee-engagement-workplace.aspx>

ENGAGED

Engaged employees are highly involved in and enthusiastic about their work and workplace. They are psychological "owners," drive high performance and innovation, and move the organization forward.

NOT ENGAGED

Not engaged employees are psychologically unattached to their work and company. Because their engagement needs are not being fully met, they're putting time -- but not energy or passion -- into their work.

ACTIVELY DISENGAGED

Actively disengaged employees aren't just unhappy at work -- they are resentful that their needs aren't being met and are acting out their unhappiness. Every day, these workers potentially undermine what their engaged coworkers accomplish.

<https://www.gallup.com/workplace/285674/improve-employee-engagement-workplace.aspx#:~:text=Gallup%20defines%20engaged%20employees%20as,to%20their%20work%20and%20workplace.>

Small Groups



How has hybrid work impacted engagement?

How has hybrid work impacted your team's productivity?

Goal 01

Discuss the five challenges of
Managing in a Hybrid Environment.

Communication

1. Building meaningful and Authentic Relationship.
2. Build Vulnerability based Trust.
3. Technology: Better and Worse.
4. Chunk information.
5. More resilient employees who are less likely to experience Burnout.

Coordination

1. Project coordination.
2. Effective communication practices.
3. Navigating Change and Transition.
4. Mastering process and workflow.

Connection

1. Employee Engagement.
2. Meaningful Connection to staff and work.
3. Navigating Change and Transition.
4. Mentorship and Professional growth.

Creativity

1. Trust leads to enhanced innovation and productivity.
2. Meaningful Connection to staff and work.
3. Navigating Change and Transition.
4. Mentorship and Professional growth.

Culture

1. Optimism in the the future.
2. Hopeful leaders are encouraging and remain focused on the best in teams and people.
3. Hopeful leaders are always moving towards a goal, but they don't allow it to steal their joy.
4. Hopeful leaders embrace change.
5. Diversity, Equity, and Inclusion.

Goal 02

The 4c's Checklist

The 4 C's



Check-in



Chunk Info



Connect



Choice

Check-in

4 Questions to Ask Your Employees

1. What's your current level of Stress? Stress Ruler
2. Who do you feel connected to at work?
3. What barriers can I remove for you?
4. What new thing do you want to learn that will excite you and help you grow?

Chunk Info

The more variables in a message, the less accurately the audience remembers what they heard or read.

Chunking also solves memory problems by dividing an information set into pieces and then regrouping the pieces into a meaningful whole.

Connection

- Have a virtual open door
- Make a point at beginning of meetings to check-in casually
- Don't forget to have fun

We have to be intentional – “drive by’s” and “water coolers chats” don’t just happen in a hybrid world

Choice

Control leads to compliance;
autonomy leads to engagement.

- Daniel Pink

Discuss



1. Which of the C's could be helpful for your team?
2. Which, if any, seem challenging or uncomfortable?
3. Which C's are worth exploring further?

Goal 03

Build your own Future of Work
Action Plan

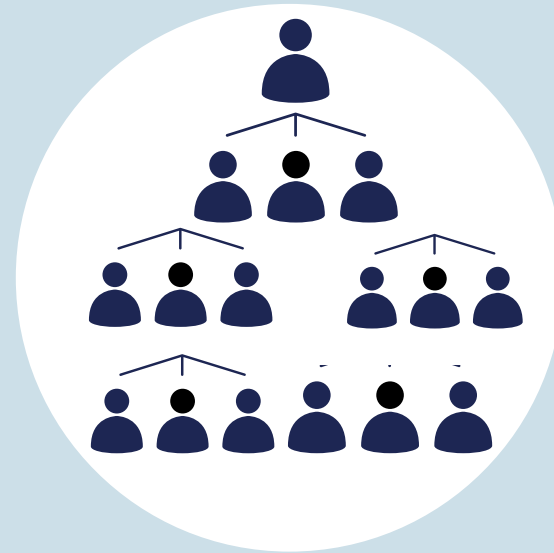
Everyone has a role



Employees



Managers



Leaders

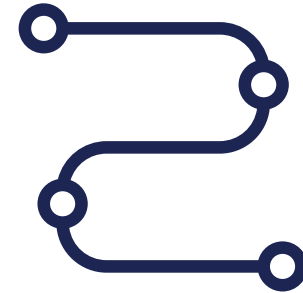
Strategy



Make Leadership
Development part
of the culture



Empower leaders to
skill up emerging
leaders



Design employee
experience to reflect Hybrid
Future

GOALS

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Thanks!

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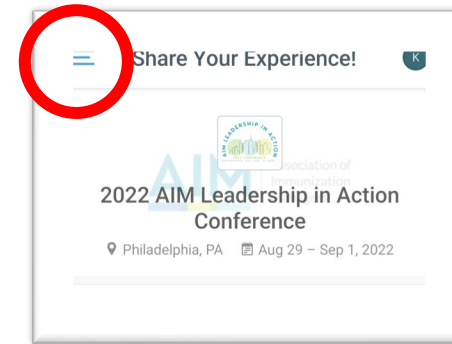
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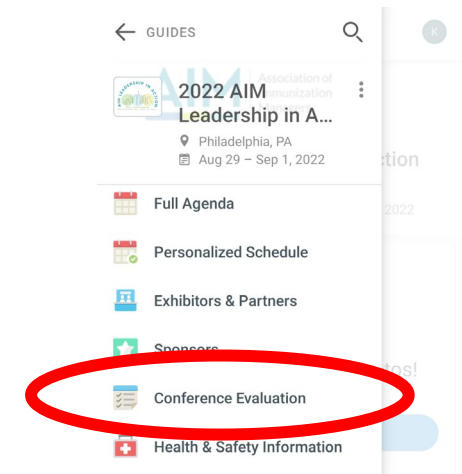
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