



Business Benefits



Boost Productivity

Working remotely enables employees to get more work done with fewer distractions and not having to commute into the office.



Increase Job Satisfaction

Reducing commute strain and stress increases employee job satisfaction for better work performance and staff retention.



Reduce Burnout

Giving employees work flexibility enables them to work more efficiently, plus get personal errands and tasks done for greater work-life balance.



Retain & Recruit

Offering highly rated hybrid work options and benefits gives employers an edge in keeping and attracting talent.



Improve Sustainability

Eliminating employee commute trips reduces individual and organization CO₂ emissions and other environmental impacts.

Smart Solutions for the Hybrid Work Era

Mass remote work adoption has transformed work norms, while putting into stark relief how bad commutes hurt employee job satisfaction, productivity, and retention. Hybrid work has become a dominant work model for organizations seeking to capture the benefits of flexible remote work and in-office collaboration.

Here's how employers can build effective hybrid work models and implement best practices for better workforce proficiency and performance in today's hybrid work era.



Effective Hybrid Work Models

- ▶ Create hybrid work models around **key business priorities and needs** rather than work structure like the number of required days in the office.
- ▶ Focus on **when and why employees should be in the office**, such as for collaboration, onboarding, and mentoring staff.
- ▶ Create **formal policies and work arrangements** to set workforce expectations and ensure work standards and make updates as needs and lessons learned arise.
- ▶ Give teams some **flexibility in how hybrid work policies are implemented**, such as setting in-office and remote work days.
- ▶ Ensure employees can **work effectively and easily collaborate from anywhere**, which includes using the latest technology, building skills, and modernizing the office.
- ▶ Build a **strong company culture inside and outside the office** through communications, employee connections, and a shared sense of purpose.



Smart Solutions for Better Hybrid Work Performance



Technology & Security

Maintain a robust IT infrastructure that includes the latest technology and tools for collaboration and communications. Set strong security measures to protect sensitive data and guard against cyberattack.



Redefine Office Spaces

Create flexible workstations, collaborative areas, and quiet zones to accommodate both team and individual work needs. Ensure offices are well-equipped with technological tools for hybrid work collaboration.



Work Habits & Spaces

Set expectations for work hours, communications, and task reporting, while building employee work management skills and ensuring remote workspaces are functional for optimal performance and productivity.



Company Culture

Create a strong company culture by boosting regular communications, creating employee connections, and fostering a shared sense of mission and purpose.



Management Strategies

Use digital tools to build a seamless virtual office and connect your team together to foster collaboration and bolster team performance. Hold employee 1:1s and be available to field questions and give direction via chat tools. Ask employees for input and inquire about support needs. Focus performance management on employee achievements and results.



Employee Training

Build hybrid work skills and abilities by training employees on digital tool use, time, project, and team management, and cybersecurity for better performance and increased productivity.

Make Commutes Better with Commute Options

Connect your employees commuting into the office with **more affordable**, **active**, and **sustainable commute options** to improve work experience and enable your workforce to thrive!



Transit



Ridesharing



Bike Commuting



**Resources.
Support.
Solutions.**

Need Help?

- ▶ **Insights & Strategies**
- ▶ **Consultation & Planning**
- ▶ **Employee Surveys**
- ▶ **Promotions & Outreach**



Contact:

✉ Employers@GetThereOregon.org

☎ 971-202-9758

Visit [GetThereOregon.org](https://www.getthereoregon.org)