



Hybrid Working – What is everybody else doing?

Guy Osmond

Osmond Ergonomics

May 2021



Housekeeping

- 📦 Duration
- 📦 Recording
- 📦 Questions
- 📦 Slide deck
- 📦 Links
- 📦 Follow-up



Today's Agenda

- Context
- Spoiler alert
- Leesman research
- Pros & Cons of homeworking
- 4Cs + 1
- Five models
- Interactions
- More choice in the workplace?
- Don't forget the basics
- The HR Perspective



Context

- 📦 My own experience
- 📦 My own observations
- 📦 Listening to lots of really knowledgeable people
- 📦 Reading lots of really interesting articles
- 📦 Lots of screen grabs!
- 📦 Q & A



Spoiler alert

- ❏ There's no silver bullet
- ❏ No one-size-fits-all



- ❏ Culture
- ❏ Personalities
- ❏ Size
- ❏ Activities
- ❏ Demographics
- ❏ Geography



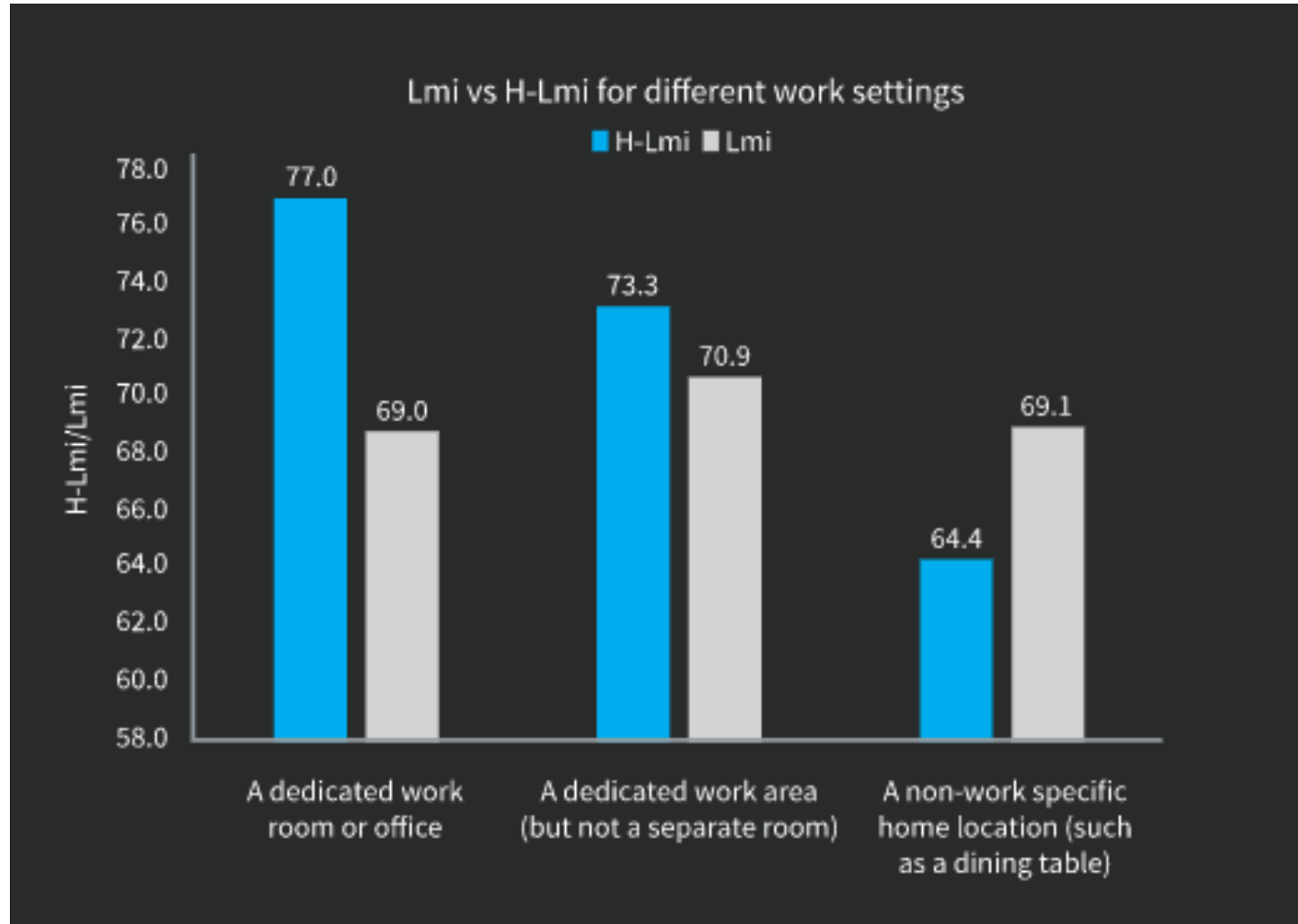
Leesman research



- 📦 August 2020
 - 126,000+ responses
- 📦 Q3/2020
 - 145,000+ responses

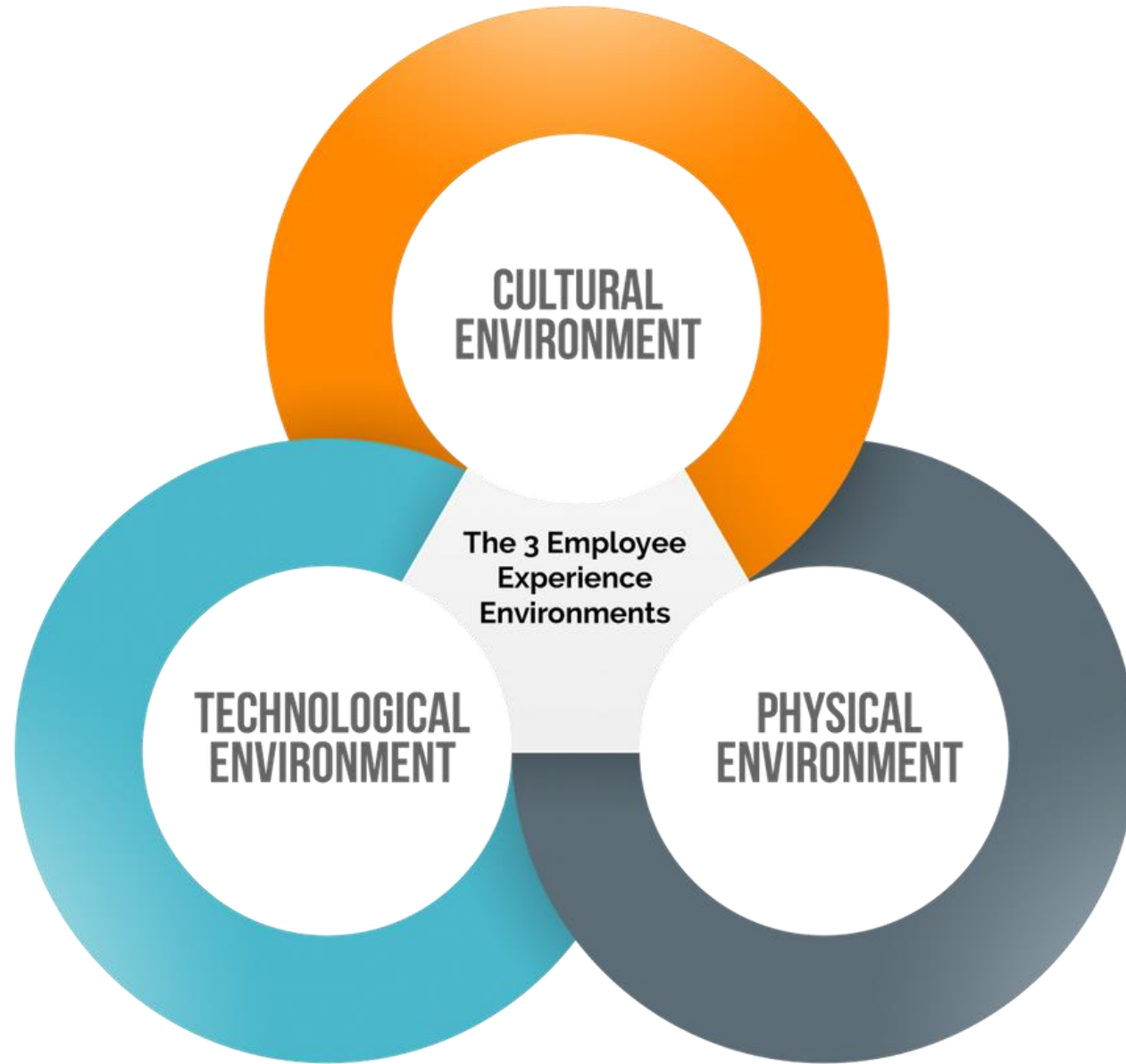


Leesman research



- August 2020
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Pros & Cons of Homeworking

Pros

- Better work-life balance
- Less travel
- Easier to focus
- Increased productivity
- Better for the environment



Cons

- Loss of serendipitous meetings
- Loss of osmosis training
- Loss of creativity
- Longer hours
- Mental health issues
- Physical health issues



4Cs + 1

- ▣ Collaboration
- ▣ Communication
- ▣ Concentration
- ▣ Contemplation

- ▣ Creativity

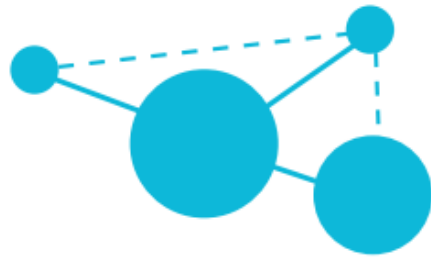


Five Models

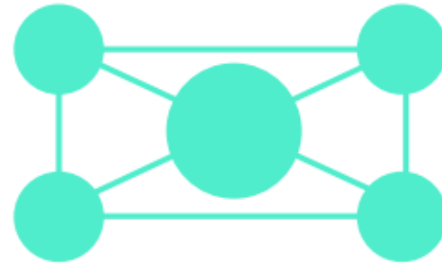


As it was

In-person



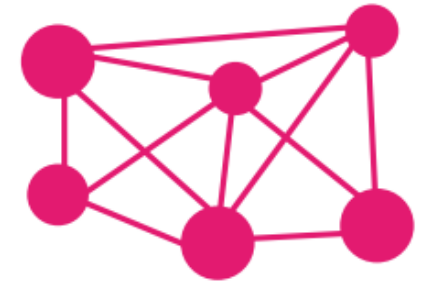
Turbocharged ABW



Clubhouse



Hub and spoke



No office

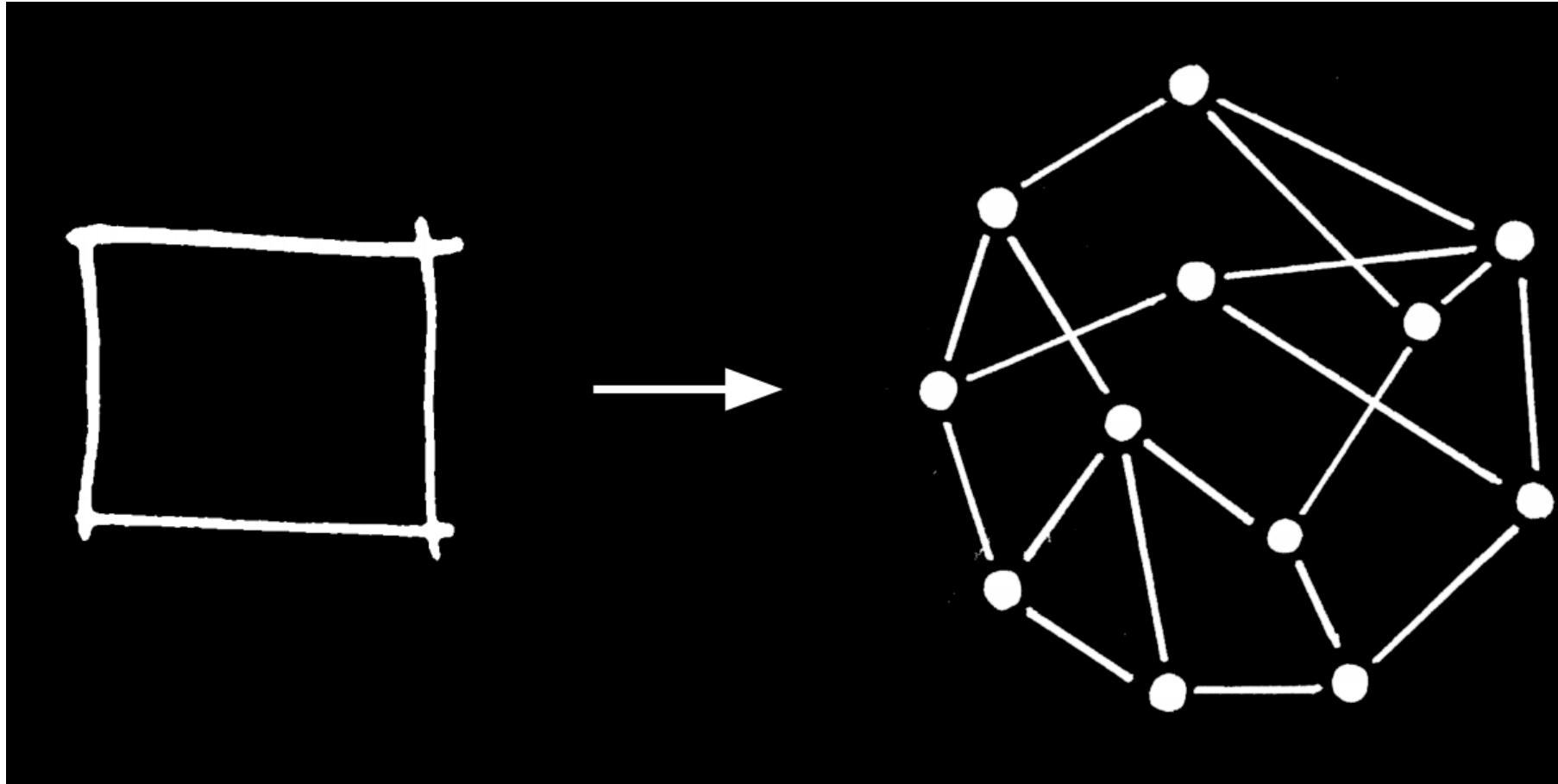
Virtual



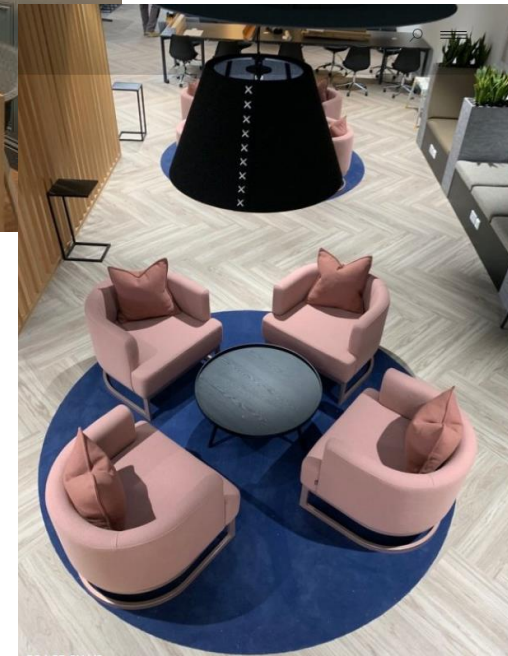
[© David Davis - Hassell](#)



Interactions



More choice in the workplace?



More choice in the workplace?



Don't forget the basics

- ❏ Mental & physical health
- ❏ Musculoskeletal tsunami
- ❏ Homeworker assessments
- ❏ Proper equipment
 - to improve posture and productivity
 - and reduce pain and discomfort



The HR Perspective

- ❏ Don't overcomplicate it
- ❏ Manage locally
- ❏ Let's not return to normal
- ❏ **Let's create something better**



Thank you



Guy Osmond
Osmond Ergonomics
07831 770777
guy.osmond@ergonomics.co.uk

