

Connecting TIMES



6 Keys to leading high-performing hybrid teams

Adapting to changing employee priorities while balancing business outcomes in an unpredictable economy is one of the key challenges facing organisations.

While most knowledge workers in South Africa favour the idea of a hybrid working model, data recently revealed by Microsoft shows that people are generally unsure of when to come into the office and why. Many employees feel the commute is unnecessary and would rather spend valuable time with family. While this new-found flexibility is highly valued, it comes at a price - digital exhaustion.

The cost of higher productivity

Leaders across South Africa report equal or even higher productivity, but it comes at a cost and is taking its toll on work-life balance. Microsoft reveals that for the average Teams user, meetings, chats and after-hours work have all risen over the past two years. In fact, since February 2020, the average Teams user saw a **252%** increase in their weekly meeting time.

*"If leaders want to offer employees true flexibility, they must shift focus from **activities** to **impact**,"* says Microsoft.

The best leaders will create a culture that embraces flexibility and prioritizes employee wellbeing - understanding that this is a competitive advantage to build a thriving

organisation and drive long-term growth.

The challenge is that few leaders feel empowered to help their teams and according to the data "most lack the influence and resources to make these changes."

[Click here to read the full Microsoft Trend Index Report](#)

The opportunity

"There's no erasing the lived experience and lasting impact of the past two years. Empowering managers to adapt to new employee expectations helps set businesses up for long-term success."

Jared Spataro, CVP, Modern Work, Microsoft

It's time for leaders to create a positive hybrid working experience by learning and applying new methods and tools focused on the **6 C's** most critical to leading effectively in a hybrid environment.

- Providing **CLARITY** on expectations, tools and boundaries
- Demonstrating **CARE** for employee wellbeing
- Maintaining a strong **CONNECTION**:
 - in teams by nurturing a sense of belonging and creating psychological safety,
 - between team members and the leader through productive and meaningful one-on-one's that balance the needs of employees with that of the organisation
- Ensuring all **CONTRIBUTE** according to agreed expectations and holding people accountable
- **COMMUNICATING** clearly, consistently and constantly
- Being **COMPETENT** in optimising the use of virtual platforms and tools.

Don't miss it: 6 Keys to leading high-performing hybrid teams



Join us LIVE on **LinkedIn** -

Jo Thomson, Free To Grow Senior Consultant and Facilitator will be sharing insights and practical takeouts focussing on the **6C's** that are key to leading high-performing teams.

Wednesday 22 June 2022 @10h00

[CLICK HERE](#) to register for this free virtual event

Introducing LEADConnect

[LEADConnect](#) is a powerful learning journey that equips leaders to get to grips with mastering the 6 C's of hybrid leadership.

10 short, powerful sessions

[LEADConnect](#) is powerfully packaged as 10 x 90 minute sessions, that build on each other and are presented over time.

Practical, value-adding toolkit

Each module has a library of relevant reading, summary infographic and a wealth of tools including conversation guides, openers, activities, poll templates and checklists. Leaders attending [LEADConnect](#) are finding these exceptionally valuable.

[Download the LEADConnect interactive e-profile and explore the 10 sessions, the value-adding toolkit components, implementation options and other unique benefits.](#)

The impact

North West University implemented [LEADConnect](#) as part of their Director Development Programme. [CLICK HERE](#) to read more on the phenomenal impact.



**North-West University equips its
leaders to connect, inspire & engage
in the hybrid work environment**

Contact Alinda Nortje, founder and Executive Chair and developer of

LEADConnect on +27 82 852 6323 or alinda@ftgsa.co.za or Kim van Schoor on +27 84 442 5619 or kim@ftgsa.co.za to explore how LEADConnect can work for you.

Like and follow our social pages for news, insights, thought-provoking content and more.

