

# MGT 407



**International Management Practices**

# Hybrid Management Practices

# Hybrid Management

Hybrid management is an approach to team management that combines management practices adapted to both face-to-face and remote working.

This form of management has become essential with the rise of telecommuting, propelled in particular by the COVID-19 pandemic.

# The definition of hybrid work



## Hybrid work is...

an approach that combines work at home and work in the office and takes into account the needs of the individual.



## It provides flexibility in work to employees,

and allowing them to work in the public workspace when they go back to the office.

**As a result, employees are able to enjoy a personalized work schedule.**

This is an organized and efficient work model.



# Hybrid Workplace key features



Customize the design  
of the office



Focus on building community



Easy access  
to working add-ons



Respect for different  
work styles and needs



# Features of Hybrid Management

- ✓ Flexibility
- ✓ Tailored Approach
- ✓ Iterative and Incremental Development
- ✓ Phased Approach
- ✓ Agile Principles:

# Hybrid Workplace Model

Improved  
Work-life  
Balance

Increased  
Productivity

Reduced  
Operating  
Costs

Better  
Employee  
Health &  
Safety

Enhanced  
Employee  
Satisfaction

# Main Benefits of Hybrid Work



Increased  
autonomy



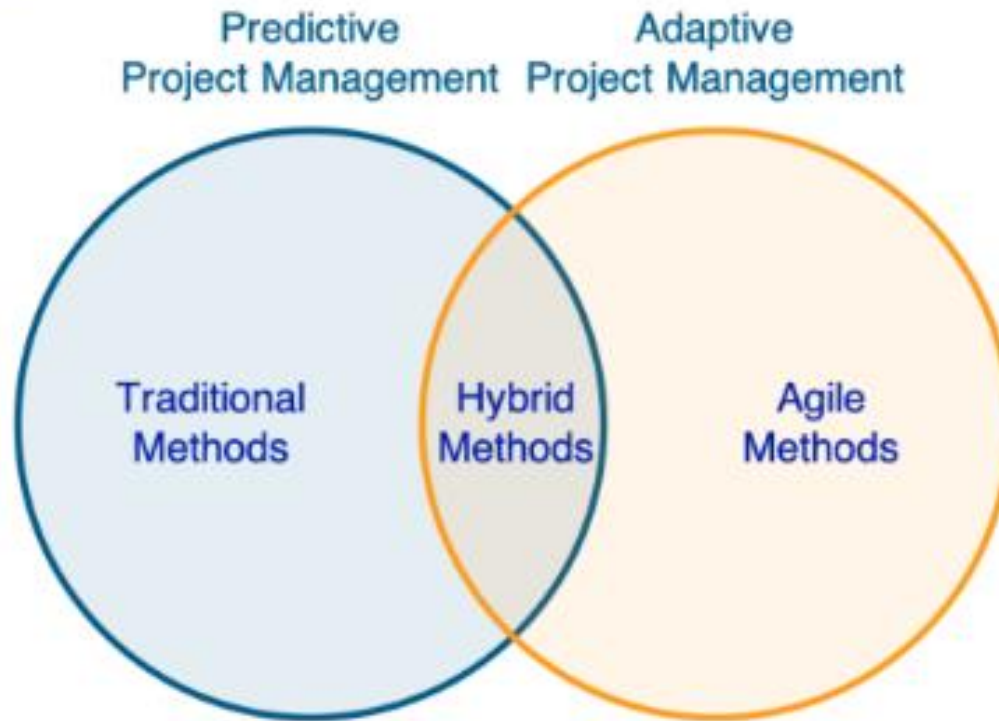
Greater  
engagement



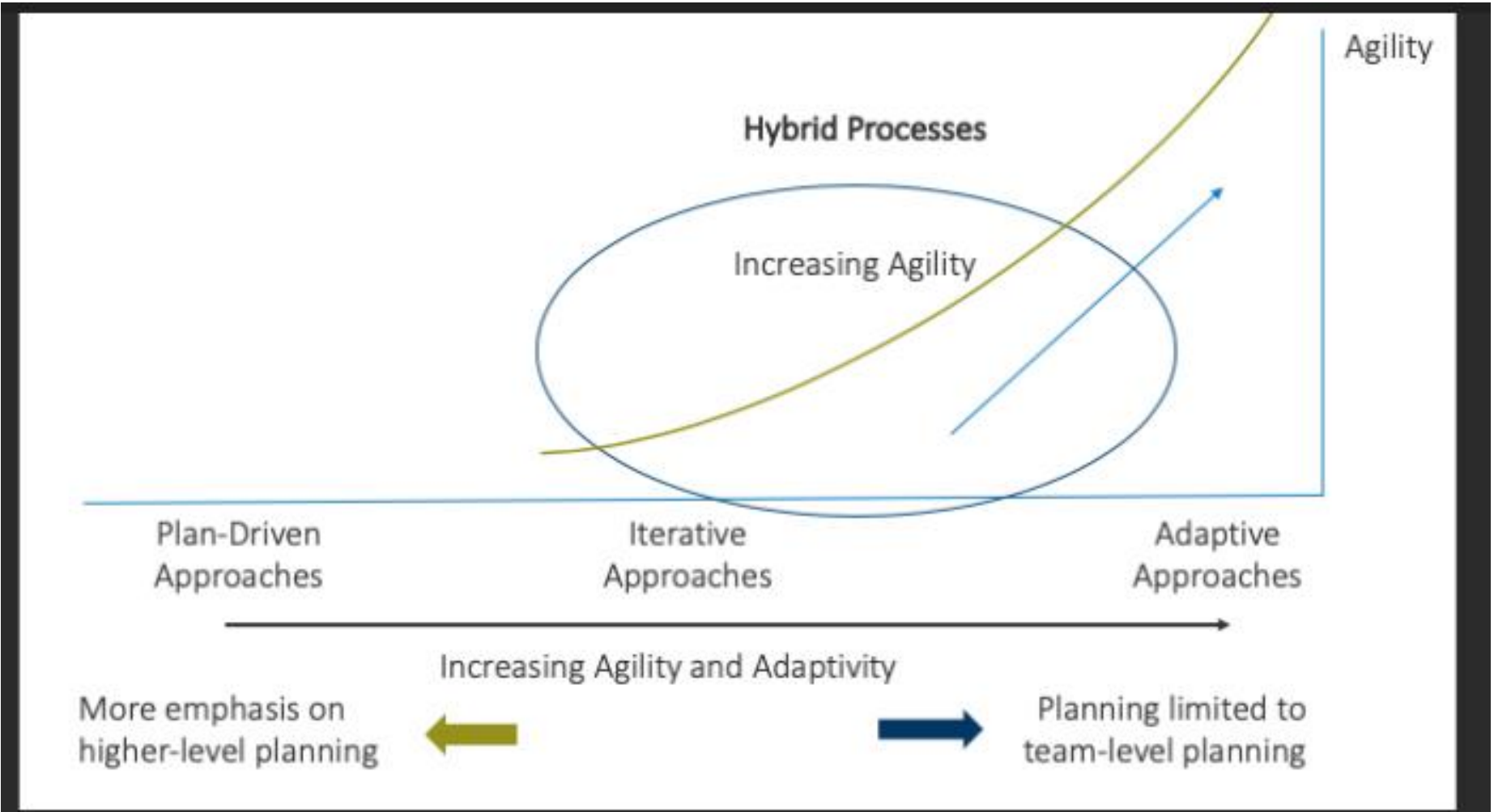
Better  
productivity

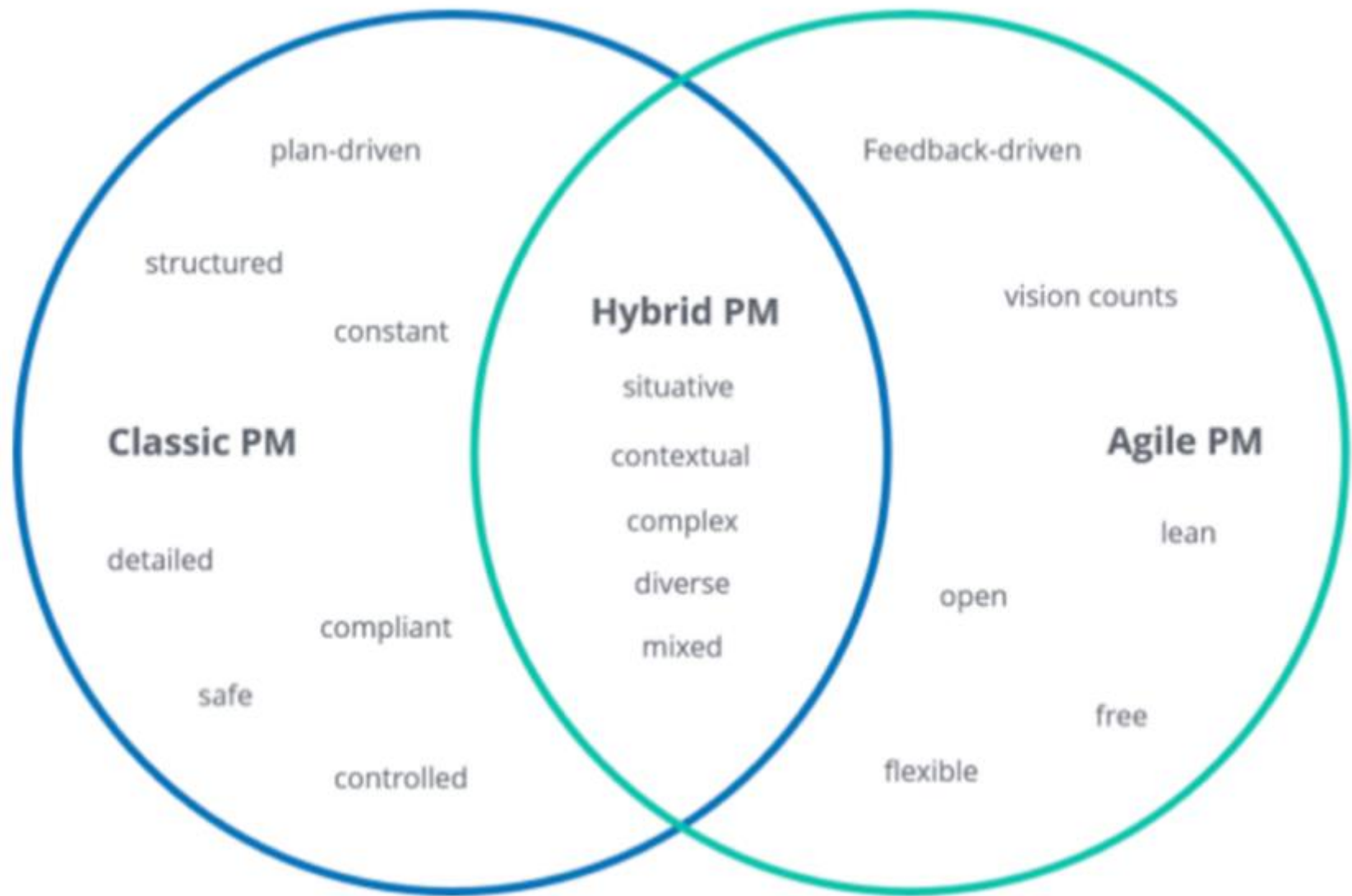






## Traditional, Agile, and Hybrid Methods





# Managerial Tendencies of Hybrid Management

## Innovation in Practices

- ❑ Encouraging entrepreneurship and intrapreneurship within organizations to foster innovation and adaptability.
- ❑ Significant investments in sustainability, such as adopting green technologies and enhancing energy efficiency, to meet global environmental standards.
- ❑ Strengthening Research and Development (R&D) to drive technological advancements in industries like robotics and electronics.

# Managerial Tendencies of Hybrid Management

## Global Leadership

- ❑ Implementing cross-cultural training programs to prepare managers for leading diverse, international teams effectively.
- ❑ Developing a global mindset in leadership to embrace inclusivity and innovation.
- ❑ Expanding operations internationally with a focus on localization strategies to cater to specific market needs maintaining quality and ethics.