

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

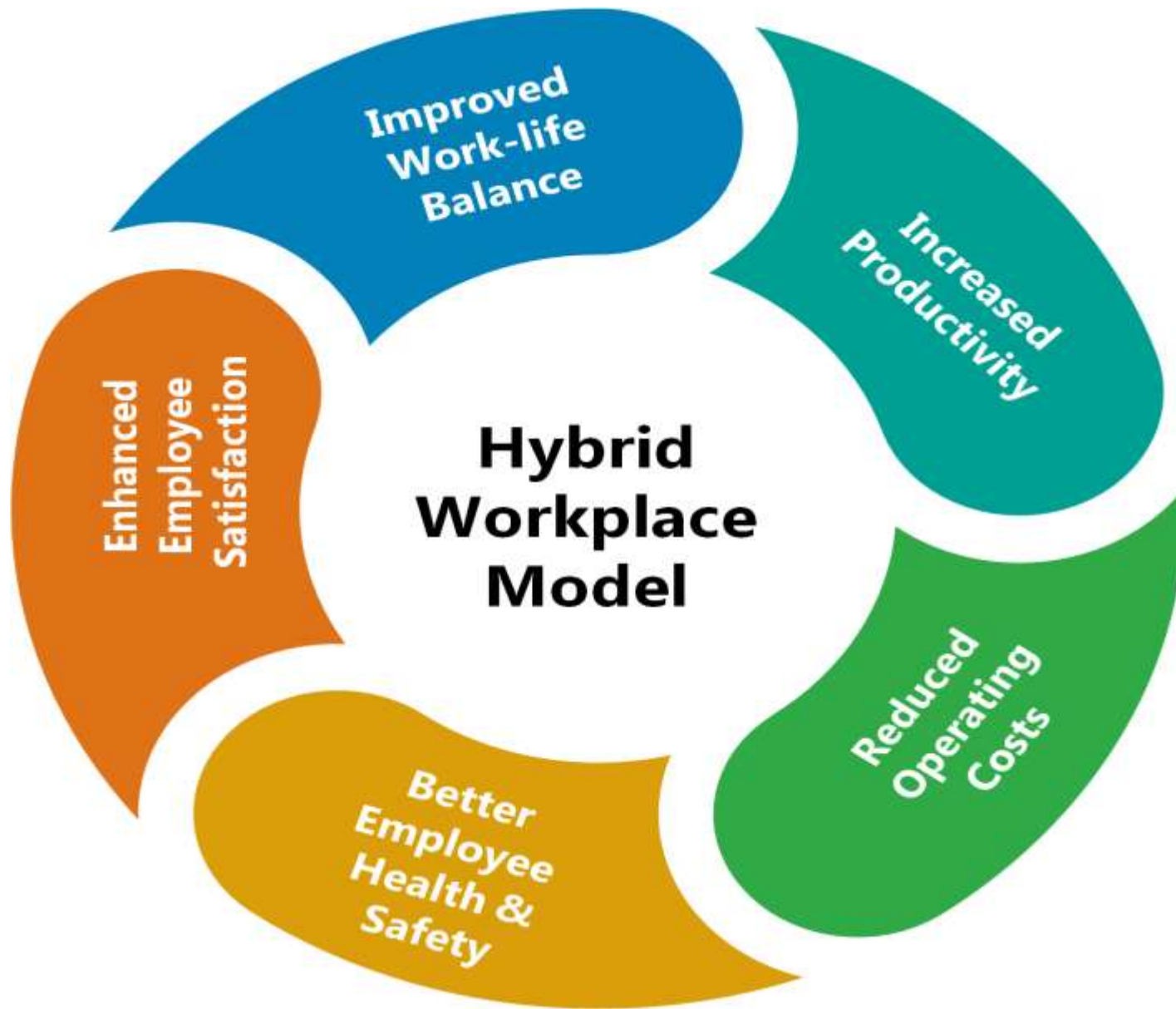


Respect for different
work styles and needs



Features of Hybrid Management

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



Main Benefits of Hybrid Work



Increased
autonomy

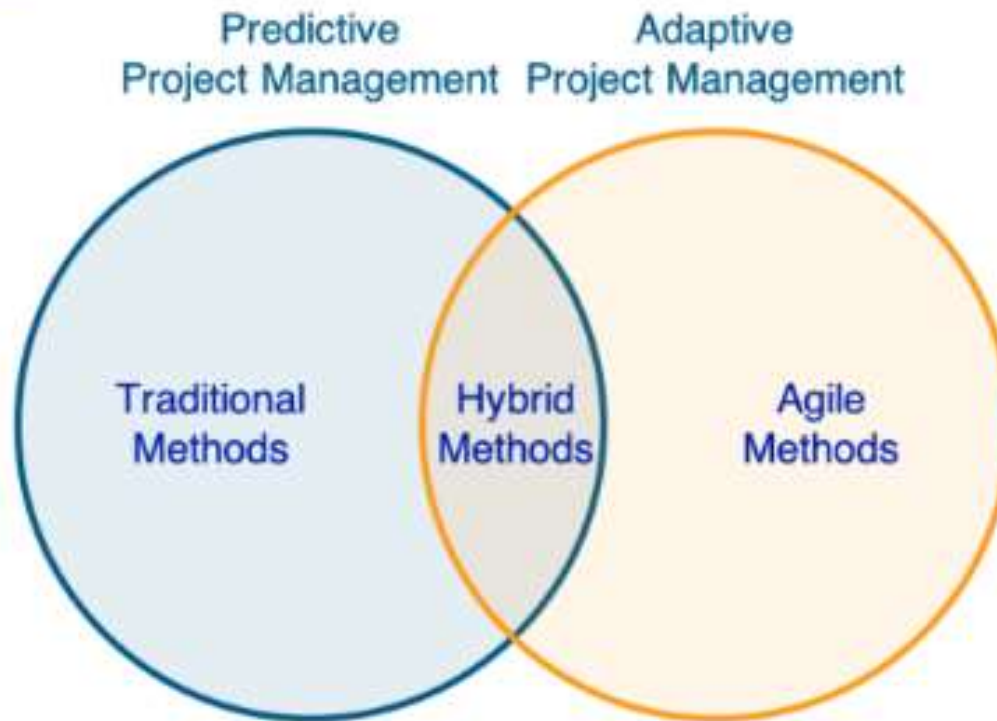


Greater
engagement

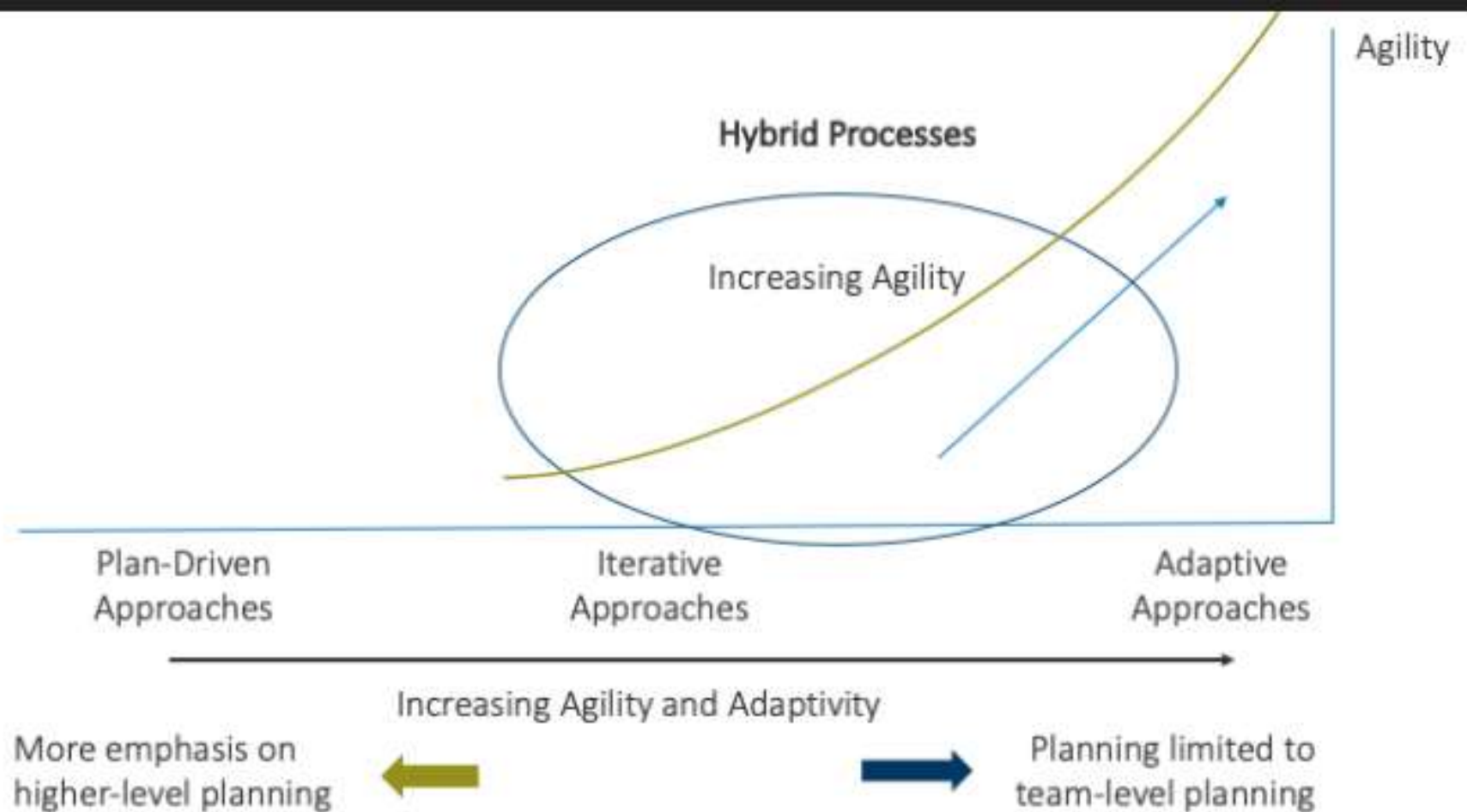


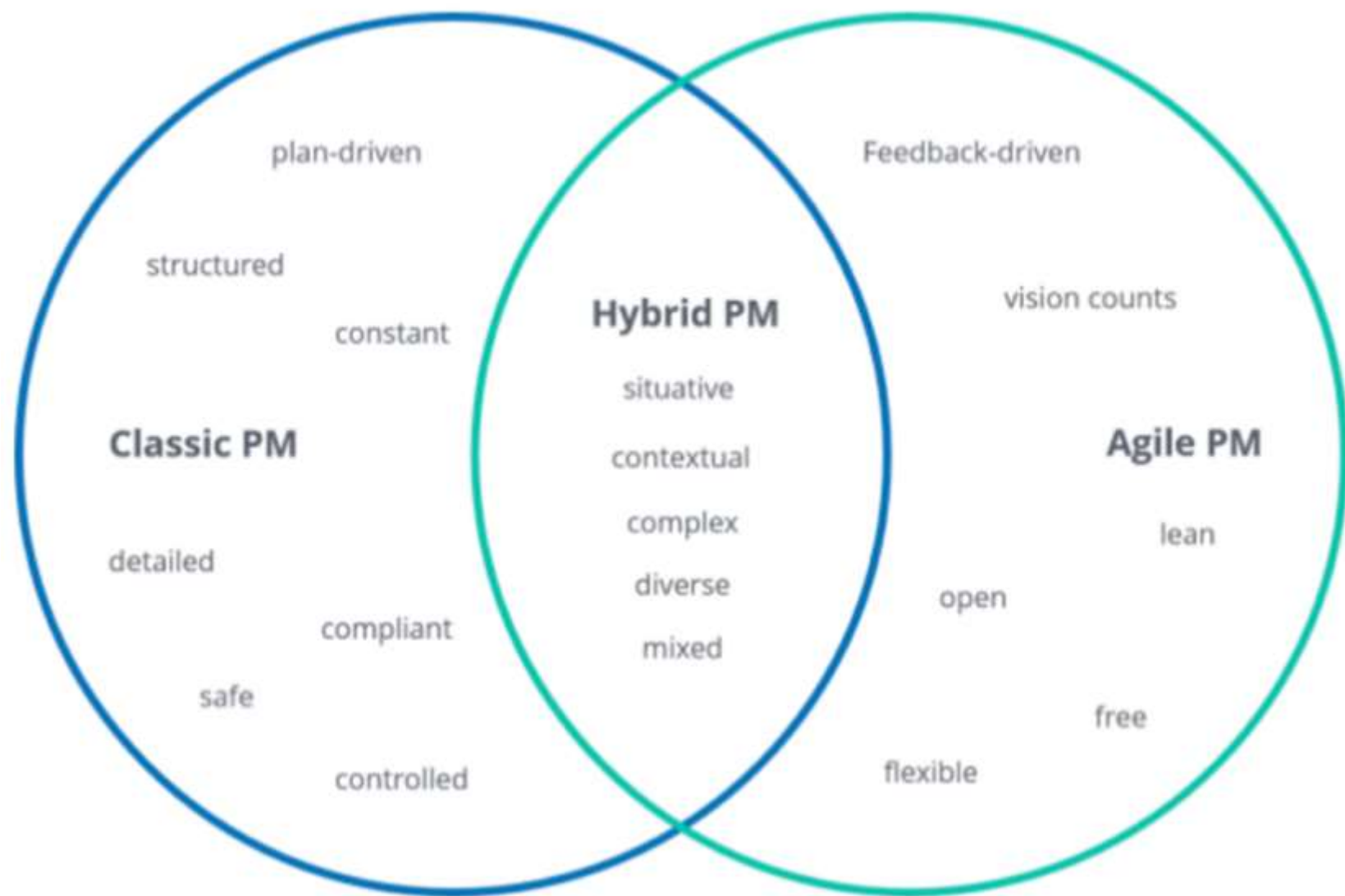
Better
productivity





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.