

# Making hybrid work. For real.

Mari Blikom, 20.11.24

# Storebrand' s 3 principles for a hybrid workday



We have a shared responsibility to create a good and inclusive work environment



The office is important - 100% remote work is not part of our solution



There is no one-size-fits-all solution and needs change over time



SINTEF

### Team B1: sitting

together but not ideal desks Not present

Team size



Monday



Tuesday



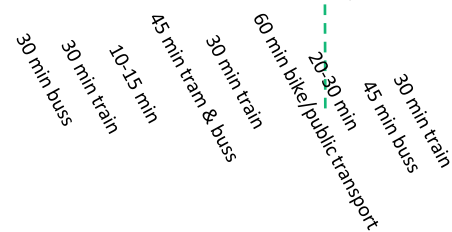
Wednesday



Thursday



Friday

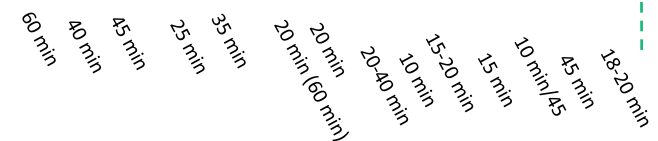
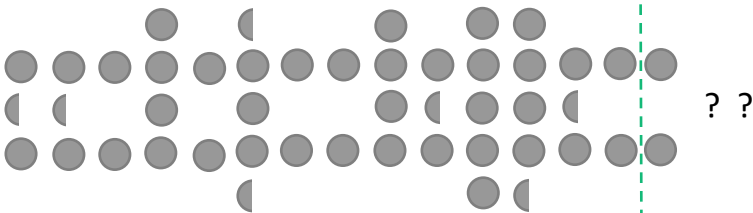


Action taken

- Go for dinner and lunches
- Team rules
- Adjust time for standup

### Team B2: Tuesday and Thursday, colocated

Not present



Action taken

- Change standups and Friday meetings (introduce Friday wins)
- Work together in pairs
- Reduce noise and interruptions
- Split the team in two teams (big change)

# What works where?

## Best at the office

Ad-hoc tasks work best at the office

Tasks that require collaboration are most satisfactory when done at the office

## Best at the home office

Planned tasks are mostly performed better at home

Independent tasks are preferred to be done at home

People are not very satisfied with hybrid meetings, whether at the office or at home....



# Group work

# Challenges

- Split into groups of 3-4 people

- Introductions

Name, role, company

- Discuss

What are the main challenges you face in hybrid work?

Share



# Challenges

In the same group

- Brainstorm potential solutions for each challenge
- Draw & present



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