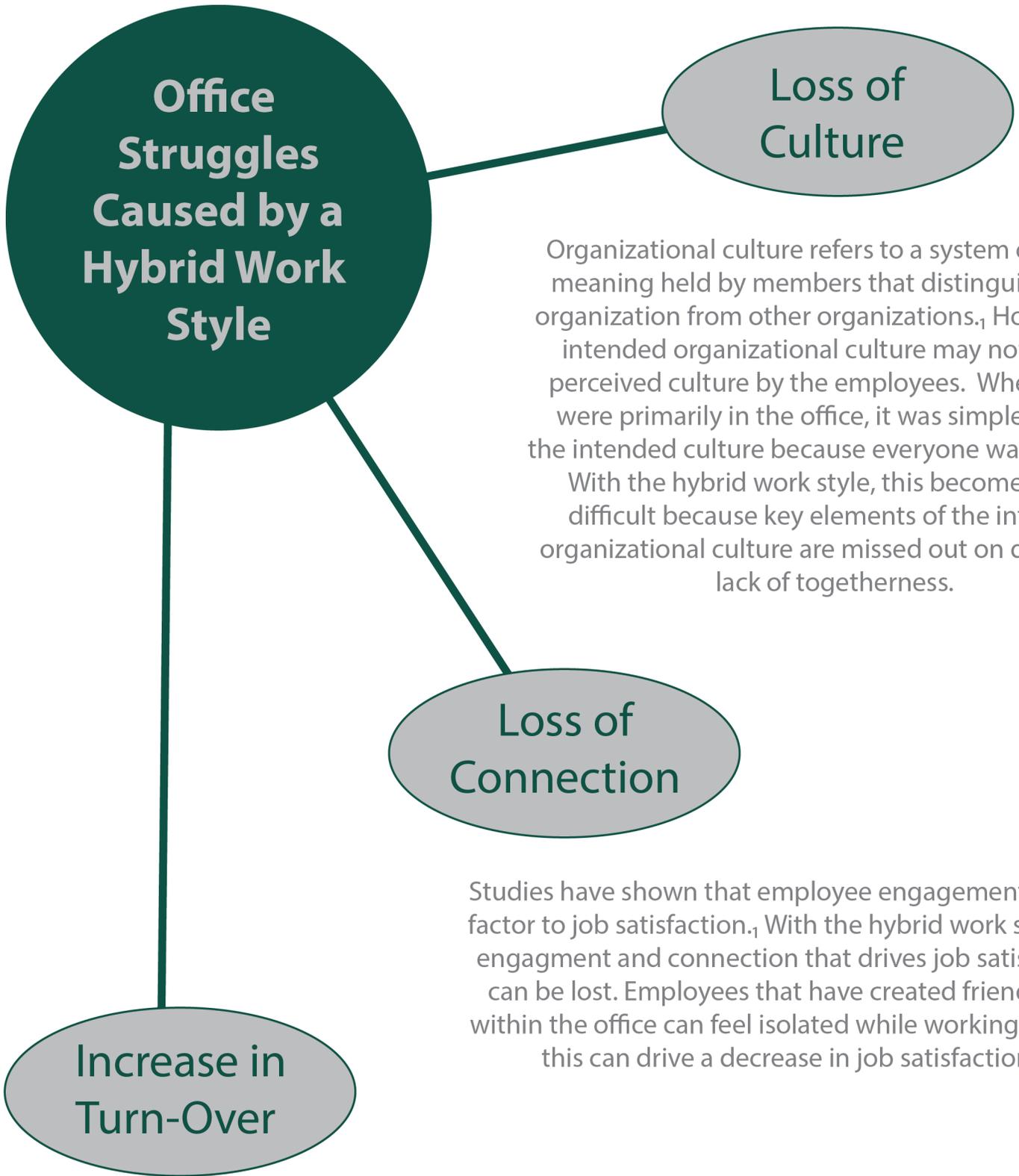


# Combating the Struggles of a Hybrid Style Work Place



## Loss of Culture

Organizational culture refers to a system of shared meaning held by members that distinguishes the organization from other organizations.<sup>1</sup> However, an intended organizational culture may not be the perceived culture by the employees. When teams were primarily in the office, it was simple to drive the intended culture because everyone was together. With the hybrid work style, this becomes more difficult because key elements of the intended organizational culture are missed out on due to the lack of togetherness.

## Loss of Connection

Studies have shown that employee engagement is a key factor to job satisfaction.<sup>1</sup> With the hybrid work style, the engagement and connection that drives job satisfaction can be lost. Employees that have created friendships within the office can feel isolated while working remote, this can drive a decrease in job satisfaction.

## Increase in Turn-Over

The loss of culture and loss of connection with employees can lead to an increase in turn-over, especially in new hires. Employee engagement, which includes an individual's involvement with, satisfaction with, and enthusiasm for the work they do, can drive employee retention.<sup>1</sup> The lack of in-person connection with an employee's job can lead to negative employee engagement which has been proven to increase turn-over rates within businesses.

# Creative Solutions to Your Struggles

## Town Hall Meetings

Regular Town Hall Meetings enables management the opportunity to sit down with the entire team to discuss the goings on of the business. This time will provide the chance for bolster the team comradely and build the organizational culture. To ensure each team member the sense of belonging, we suggest hosting the meeting 100% virtually. This method puts each member of the team on an even playing field. During the meeting, provide time for teams to share updates, and for employees to share personal updates.

## Team Gatherings

Regular Team Gatherings are a wonderful opportunity for veteran and new team members to connect and stay current on each other's lives. Make events open to all team members and provide incentives for joining and participating to drive engagement from shy employees. Hosting Team Gatherings virtually will allow each team member to join and puts each member of the team on an even playing field.

## How to Make This Happen



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Resource 1 - Essentials of Organizational Behavior, 12th Edition  
Stephen P. Robbins, Timothy A. Judge