

Could Hybrid Working STILL be impacting productivity in your organisation?

with Dermot Dennehy

Manage Remote Teams

Raising the standard of hybrid and remote working



Is it actually working
for my people and
for the organisation?



Why is this question
still smouldering
away in the back of
our minds?



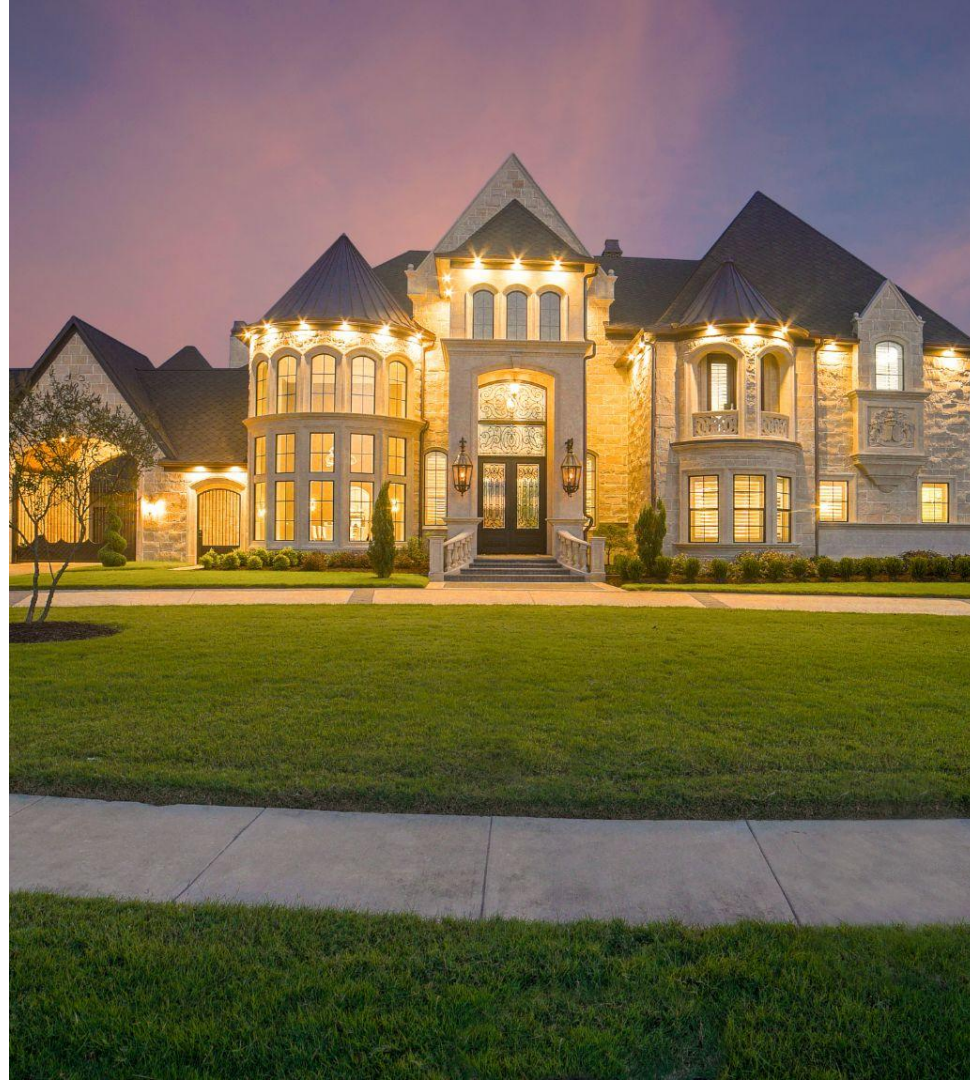
The question remains : Are we better or worse off when it comes to productivity?



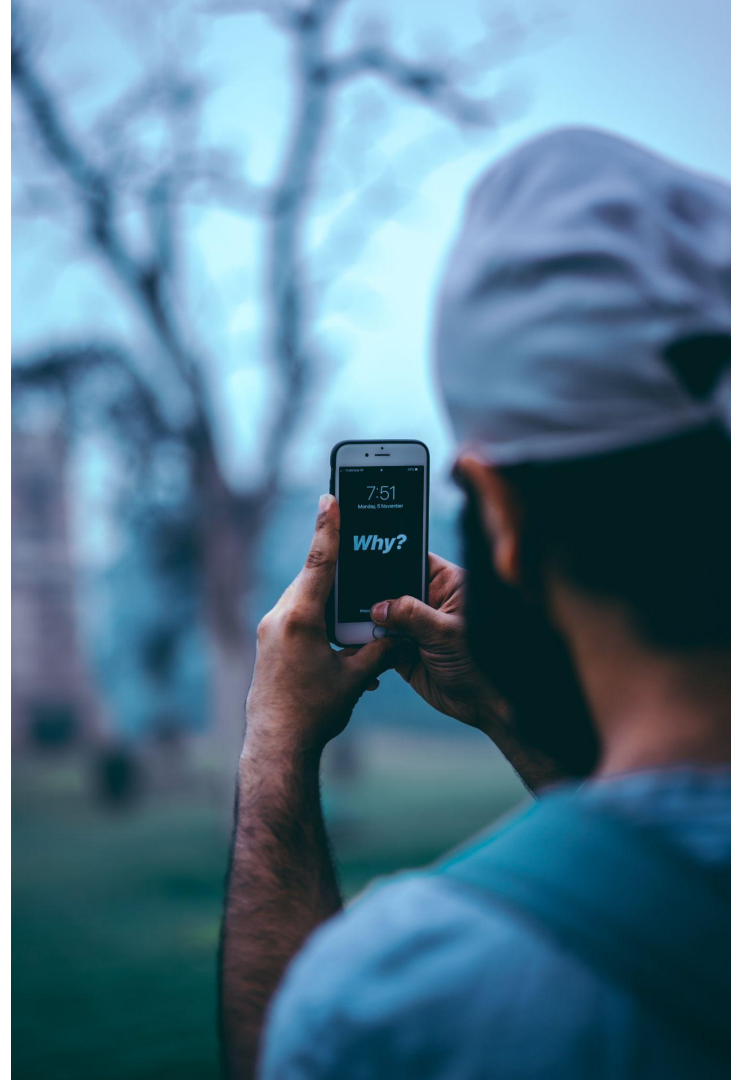
At the most granular level, the success of your organisation relies on the individual efforts of your employees.



Case Study



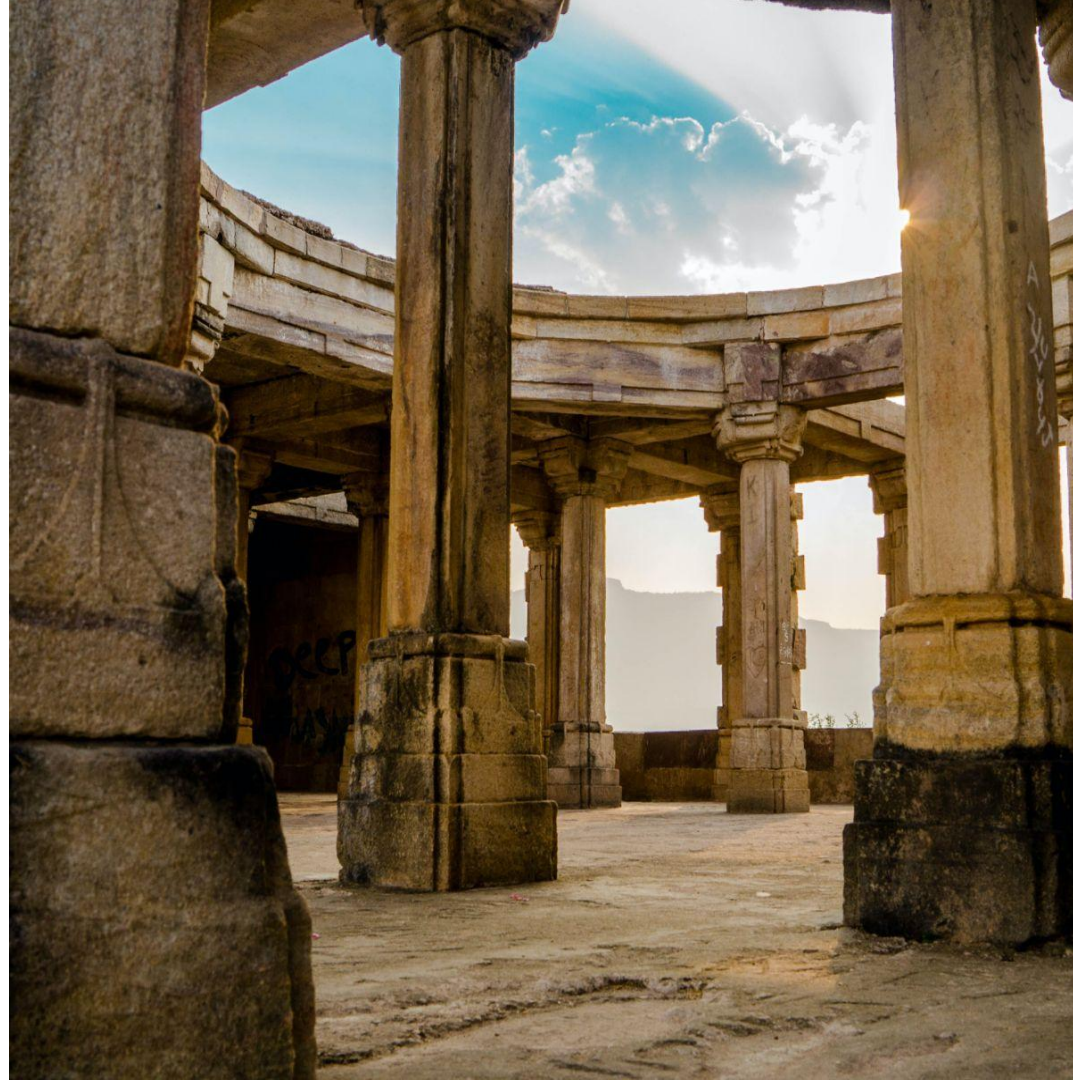
Ask!



Answer to the
question and the
reason you are
here!



The solution



There's a straight line
between high trust and
meaningful productivity

TRUST → ENGAGEMENT → MEANINGFUL
PRODUCTIVITY





Trust is multi-directional

- Colleagues trust each other.
- Managers trust their teams.
- Employees trust their managers.
- Leadership trust the workforce.
- Everyone trusts the organisation.



Absence of trust

- Opinions don't matter
- Anxiety about performance
- Non-disclosure of problems
- No sight of company plans or direction



Combat mistrust

- Transparency
- Autonomy v Micromanagement v neglectful management
- Psychological safety - Why people don't speak up
- Accountability...we are all jointly and individually
- Reliability
- Recognition

Soft and human skills



Why you need to know about Emotional Intelligence

(also known as Emotional Quotient)



Emotional Intelligence
consists of 4 domains:

1. Self Awareness



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Emotional Intelligence consists of 4 domains:

1. Self Awareness
2. Self Management
3. Empathy



Emotional Intelligence
consists of 4 domains:

1. Self Awareness
2. Self Management
3. Empathy
4. Social Skills



Indications of low E.I

Inability to empathise or understand how others are feeling / insensitive.

Inability to take responsibility / blames others.

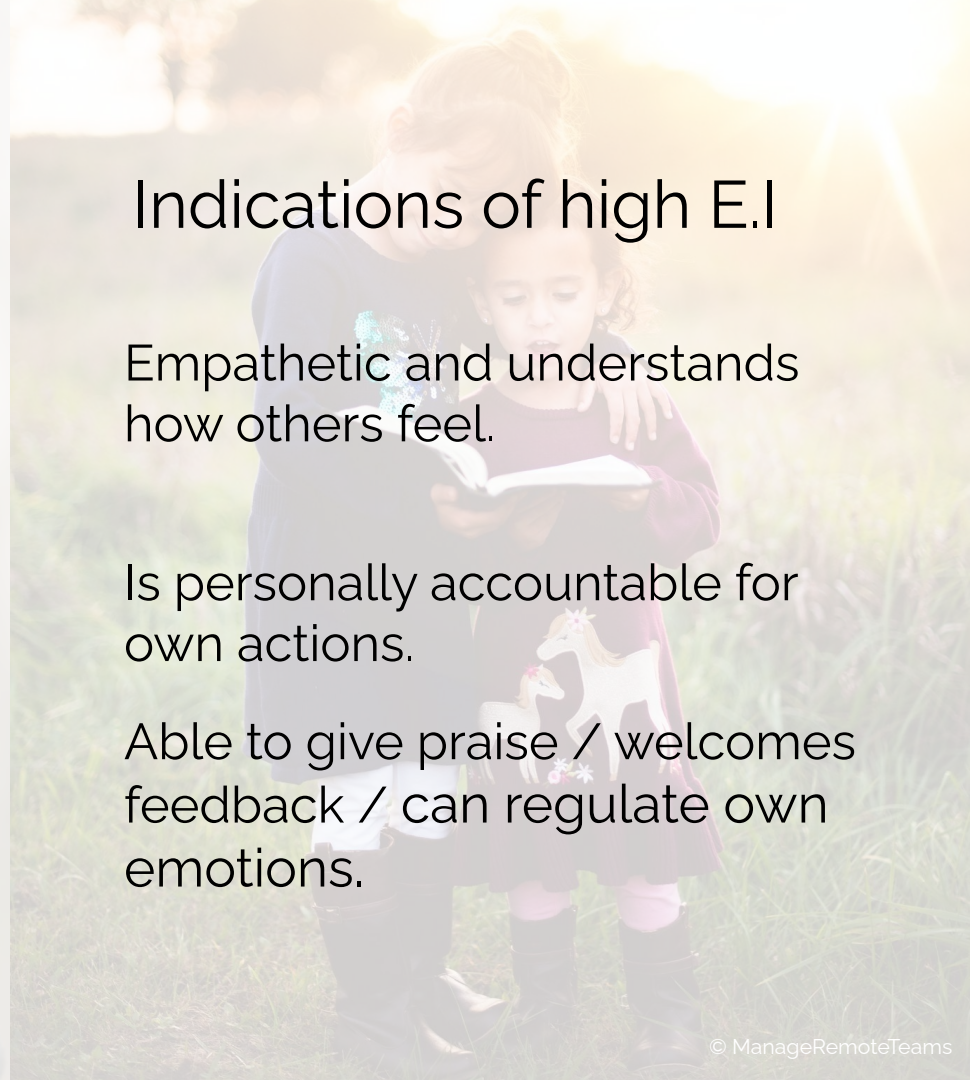
Unpredictable behaviour / cannot control emotions / overreacts.

Indications of high E.I

Empathetic and understands how others feel.

Is personally accountable for own actions.

Able to give praise / welcomes feedback / can regulate own emotions.



A) Shout Out: Low EI

I'd like you to bring to mind someone in a position of power - a teacher or boss - who had **low** emotional intelligence.

- 1) In the chat, use one word to describe that person.
(For me, it was "bully").



A) Shout Out: Low EI

Now, I'd like you to think about how that person made you *feel*.

2) Put that word in the chat.
(*For me it was "worthless"*).





B) Shout Out: High EI

Now, think about a someone in a position of power - a teacher or boss - with high EI.

3) In the chat, use one word to describe that person.
(For me, it was "respected").



B) Shout Out: High EI

4) Now think about how that person made you feel.

(For me, it was “empowered”)

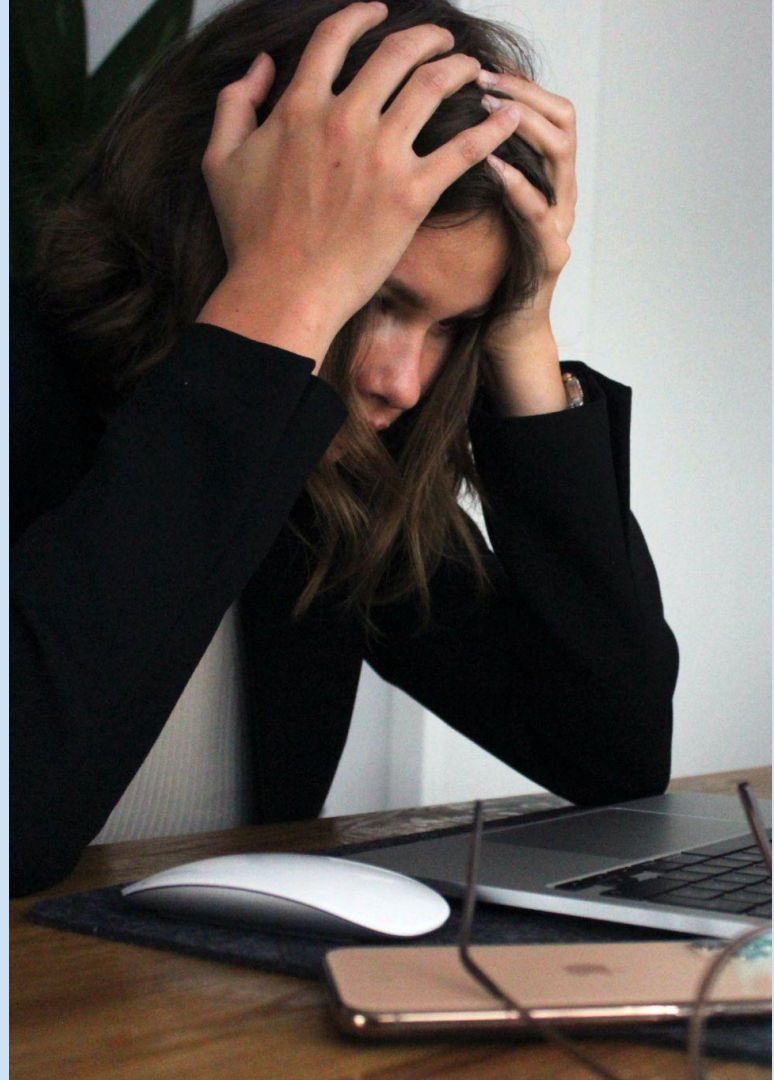
Mental Wellbeing
&
Trust
Productivity
Culture



Case study



Do you think that left unsupported,
that Mary will be working sub par?





1 in 5 people take a day
off per month due to
stress . . . *but say they are
absent for another reason*



Stigmas about
mental health
hide the truth

Defining mental health

A woman with vibrant pink hair and colorful face glitter is the central focus. She is wearing a black lace top under a grey patterned jacket. The background is a dense field of pink balloons of various shades, creating a soft, bokeh effect. The overall mood is celebratory and vibrant.



Why aspire to
manage a
"mental health first"
team?

A neon sign with the text "OPEN 24 HOURS" in a glowing, stylized font. The sign is illuminated with a warm, orange-red light. The word "OPEN" is at the top, "24" is in the middle, and "HOURS" is at the bottom. The numbers "24" are significantly larger than the words. The sign is set against a dark background, possibly a storefront at night.

Question what
we accept as
“normal”



Mental wellbeing on the balance sheet



Managers who prioritise mental wellbeing have more successful teams

I still don't have an answer
to the original question:

Could Hybrid Working
STILL be impacting
productivity in your
business?



SEN

World first solution



World first solution

1a → Do you believe that senior management has done enough to build a culture of trust in your organisation?*

Trust needs to permeate throughout your ENTIRE organisation, every level, every person and every department, all of the time. That means managers trusting employees, employees trusting managers, employees trusting each other and everyone trusting senior leadership.

A Yes...trust courses through the veins of our entire organisation

B Good attempt...trust is good but only in certain departments



World first solution

1 → Successful remote and hybrid working depends on ev...

- Given your answer to the previous question, do you believe that if the organisation increased levels of trust (see below), it would impact your productivity?*

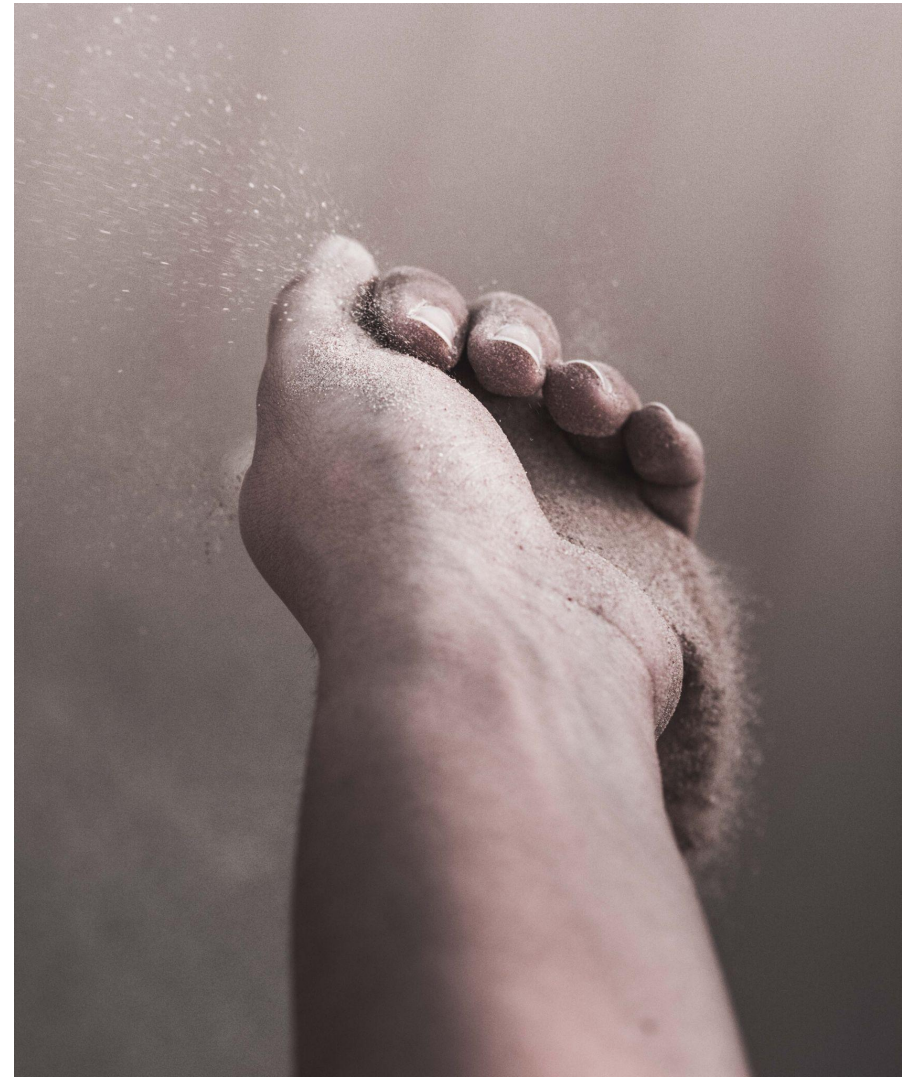
Without trust permeating throughout your ENTIRE organisation, every level, every person and every department, all of the time, there will be occasions when people feel less confident to be open about communication, teamwork is affected and motivation levels drop.

A Increase my personal productivity by 1%

B Increase my personal productivity by



Free and doesn't
take any of your
time!



dermot@clickonic.co

