

# HWoW

Colliers

Hybrid Ways of Working  
Tomorrow's way of working



# HWOw, what are we talking about?

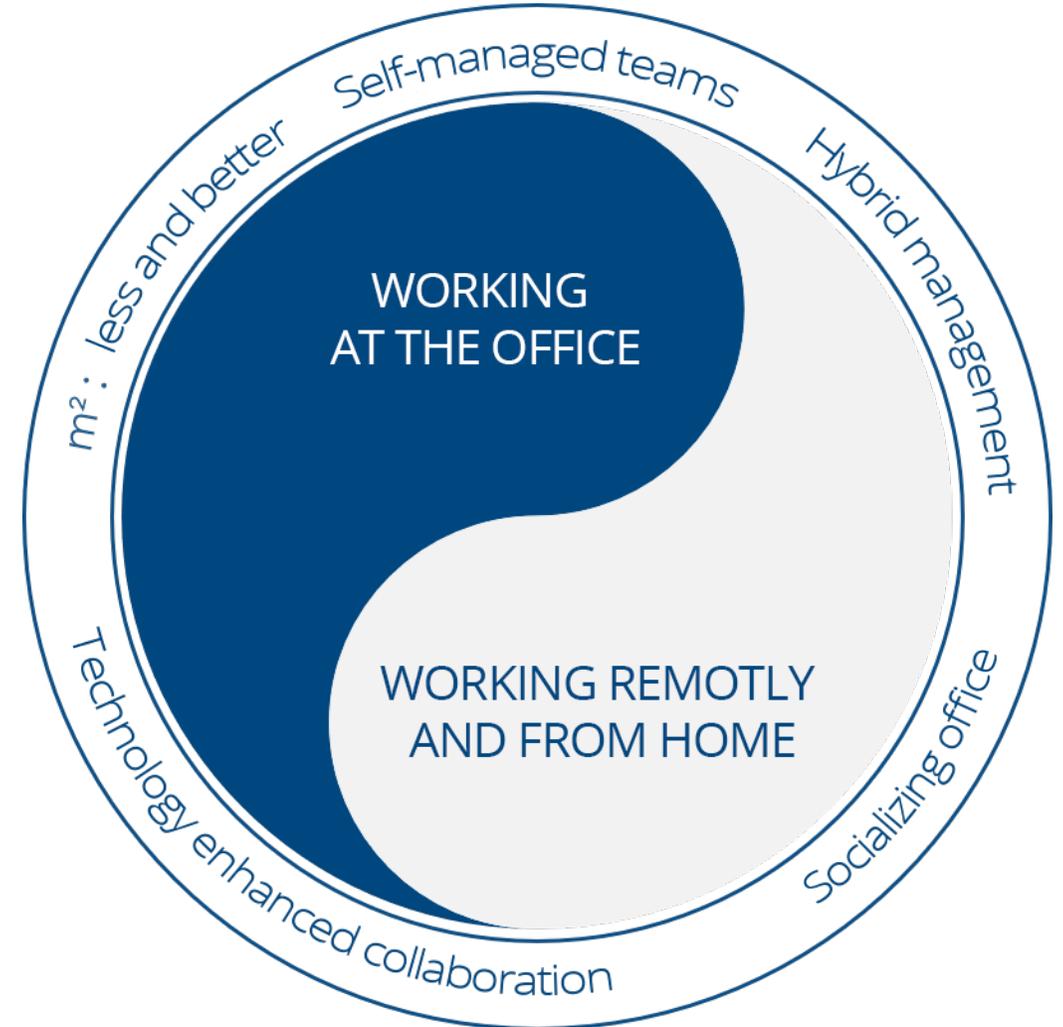
## *Hybrid Ways of Working*

**According to Colliers, this is  
THE way of working tomorrow.**

The HWOw is a combination of face-to-face and remote hybrid working modes, aiming at the **ideal balance and good articulation** between working at the office and from home, for a fluid response to multiple company objectives:

- ✓ Performance improvement
- ✓ Pro-life balance, employee health, attracting and retaining talents
- ✓ Improving carbon footprint
- ✓ Cost optimization

HWOw obviously conditions for everyone the use of workplaces and technology, but, above all, it is about a new culture, habits and behaviours, with a fundamental change in the way teams operate.



# HWoW - Hybrid Ways of Working

The 5 major changes that companies will have to make

## Implementing management in HWoW

Managing in hybrid mode requires other methods than face-to-face management or 100% remote management as in confinement: you manage a team and no longer a series of individuals.

## Training teams in HWoW

Situate responsibility and autonomy at the level of a strong, autonomous and interconnected team with clear and shared objectives and team agreements.

## Developing a HWoW culture

Putting a strong emphasis on the « meaning » of daily work, the good life at work, the pro-perso balance. Promote trust and informalize relationships.

## Choosing tools for the HWoW

In order to truly connect teams, remote collaboration technology is ubiquitous, non-intrusive and used to its full potential.

## Inventing new offices to support the HWoW

They promote team cohesion, collaboration, serendipity and real face-to-face exchanges. Supporting new hybrid uses, they are sustainable and adaptable to different situations and the need to distance oneself.

Evolution from  
*"I go to the office to work"*

*to "depending on the activity of the day  
and the agreements of my team, I decide  
where I will work best and most judiciously".*

# A HWoW day

## Paul, employee



Today, Paul starts his day at home by answering the e-mails he couldn't process the day before...

He participates remotely in the daily team meeting in videoconference, with today a 'virtual post-its' session; some colleagues are in a hybrid room at the office.



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Paul set up the first job interview with a candidate in videoconference.



For a meeting with colleagues from different regions, they all decided to use the same virtual backdrop: the Lyon Office Forum, which has just been created and is particularly inspiring. They are using the virtual whiteboard to define their action plan.



For lunch, Paul goes to a restaurant near his client's office, to meet him.

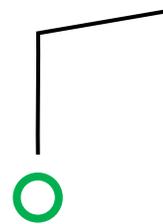


Gym session via Teams with a personal coach, included in the company's wellness offer.



He receives a spontaneous video call from a colleague, who submits a problem on a file; by working simultaneously on the document in 'share' mode, they find the solution.

Corinne, the Events Manager, joins him in a room of the coworking space for a working session on the next event.



Paul goes to a coworking space near the restaurant to spend the afternoon there: he will combine individual work with a planned meeting with a colleague.



Paul makes a remote meeting with his manager to talk about evolution.



Paul and Corinne join the after-work organized by the coworking space.

*Tomorrow Paul will go to the office, he has organized the day around the necessary face-to-face cross-disciplinary exchanges on his files; he will choose a prominent 'interaction' work station to meet as many people as possible, and will take a moment to go and see each other.*

# A HWoW day

## Fanny, manager



Fanny starts her day at the office, as her team's agreements set today as the weekly team reunion day.

The team booked the Huddle, a multi-purpose and reconfigurable open space, bookable for half a day by a team, equipped with video equipment. The team starts the day by holding its coordination meeting there, then exchanges in the same space by video call with an expert, who is him remotely.



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Fanny then takes a coffee with her colleagues in the Work Café: everyone appreciates this rite on this office presence day.



Fanny talk to a team member in the Huddle about a case. They move one of the rolling tables aside in "two-way exchange mode".



Fanny's got a complicated e-mail to write quickly. She moved to the Silent Room because it helps her concentrate, especially after several intense meetings in video.



Entertainment of an important cross-disciplinary work session in a hybrid collaborative space: in addition to several colleagues on site, a majority of the participants are remote.



When she gets off the train, she goes to her physical therapist for her scheduled appointment.

Fanny ends her day with an online training course, which she takes in the space she has organized to work from home. Beforehand, she has prepared for tomorrow's workday at home, as agreed with her team.



# Contact us

Would you like to be accompanied and learn more about HWoW?

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