

Reinventing Management Practices in a Hybrid Work Environment

Description

The Reinventing Management Practices training course addresses the evolution of modern work, characterized by a balance between on-site presence and remote collaboration. This shift is fundamentally transforming interactions, expectations, and ways of working. It requires managers to adapt their practices, strengthen relational intelligence, and support change management in a strategic and human-centered way. This management training helps you develop an authentic leadership style that maintains team cohesion, encourages autonomy, and drives engagement regardless of where your team members are located.

Developing an Effective and Sustainable Management Style

You will learn how to structure effective management routines, establish a clear framework without micromanaging, and build long-lasting trust. This approach enables you to adjust your managerial posture, use targeted communication for different profiles, and increase the impact of your decisions. Beyond tools and methods, this management training focuses on leadership mindset and your ability to bring people together around a shared vision.

Course Content

Module 1: Adapting Leadership to the Hybrid Model

- Clarify your role and key influence levers
- Identify management styles suited to different situations
- Adjust communication based on profiles and contexts

Module 2: Understanding Hybrid Management Challenges

- Differentiate between benchmarks, myths, and realities of flexible work
- Map risks and opportunities for the team
- Establish clear and shared operating principles

Module 3: Maintaining Cohesion and Engagement Remotely

- Create engaging team rituals
- Foster alignment around shared objectives
- Ensure fair recognition of contributions

Module 4: Structuring Effective Communication Rituals

- Select appropriate channels according to needs
- Lead concise and purposeful meetings
- Set up regular and structured one-to-one interactions

Module 5: Managing Performance Without Micromanaging

- Set measurable goals and indicators

- Provide clear and actionable feedback
- Manage priorities and workload effectively

Module 6: Developing Autonomy and Accountability

- Provide progressive degrees of autonomy
- Define escalation and operational guidelines
- Strengthen trust through mutual commitments

Module 7: Preventing Isolation and Detecting Early Warning Signs

- Identify signs of disengagement remotely
- Implement alerts and support actions
- Activate active listening and coaching posture

Lab / Exercises

- This course includes hands-on exercises designed to reinforce your knowledge and apply your skills in real-world professional scenarios.

Documentation

- Digital course materials included

Participant profiles

- Professionals seeking to develop their managerial posture in a hybrid environment
- Individuals leading a team or responsible for engaging collaborators, onsite or remotely
- Anyone transitioning into management or leadership responsibilities

Prerequisites

- No specific prior knowledge required; professional experience in a collaborative environment is an advantage.

Objectives

- Adapt leadership to hybrid work environments
- Structure effective communication routines
- Maintain team cohesion and engagement remotely
- Manage performance without micromanaging
- Develop autonomy and accountability
- Strengthen managerial coaching posture

Description

Hybrid Work Management: Reinventing Leadership Practices

Niveau

Fondamental

Classroom Registration Price (CHF)

800

Virtual Classroom Registration Price (CHF)

800

Duration (in Days)

1

Reference

