

Leadership Mindset Shifts*

Pandemic Mindset	Future of Work Mindset
When will we finally all be able to be in the office together?	How might hybrid working models open new opportunities for my team?
How can I manage what I cannot see?	How can I help my employees self-direct?
How will we preserve our culture if remote work becomes permanent?	How can I help my team establish new rituals and norms for the hybrid future?
What new software program are they rolling out now?	What technology can we leverage to enhance collaboration?
When will I get past these remote work issues?	What have we learned over the last year of working remote that we can apply to our future of work?
When will (leadership/HR/management) provide more support and guidance?	How might we address barriers to productivity across work locations?
How can we ensure we maintain the same work hours if we are all working in different locations?	How might we shift our focus on outcomes to allow for more flexibility, greater work life balance and higher employee engagement while maintaining or increasing accountability?
How can I collaborate with my coworkers and build a cohesive team if I do not see them in person?	How can we learn to rethink collaboration and teambuilding such that we maximize planning, take advantage of our time onsite and learn to use existing and new technology tools as they become available?
If some employees work remote and others do not, won't employees feel they are not being treated equitably?	I realize that some roles are effective remote, others are not; some employees have the space to work remote at home, others do not. Where can I find tools to learn to be flexible in my approach and maintain open dialogue with my employees while still ensuring consistency in the outcomes and deliverables that are managed? See: Future of Work Leadership Toolkit

*Adapted from Gallup's "Differentiating Mindset and Skill Set Challenges in Leading a Hybrid Workforce", ID G00735492