



3 Ways To Keep Performance High With Hybrid Employees

by [Steve Brown](#) [performance](#) [human resources](#) [employees](#)

Summary: Eighty percent of company leaders say they will allow at least part-time remote work after the pandemic. If your institution is considering some remote work roles, it is important to facilitate productivity and collaboration across all employees to level the playing field. We provide three elements to maintain high team performance: access and visibility; attention and support, and pre-emptive planning.

The first patent for a hybrid (gasoline-electric) vehicle was filed in 1889 in IL by William H. Patton and was for a rail-car propulsion system for trams and small locomotives. But it wasn't until 1997 when mass-produced hybrid automobiles finally hit the market with the Toyota Prius in Japan. Though hybrid vehicles still only represent a small fraction of the automobile industry, they are increasingly popular.

Much like hybrid vehicles, the idea of hybrid work arrangements has been around for a while. Yet, with the pandemic and the need for social distancing, hybrid work arrangements were pushed to the forefront, along with the likelihood that they will continue even after the pandemic is past, in some form. Yet the details are still in flux. Some roles can easily work permanently from home, while others may be in the office certain days and remote on others. Community financial institutions (CFIs) that use hybrid work schedules will want to ensure they provide a level playing field for all employees, maintaining collaboration and keep everyone as productive as possible. We provide three elements to maintain high team performance.

1. Access and visibility. Based on their work location, not only will employees have differing levels of access to resources, but also various visibility to managers. People physically working within an office are likely to have better technology and resources accessible to them, have the benefit of social and emotional interaction with colleagues, and may be perceived to be working harder merely because they are more visible to managers.

However, in reality, employees working remotely are likely to be working just as hard, or even harder, than their colleagues. In fact, the Society of Human Resource Management reports that almost 70% of professionals that started working remotely due to the pandemic, work weekends and 45% often work longer during the week. Make it a priority to ensure that your remote employees have the necessary resources and are not feeling overworked.

2. Attention and support. Because of some of the disparities that hybrid work arrangements can create, managers need to pay extra attention to those not working on-site and provide the same level of support. Regular communication is crucial. Don't wait for them to reach out as they may feel uneasy asking for help or extra guidance. Encourage remote employees to block off sections of their calendar, if possible, to be more productive at home and schedule meetings around them. Check-in regularly and let them know their contributions are not being overlooked. Routine communication and oversight are particularly important if colleagues are on a rotational schedule where their time is split between remote and in-person work.

3. Pre-emptive planning. Knowing the types of resource and visibility challenges that hybrid arrangements can create, managers should take steps to avoid such issues from the get-go. Make sure evaluations and performance reviews address any and all challenges employees may face due to their work arrangement. Continue to have interactive conversations about any additional resources that employees may need.

Similarly, it is important to discuss visibility with hybrid employees and make sure they feel that they are on equal footing with their peers. Connecting as a team on a semi-regular basis could also help everyone feel more unified and keep trust levels high too.

There are many ways for institutions to manage hybrid teams and optimize a team’s performance, whether they are completely remote or hybrid work arrangements. We know you will find the best way to do this for your institution.

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ECONOMY & RATES

Rates As Of: 04/06/2021 05:17AM (GMT-0700)

Treasury	Yields	MTD Chg	YTD Chg
3M	0.01	-0.01	-0.05
6M	0.03	0.00	-0.05
1Y	0.06	0.00	-0.05
2Y	0.17	0.01	0.05
5Y	0.91	-0.03	0.55
10Y	1.69	-0.05	0.78
30Y	2.34	-0.07	0.69
FF Market	FF Target	Fed Disc	
0.07	0.25	0.25	
SOFR	Prime	Unemp	
0.01	3.25	6.00	

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