



Hybrid Working Toolkit

Did your business and employees pivot to home, or hybrid working during the pandemic? Are you still learning how to manage a hybrid working business? Our Hybrid Working Toolkit will help, and give your workforce the tools they need to flourish in a hybrid working environment.

The COVID-19 pandemic caused many organisations to go into warp speed and pivot their workforce to remote working almost overnight in 2020. The return to pre-pandemic office routines has been slow, and many organisations are now keen to work in a more agile and flexible way.

A recent Forbes survey revealed that hybrid working improved staff wellbeing (in the view of 80% of respondents), increased productivity in almost 50% of cases and reduced sickness levels in more than a quarter of cases... and that's not to mention the financial implications of reducing overheads in 50% of cases and the benefit of widening the recruitment pool, which was seen as a positive by more than a third of respondents.

Prior to the pandemic, less than 5% of the UK workforce regularly home-worked; by April 2020 it was nearer 50%. In 2023, around 40% still do.

Hybrid working does, however, introduce a new set of challenges, and that requires new thinking, new policies and significant cultural change... as well as the benefits.

OpenLearn's '[Hybrid working and digital transformation toolkit](#)' was created to offer holistic, human-centred approaches for organisations making the shift to sustainable, longer-term hybrid working.

This series of 9 courses covers:

- Digital skills and leadership
- Digital transformation and building a data-driven culture
- Sustainability
- Planning for the future, managing uncertainty and building resilience
- Hybrid employee experience and culture
- Collaborative communication and building trust
- Diversity and inclusion
- Physical and digital wellbeing
- Change management

This collection was made possible by the Higher Educational Funding Council for Wales. [Courses are also available in Welsh](#)

