



**Third
Thursday
Webinars**

Fresh Ideas. Big Conversations. Every Month.



Trust, Clarity & Connection: Making Hybrid Teams Work Well

October 16, 2025

Welcome members and guests! We'll be getting started shortly - please turn your cameras on.



Brian Bules

CEO & Founder

Breakthrough Business
Strategies and Solutions

Welcome!

Let's do some brief introductions in the chat.

NAME

JOB TITLE

ORGANIZATION

LOCATION

Association Awards

Nominations are now live for the 2025

HRO Today Association Awards!



TEAM AWARD CATEGORIES

- **Best in Class: Employee Experience**
- **Best in Class: HR Technology & AI Innovation**
- **Business Partnership Excellence**
- **HR Team of the Year**

INDIVIDUAL AWARD CATEGORIES

- **Excellence in HR Leadership**
- **NextGen Talent Leader of the Year**

Nomination deadline is December 31, 2025

Upcoming Association Events

Looking forward to seeing you at an upcoming webinar!

Generation Juggle:

Aligning Performance
Across Generations

Wed., October 29
11-11:30 AM ET

Skills First, Mission Ready:

What Military Hiring
Teaches Us About
Skills-Based Hiring

Thurs., November 20
11-11:30 AM ET

HR Industry Insights 2026:

Reflections, Priorities,
and Next Steps

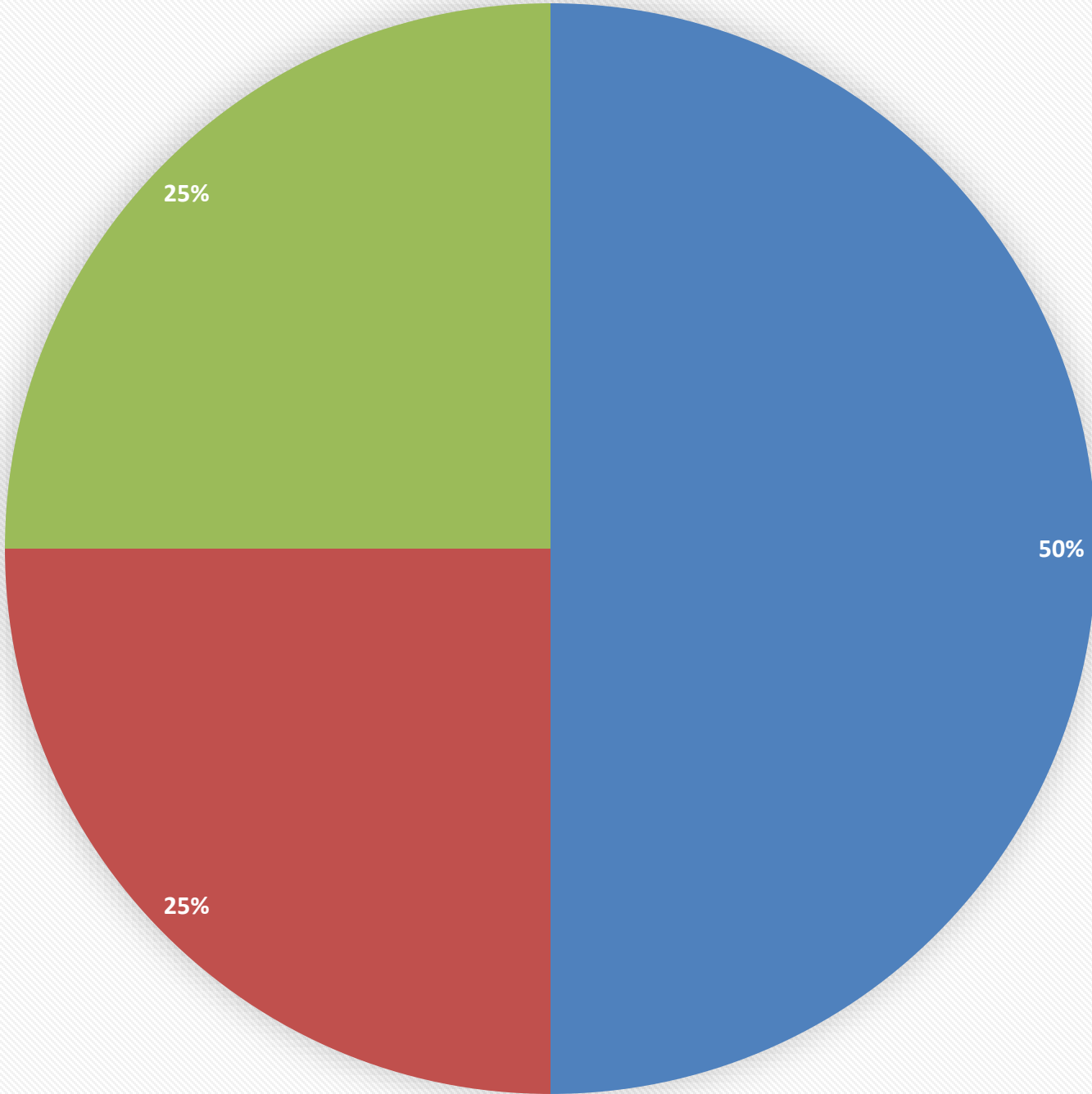
Thurs., December 18
11-11:30 AM ET

TRUST, CLARITY & CONNECTION: MAKING HYBRID TEAMS WORK WELL

Pre-Session Survey Results

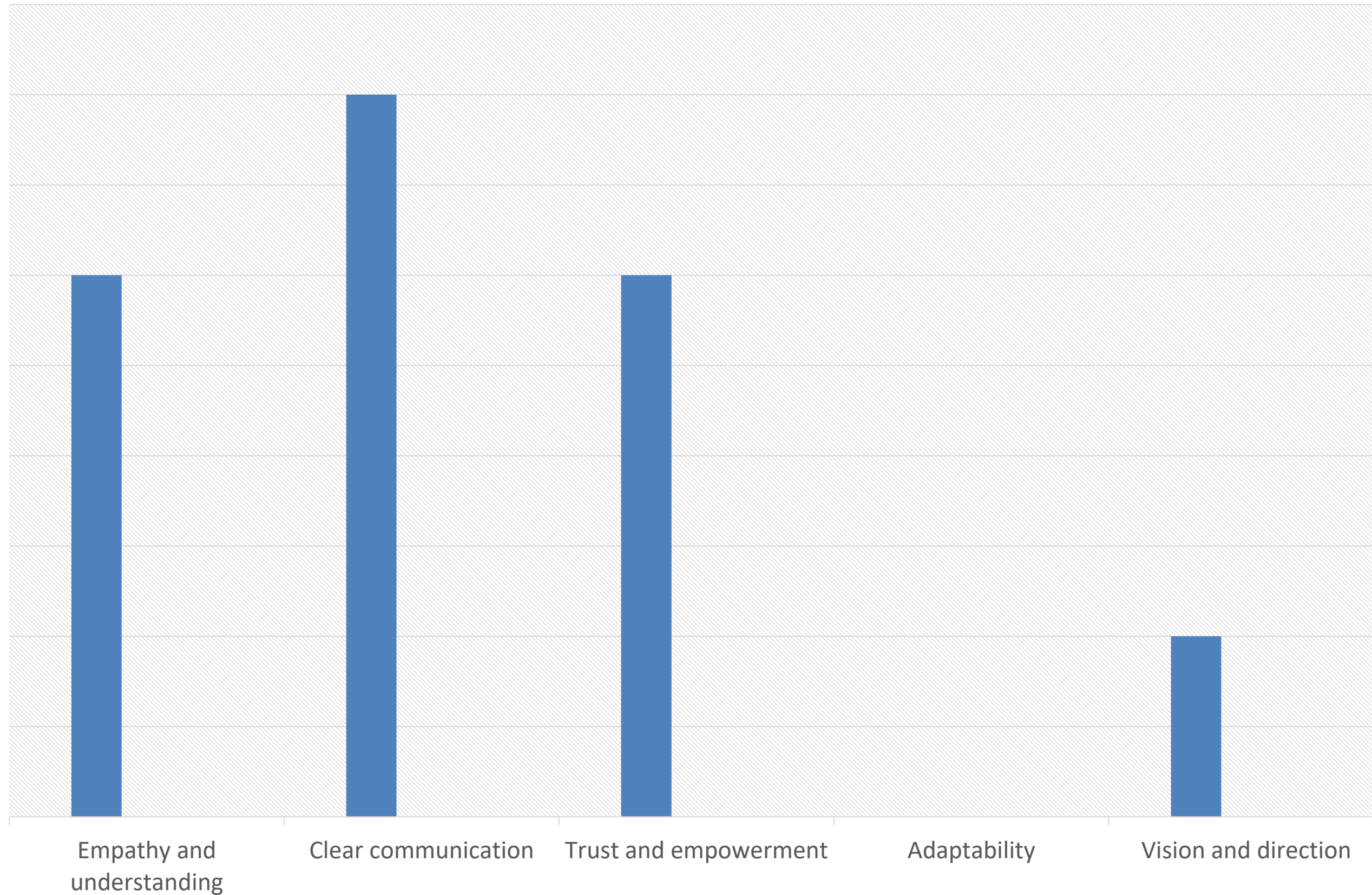
Which best describes the work set up of your current team/primary unit?

■ Fully Remote ■ Hybrid ■ Fully in-office



Pre-Session Survey Results

What qualities in a team leader has inspired you the most?



Hybrid teams are challenged with distributed work across various differing dimensions:

Physical Distance

Time Zones

Capability/Expertise

Organizational Lines

***Cultural
(regional/national)***

***Socioeconomic &
Generational***

Polling

In your experience, which of the following leadership qualities are the most important 3 factors when leading hybrid teams with distributed work:

1) Technology

2) Well-being

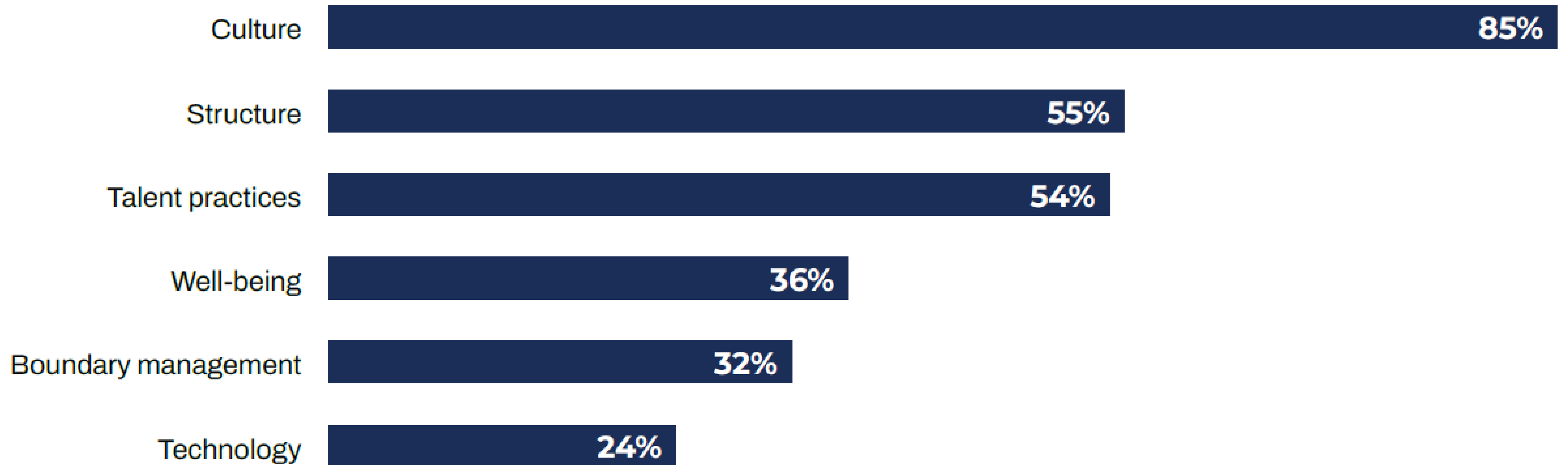
3) Structure

4) Talent practices

5) Boundary management

6) Culture

Capabilities that most distinguish high-performing leaders:



Data represents those from organizations employing >1,000 people.

Source: *Leading from Anywhere: Driving Results in the Age of Distributed Work* (2025), Institute for Corporate Productivity (i4cp).

Building an Effective Hybrid Team

Key Ingredients for Success

- **Shared Vision:** Define success, connect roles, tell the story
- **Clear Expectations:** Roles, metrics, outcomes – not activity
- **Communication:** Agree on channels, response norms, and priorities

Building an Effective Hybrid Team

Connection, Trust, & Tools

- **Connection:** Regular huddles, 1:1s, and visible recognition
- **Trust:** Authentic leadership and shared facilitation
- **Technology:** Tools that *enable*, not overwhelm

Polling

Which of these areas most challenge your hybrid team/your company's hybrid work culture today?

- A) Clear communication**
- B) Accountability & follow-through**
- C) Connection & trust**
- D) Use of technology**

Building an Effective Hybrid Team

Psychological Safety & Culture

- Model vulnerability and curiosity
- Reward ideas and learning
- Live team values in action
- Support well-being and boundaries

Building an Effective Hybrid Team

Adapt, Evolve, Repeat

- Regularly review what's working
- Use feedback and data to guide change
- Keep evolving processes as needs shift

Polling

How often should hybrid teams pause to reflect and adjust?

- A) After every major project**
- B) Quarterly**
- C) Twice a year**
- D) Annually**

Session Q&A

What questions on leadership development do you have about managing hybrid work? “Raise” your hand, unmute yourself, or write your answer in the chat.

What behaviors or actions signal that trust is truly present in a hybrid team?

How do you know your team feels connected?

What fosters real engagement across remote and in-office members?



Thank you for joining us today!

Let's keep the conversation going
on the Association's LinkedIn page!



**Generation
Juggle:**

Aligning Performance
Across Generations

See you at our next Association
webinar on October 29!