EM522 Leading People and Organizations

Team Research Project Plan

Fall 2021

**Team “Three for All!” Research Project Name:** *Managing a Technical Team in a Hybrid Work Environment*

**Research Goal**

Research challenges and solutions that come with managing a technical team in a hybrid workplace.

**Description Of Project:**

* Communication Challenges
  + What communication is lost between employees in different physical locations?
  + What challenges will the team encounter with differences in language and cultural?
  + How do managers select the best communication methods and technology platforms?
  + How are technical issues addressed?
* Team Inclusion
  + How do managers make sure everyone is included in a hybrid workplace?
  + How do managers ensure engagement?
  + What is the role of a manager?
* Setting Team Expectations
  + Have work hours changed?
  + How do hybrid teams collaborate to achieve a common goal?
* Team Building
  + How do team leaders ensure they are building a strong team in a hybrid environment?

**Objectives of Project**

The objective of this project is to understand the biggest challenges managers have experienced associated with switching to a hybrid workplace. Then research and report solutions and tools used to address these challenges.

**Justification**

This is relevant for people today. This is also a new phenomenon. The technology has only become viable in the past 10 years and allowed for a global workplace with high quality video conferencing and real time file sharing. The COVID 19 pandemic made a virtual workplace a necessity for a lot of companies. Companies are now committing to a hybrid work place indefinitely to attract the best talent.

People have also been in vastly different situations over the past year and a half: limited or no childcare or are managing their kids’ online school. Folks have health issues that preclude them from returning to in-person work. Some personalities are eager to get back in the office and others are content to work from home forever. Still others are hesitant to return due to Covid-19 vaccinations or lack thereof. Considerations also need to made if the team has added members from different languages and cultures or even global additions. This research project will tackle these issues.

**Team and Project Organization**

Matt - (Leader) In the field data collection and interviews. Currently in a hybrid model. Analytical in nature. Passionate about experimental design.

Neal -(Bookkeeper and Tidiness) Formatting for submittal.  - Detail and organizing nature and consolidation of information

David - (Jack of all trades) Strive for consistency and high quality.  Detailed oriented.

**Project Presentation**

Powerpoint presentation with equal talking points by all three members.

**Resources:**

Written work and interviews conducted by team members will be used to gather information.

About the AuthorCatherine DalyOriginally from Dublin, et al. “5 Tips for Managing Hybrid and Remote Teams.” *ThoughtExchange*, 13 Aug. 2021, www.thoughtexchange.com/blog/managing-hybrid-remote-teams/.

“How to Manage a Hybrid Team.” *Harvard Business Review*, 1 Feb. 2021, hbr.org/2020/10/how-to-manage-a-hybrid-team.

Joyner, Sam. “10 Tips for Managing Hybrid Teams.” *ViewSonic Library*, 29 June 2021, www.viewsonic.com/library/business/10-tips-for-managing-hybrid-teams/.

Kingl, Adam. *Next Generation Leadership: How to Ensure Young Talent Will Thrive with Your Organization*. HarperCollins Leadership, 2020.

Gavin, Matt. “6 Tips for Managing Global & International Teams.” Harvard Business School Online, 16 May 2019, https://online.hbs.edu/blog/post/how-to-manage-global-teams

**Integrity Statement**

We commit ourselves to Washington State University's high standards to uphold academic honesty and scholarly values as established by the WSU's Standards of Conduct. We affirm that We have not given or received any unauthorized assistance on this assignment/examination, that the work product presented here is the work of the author(s) [all team members listed], and that all materials from other sources (including books, articles, Internet, or other media), whether quoted or paraphrased, have been properly cited.

Neal Bradshaw

David Kelly

Matt Tressler

Typing my name above serves as my signature