Manifesto: Embracing the Hybrid Work Model for the Future of Work

We, the advocates of progressive workplaces, recognize that the world of work is evolving at an unprecedented pace. The traditional 9-to-5 office-based work model is no longer the sole option for the modern workforce. As we embrace the future of work, we declare our unwavering support for the hybrid work model as a powerful solution that brings flexibility, productivity, and employee well-being into harmony.

The hybrid work model combines the best of both worlds, offering a balance between remote work and in-person work. It acknowledges that work is not just a place, but a state of mind that can be achieved through various modalities. It empowers employees to choose how, where, and when they work, while fostering collaboration, innovation, and a sense of belonging. It recognizes that individuals have different needs, preferences, and circumstances, and that work should be designed to accommodate them.

We base our manifesto on the following principles:

**Flexibility**: We believe that flexibility is the cornerstone of the hybrid work model. It allows employees to tailor their work arrangements to suit their unique situations, such as caregiving responsibilities, health conditions, or personal preferences. It promotes work-life integration, reduces commuting time and costs, and enhances work satisfaction and engagement.

Reference:

Biron, M., & van Veldhoven, M. (2018). Work-Home Interaction from a Work Engagement Perspective: A Daily Diary Study. European Journal of Work and Organizational Psychology, 27(5), 633-645. doi:10.1080/1359432X.2018.1487283

**Productivity**: We believe that productivity is not solely dependent on physical presence in the office, but on the quality of work and outcomes. The hybrid work model enables employees to optimize their work environment and leverage technology to collaborate and deliver results. It encourages autonomy, creativity, and accountability, leading to increased productivity and innovation.

Reference:

Bloom, N., Liang, J., Roberts, J., & Ying, Z. J. (2015). Does working from home work? Evidence from a Chinese experiment. The Quarterly Journal of Economics, 130(1), 165-218. doi:10.1093/qje/qju032

**Well-being**: We believe that employee well-being is a fundamental factor in achieving sustainable performance and organizational success. The hybrid work model recognizes that employees have diverse well-being needs, and it promotes work arrangements that support physical, mental, and emotional health. It reduces stress, burnout, and absenteeism, and enhances employee retention and satisfaction.

Reference:

Golden, T. D. (2018). Avoiding depletion in virtual work: Telework and the intervening impact of work exhaustion on commitment and turnover intentions. Journal of Applied Psychology, 103(12), 1381-1397. doi:10.1037/apl0000356

**Collaboration**: We believe that collaboration is essential for innovation, creativity, and organizational growth. The hybrid work model leverages technology and flexible work arrangements to enable effective collaboration regardless of physical location. It promotes virtual teaming, communication, and knowledge sharing, while fostering a culture of inclusivity and diversity.

Reference:

Hertel, G., Geister, S., & Konradt, U. (2005). Managing virtual teams: A review of current empirical research. Human Resource Management Review, 15(1), 69-95. doi:10.1016/j.hrmr.2005.01.002

In conclusion, we embrace the hybrid work model as a progressive approach to work that embraces flexibility, productivity, well-being, and collaboration. We call upon organizations, leaders, and policymakers to recognize the value of the hybrid work model and proactively implement strategies that support its adoption. We urge employers to embrace a culture of trust, empowerment, and flexibility that enables employees to choose how they work best. We advocate for investment in technology and infrastructure that facilitates seamless remote work and virtual collaboration. We encourage organizations to prioritize employee well-being and provide support and resources for maintaining physical and mental health in a hybrid work environment.

As we move towards the future of work, we envision a world where the hybrid work model is widely embraced, and employees have the autonomy and flexibility to work in a way that aligns with their individual needs and preferences. We believe that the hybrid work model has the potential to unlock the full potential of the workforce, foster innovation, and drive organizational success.

References:

Biron, M., & van Veldhoven, M. (2018). Work-Home Interaction from a Work Engagement Perspective: A Daily Diary Study. European Journal of Work and Organizational Psychology, 27(5), 633-645. doi:10.1080/1359432X.2018.1487283

Bloom, N., Liang, J., Roberts, J., & Ying, Z. J. (2015). Does working from home work? Evidence from a Chinese experiment. The Quarterly Journal of Economics, 130(1), 165-218. doi:10.1093/qje/qju032

Golden, T. D. (2018). Avoiding depletion in virtual work: Telework and the intervening impact of work exhaustion on commitment and turnover intentions. Journal of Applied Psychology, 103(12), 1381-1397. doi:10.1037/apl0000356

Hertel, G., Geister, S., & Konradt, U. (2005). Managing virtual teams: A review of current empirical research. Human Resource Management Review, 15(1), 69-95. doi:10.1016/j.hrmr.2005.01.002

In conclusion, we call upon all stakeholders to embrace and promote the hybrid work model as a progressive and forward-thinking approach to work. By doing so, we can create a future of work that is inclusive, flexible, and empowers employees to achieve their best, while driving organizational success. Let us work together to build a better future of work for all.