

# Managing in a Hybrid World

Adapt your management style to lead and engage your team, on site and remotely

**MODALITY**  
100% online  
training action

## Goals

- Analyze your management style and adapt it to your hybrid context
- Define a hybrid work organization to optimize individual and collective performance
- Use your interpersonal skills and set up new rituals to maintain team cohesion on site and remotely
- Enhance autonomy and strengthen trust within your team

## Highlights

- Practical activities to facilitate the management and develop the cohesion of teams with hybrid configurations
- Comparisons of digital tools to increase the efficiency of managers in a hybrid context
- The expert takes into account the managerial preferences and situational specificities of each person
- A career path built on two requirements: people and performance

 Estimated time: 12h

 Sessions: contact-us at +33 1 85 08 92 75

## Programme

### PART 1

#### Adapt your management style to the challenges of hybrid working

- The role and challenges of a remote manager
- The unexpected forms of remote working
- Know yourself to adapt to new professional contexts
- Identify and prevent risks connected with remote working
- Take stock of the actions to be carried out as you move towards a hybrid management approach

#### Activities

- Clarify your own professional situation so you can successfully transition to a remote or hybrid set-up
- Build on your experiences to identify areas for improvement

### PART 2

#### Organize the work to guarantee performance

- Set the right goals to manage more accurately in a hybrid context
- Delegate effectively while keeping the particularities of remote work in mind
- Choose appropriate team and personal routines to help maintain optimal efficiency
- React to problems within your team despite the distance

#### Activities

- Set appropriate goals and indicators for your hybrid team to function properly
- Assign tasks according to the particular characteristics of your work set-up

### PART 3

#### Enhance team spirit and a sense of belonging

- Maintain a sense of team spirit, even when you no longer see each other face-to-face
- Keep access to information and ensure it flows effectively
- Run remote or asymmetrical meetings
- Build on the pillars which make up a united team: cohesion, motivation, team spirit, dynamism, etc.

#### Activities

- Deal with complex and unexpected management situations in an appropriate manner

### PART 4

#### Build trust and the sense of responsibility through listening and guidance

- Develop your interpersonal skills as a manager
- Manage stress and emotions in a remote context
- Know how to listen, even when working remotely
- Communicate well so you can coordinate team activity wherever you are
- Provide effective remote support
- Enhance trust, recognition, and team learning

#### Activities

- Discover how remote working magnifies tensions and identify solutions
- Practice dealing with conflict in a hybrid working context

### Audience

This course is intended for managers who wish to improve their methods of managing a team working on site and remotely, as well as for project managers, functional and cross-functional managers.

### Prerequisites

No pre-requisites are required to follow this training.

**Modalités d'évaluation :** un questionnaire est proposé à la fin de chaque module, ainsi qu'un examen final à l'issue de la formation.

*Last updated in August 2025.*