

5 Tips to Make Hybrid Work More Inclusive and Engaging

As more organizations embrace distributed teams and opt for hybrid work environments, it's important to consider the inherent inequities between participants in the room and those who are joining virtually. Here are 5 tips ImageThink developed for you to use as you navigate the future of work.

1

Normalize name-calling.

As we learned in our 2+ year Zoom odyssey, it's helpful and necessary to use direct address. Using participants names cuts down on the crosstalk, ensures all voices in and outside the room are heard, and keeps individuals engaged.

2

Assign - and authorize - an arbiter.

Every meeting needs a facilitator. Rotating who leads the meeting eliminates traditional meeting dynamics. Team members are given the opportunity to structure the conversation on their own terms and the responsibility to advocate for those who aren't in the room directly.

3

No agenda? No attenda.

Setting a goal for the meeting and establishing an agenda lets participants prepare and know what to expect. When materials are distributed beforehand, it saves valuable time, and increases engagement and participation in the meeting.

4

Break the ice and break down barriers.

Besides making the meeting fun, the use of creative exercises gives team members the chance to connect with one another on a personal level. When ImageThink facilitates meetings, we use visual activities throughout the day that help frame the conversation.

5

Practice makes perfect. Pictures make permanent.

Record your most important meetings visually. Working visually allows you to give equal weight to all ideas and is scientifically proven to help your participants stay engaged and actually retain the information presented to them.



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