

Remote-Equal Collaboration

How to Support
Hybrid Employees in
the Return to Work

T1V



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The Return to Work

As the ebb and flow of the effects from the global pandemic continue to transform the landscape of work, organizations everywhere are in the midst of navigating a new season - one that has never happened before. It's called the return to work.

For over a year and a half, we've gone through constant changes to where we work and how we work. From lockdowns to open offices, to hybrid work and beyond - we're finally about to return to work.

It doesn't necessarily look like how some envisioned it...with all workers going back to massive, downtown skyscrapers or reinstating the open office floor plans that were just picking up steam pre-pandemic. Many companies are pulling to get bodies back in seats - but much of the workforce will continue to work from anywhere under the hybrid work model...indefinitely.



We've known for a while that remote workers are struggling to connect and collaborate with each other - and with the coworkers that are in-office - about things like workflow processes, knowledge sharing, and more.

Decision making can be difficult when teams are spread across different spaces or around the globe - all while working with multiple web-based tools and different types of video conferencing platforms (not to mention **Zoom fatigue**). With many remote teams, camaraderie and mentoring have been on hiatus, along with the water cooler.

But with the return to work, we're now forced to assess and solve a major challenge that simply boils down to:

**how do we support workers, wherever
they're working from?**

The Great Debate: In-office vs. Remote Work

Let's take a deep dive into fully understanding the in-office vs. remote work debate.

In-person work

- Whether it's 'old school' or simply wanting to get back to normal, some companies believe that in-person work fosters a better collaborative environment, with spontaneous face-to-face interactions and getting work done around typical 9am-5pm availability.
- **Payroll also plays a factor**, as Morgan Stanley CEO James Gorman explained, "If you want to get paid New York rates, you work in New York."

Remote work

- The growth of all-remote work has exploded throughout the pandemic, as workers - **especially millennials and working parents** - find newfound flexible schedules and lack of commutes create priceless work-life balance.
- Some argue remote work creates more autonomy over task management, generating higher productivity amongst employees.
- Less office real-estate costs for companies have urged them **to invest in other areas, like technology.**



One of the biggest challenges of remote work is the disparities between how people work when they're working from home as opposed to working in the office. Some of those differences are tangible, while others are more subtle, organizational behavior effects. To counteract these effects, creating a **remote-equal work environment is vital.**



What is remote-equal work?

Remote-equal is defined as a way of working where remote employees have equal access and capabilities to the same resources (both human + technology) as in-office employees.

Some companies are now delaying their return to in-person work.

- According to statistics of mobility data from Google (which tracks user location) **workplace activity is still well below where it was pre-pandemic** - no matter the city across the globe.
- Originally slated for September 2021, the **COVID-19 Delta variant has delayed many companies from inviting employees back to headquarters until October** (including Wells Fargo, Microsoft, BlackRock, Prudential, Google, Facebook, Twitter, and Apple) **or even 2022 (like Amazon, Facebook, and Lyft.)**

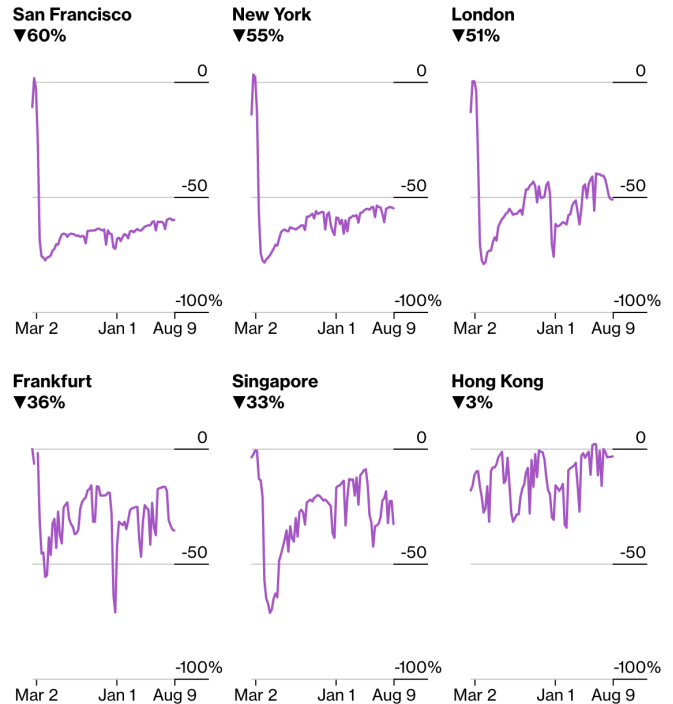
What hybrid work actually means for employee engagement

Although the influx of information is multifaceted, it's important to focus on a clear path ahead - to:

create a solution that allows hybrid teams to stay engaged - and enables remote workers to be totally equal contributors, just as much as their in-room counterparts.

Out of Office

Workplace activity is still well below pre-pandemic levels



Note: Community Mobility Reports show daily relative change using aggregated, anonymized sets of data from user location history. Data has been smoothed to weekday average. Frankfurt represented as part of the region of Hesse, being the largest city with 12% of the population.
Source: Google

Source: [Bloomberg](#)

So what's the best way to return to work - in-person or remote?

It's actually a compromise, encompassed by a single word: **hybrid**.



When we use the term hybrid - yes, it means the usual hybrid work model - **the 3-2-2**, WFH + working from anywhere.

It's more important than ever to stay connected to your team whether you're in the office or working remotely. And one of the top challenges for the hybrid-remote workforce is that:

employees who are working at HQ may be privileged over employees that are working from home.



The Hybrid Work Model

The hybrid work model - a.k.a. the hybrid-remote work model = means employees split their time working from the office and working remotely. The usual split is the 3-2-2.

What is the 3-2-2?

Employees work three days a week in the office, two days from home, and two days off for the weekend...

The goal for any successful work environment is for participants to be on equal footing, always. Don't sacrifice collaboration or camaraderie just because of physical separation - when we have all the tools out there to set hybrid teams up for equal success. And what tools stand out in this hybrid world? Technology.

Without technology, there are automatic advantages in-room participants have compared to their remote coworkers. Some of these include:

Better technology in meeting rooms, like in-room displays and collaboration boards

Opportunities for spontaneous collaboration

Natural face-to-face interaction + camaraderie

Designing meetings for a remote-equal work experience

Meetings need a revamp.

Research shows that over the pandemic, meetings have changed. People are now meeting more often and for shorter periods of time. This means more meetings and quicker meetings.

Meetings are a great way to create a space for remote-equal work, where employees are all valued and have equal opportunities to collaborate, wherever they're working from.



How do you create a remote-equal environment?

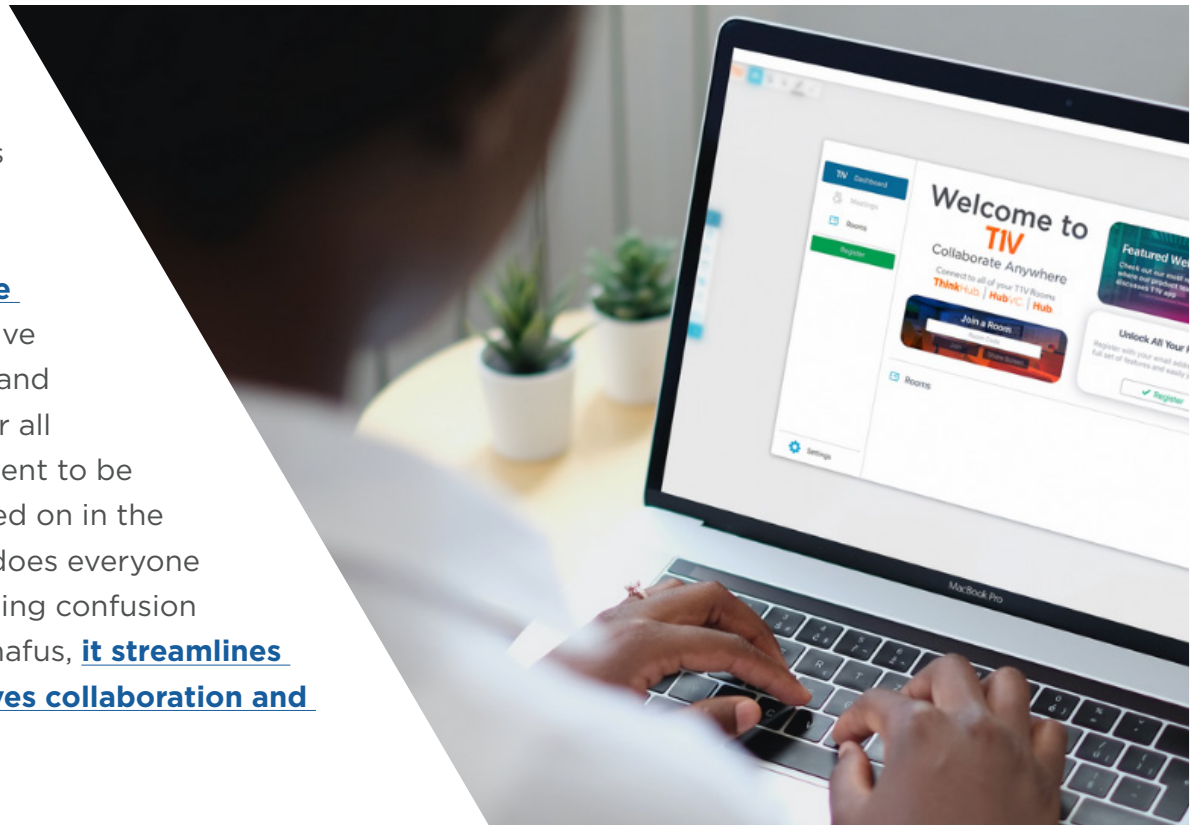
Outfit all employees with hybrid collaboration tools - both in-office and at home. This is where video conferencing capabilities end and visual collaboration takes over.

The most versatile solutions are those that combine hardware and software for in-room meeting participants - like touch displays, cameras and speakers so video conferencing participants can be seen and heard as if they were sitting next to coworkers around a conference table.

When visual collaboration software is available on that in-office hardware, employees working from anywhere can also participate. By simply joining a meeting hosted by visual collaboration software on their laptops, tablets, and smartphones, remote employees have the ability to equally speak up, submit ideas, and brainstorm with everyone in real-time.



Whereas video conferencing solutions allow for simple screen sharing, [visual collaboration software](#) supports fully interactive virtual whiteboarding and provides a platform for all different types of content to be shared and collaborated on in the same place. Not only does everyone have access - by avoiding confusion and communication snafus, [it streamlines workflows and improves collaboration and connection for all.](#)



Supporting the return to work

No matter the industry, no matter the task, work comes down to people and motivation. In order for companies to cultivate an atmosphere for success, [it's key for employees to easily connect in a collaborative way.](#)

There's no doubt that collaboration technology is the answer. So as we return to work, make sure everyone on your hybrid team can contribute and participate equally - so that we can drive business forward in a whole new way, together.

For more information about how visual collaboration software creates remote-equal work, [visit **tiv.com**.](#)

T1V

T1V is a visual collaboration company specializing in hybrid collaboration software for enterprise and education markets. The company's collaboration platform includes ThinkHub® collaboration for global teams, T1V Hub™ wireless screen sharing, and the T1V app - all working cohesively to bring teams together for seamless, intuitive working sessions.

T1V's suite of collaboration software transforms the way people meet - making meetings a place where teams can collaborate anytime, from anywhere.

T1V ThinkHub Education™ technology is designed to support active learning across a variety of teaching and learning styles, from traditional lecture to team-based teaching and learning. The solution also connects satellite classrooms, campuses, and remote participants to improve access for students and teachers.

T1V Story™ enables brands to visually tell their story in an engaging, interactive format. Story couples the visual power of mixed media with the brand's unique look and feel to create a totally branded, one-of-a-kind experience.

All T1V solutions are Built for BYOD™ (bring your own device) to support the many devices, programs, and platforms of today's hybrid meeting and learning environments. T1V is a leading innovator in large-scale, interactive software technology, with seven issued patents in collaboration and active learning software.

To learn more, [visit t1v.com](https://t1v.com)