

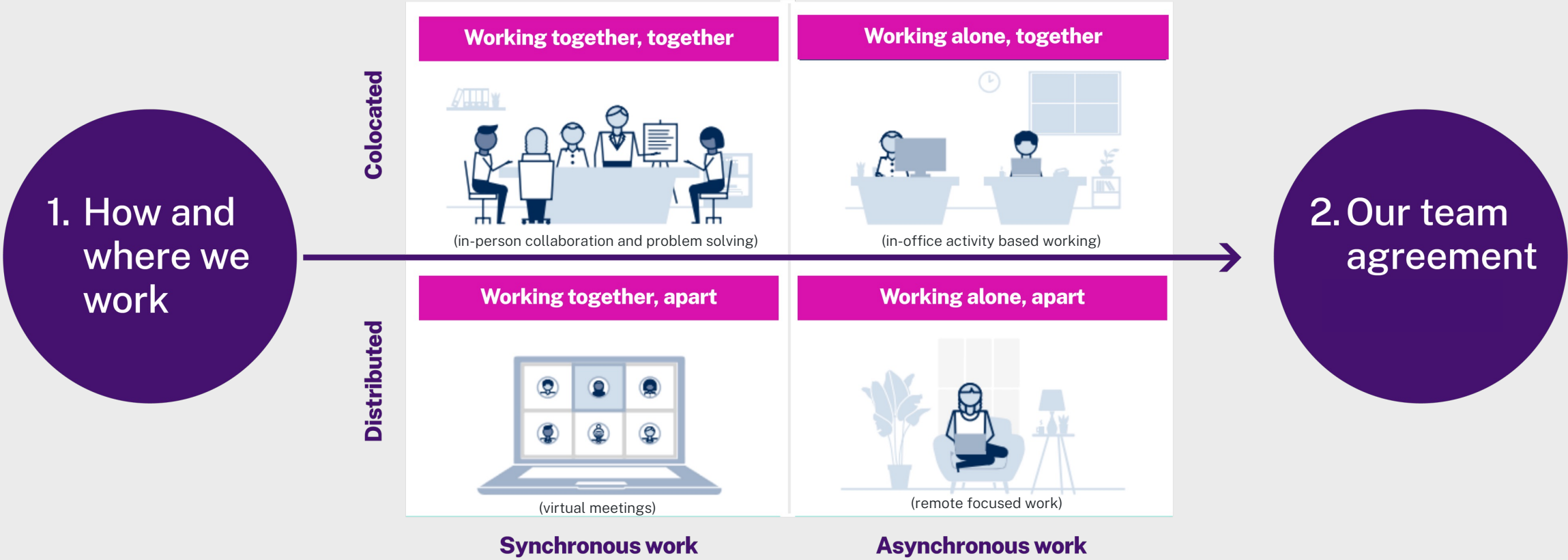
Healthy Hybrid Habits



Team Agreement Workbook



Today's conversation



Healthy Hybrid Habit Principles



People are your priority

The safety and wellbeing of your people is your priority. You want to ensure work is done in a safe and inclusive environment.

This includes everyone's physical and psychological safety

Coming together in-person matters

Culture is created through moments that matter. It's important that you meet in-person to build and sustain high trust, connection, collaboration and belonging.

Teams are trusted

There's no one size fits all. Decide with your team how often and for what activities you come together in person.

Discuss and agree your work patterns together with your team and talk regularly to make sure it's working for everyone.

Flexible working is supported

There are many ways to support flexible work, where the needs of individuals, teams and your organisation are balanced to deliver great outcomes.

Consider options such as remote working, compressed hours, flexible start and finish times, job sharing, rotating rosters or flextime.



How are you **feeling** about changing up your work routine?



Retrospective activity

What do you **love** about the ways you work?

Think:
Ways of working
to keep or do more
of in the future.

What do you **long for** in your ways of working?

Think:
Work practices
or opportunities
you've missed.



Love

- ✓ Write what you love about the ways you work

Long for

- ✓ Write what you long for in your ways of working



Vote to commit

- What are the top 2–3 ideas in each mode of working that you will commit to testing as a team?
- What challenges might emerge as you move to this hybrid model? Prioritise top 3 challenges that your team needs solutions for.
- Think about how this agreement will work for you as a team, considering you may also be part of other teams (project teams, extended leadership teams, stakeholder teams)?
- What do you need to do as individuals to enable each of you to commit to this agreement?

Working together, together

Why	When
How do you stay connected?	Other

Working alone, together

Why	When
How do you stay connected?	Other

Working together, apart

Why	When
How do you stay connected?	Other

Working alone, apart

Why	When
How do you stay connected?	Other



team agreement

Working together, together	Working alone, together
Working together, apart	Working alone, apart



Next steps

1. **Reflect** on your preferred ways of working and challenge yourself to be open to trying new ways.
2. **Think about what changes/arrangements** you need to put into place to create the flexibility needed to make the team agreement real.
3. **Keep talking together** about what's working and how to make our new ways of working a positive experience.

