

Nonprofit**HR**

# Fostering and Promoting Work-Life Integration for Your Hybrid or Dynamic Workforce

Tuesday, June 21, 2022

NONPROFITHR.COM

# Nonprofit**HR**

## About Nonprofit HR

### Our vision:

We are the leading source of innovative talent management, talent acquisition services and knowledge for the social impact sector.

- Total lifecycle solutions for talent management.
- 20+ years serving the social sector as a trusted advisor and thought partner.
- Thousands of missions served.
- Woman and Minority-owned.
- National footprint.
- Award-winning and highly-credentialed staff.

*“Nonprofit HR’s experts listen, articulate people-centric solutions and understand the correlation between having high-performing, engaged staff and us being able to support our members’ needs. Their team has elevated the importance of and visibility around innovative HR practices. Nonprofit HR is an invaluable strategic partner.”*

**Cathy Gibney, CPA**  
Chief Financial Officer  
National Hospice and Palliative Care Organization



## Our Practices: Nonprofit HR's suite of solutions are centered around five core service areas

### STRATEGY & ADVISORY

- HR Audits & Assessment
- Workforce Planning
- Performance Management
- Workplace Culture & Employee Engagement
- Learning & Development

### OUTSOURCING

- Interim Outsourcing
- Comprehensive General Outsourcing
- Specialty Outsourcing (i.e. strategy, recruitment, benefits)

### DIVERSITY EQUITY & INCLUSION

- Equity Assessments & Implementation Support
- DEI Training
- Cultural Transformation
- Leadership Development
- Interim Chief Equity Officer

### TOTAL REWARDS

- Compensation Benchmarking & Program Design
- Pay Equity Analysis
- Benefits Assessments & Administration
- Cost Containment Strategy Design
- HR Technology



### SEARCH

- Executive Search
- Direct Hire
- Recruitment Outsourcing
- Temp-to-Hire
- Temporary on Demand



### SOCIAL ENTERPRISE

We also partner with nonprofit and for-profit social enterprises to help strengthen their people management practices.

# Presenters



**Cynthia Orme, MBA**  
Senior Consultant,  
Outsourcing



**Tamika Harold, MBA-  
HCM, MHRM**  
Consultant,  
Outsourcing

# Goals for Today's Session

- Today we aim to inform, educate, activate a higher concept of thinking, inspire, and motivate by providing you with insight into:
  - ✓ Societal and workplace trends that shape work today
  - ✓ The *NEW* work-life balance
  - ✓ Remote *vs.* hybrid *vs.* dynamic workspaces
  - ✓ How to make it all work

# Factors that Have Shaped Work Trends Through Time

- **Child Labor**
- **Gender Equality**
- **Racial Equality**
- **Working Conditions**
- **Economic Conditions**
- **Globalization**
- **Union Membership**
- **Social Media**
- **Generational Trends/Preferences**
- **COVID-19 Pandemic**

# Workplace Trends

## 1970s - 1990s:

- Cubicles/C-Suites
- Focused, independent Employees
- Less technology
- Communication: landlines, in-person; hard paper copy
- 1970's inventions: email; word processor; first personal computer
- Mobile devices showed up in 1988 and Internet in 1990

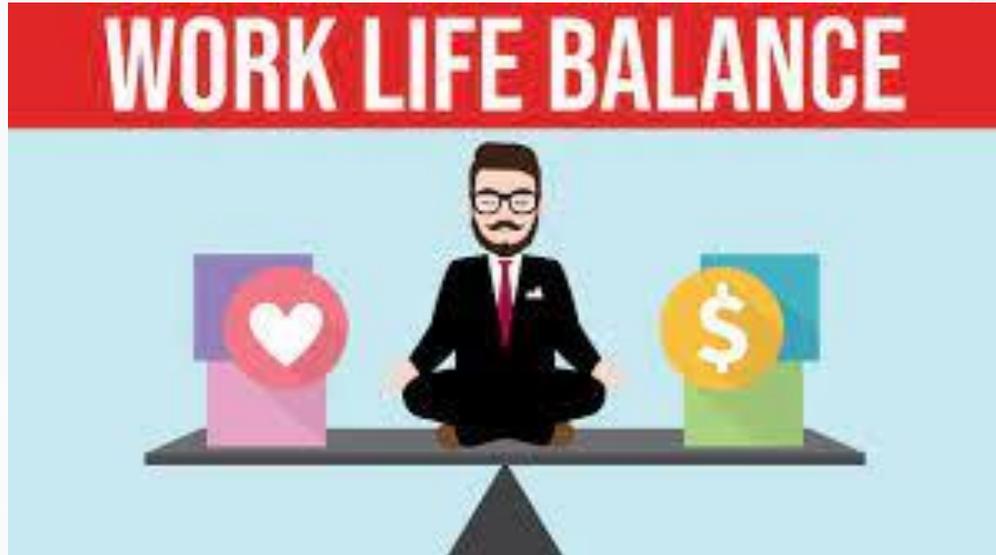
## 2000 - Today:

- Comfort rules: standing desk; comfy seating; open spaces
- Social collaboration encouraged
- Remote opportunities
- Rising tech trends
- Working together, everywhere
- Distracted employees

## A Peek Into the Future:

- High increase in remote workers
- Near extinction of physical office spaces
- Virtual reality software
- New web browsing capabilities
- Super speedy file transfer software
- Organizational flexibility
- People analytics-based Insights
- HR automation
- Highly evolved DEI
- Added pressure - mini IT experts

# So, What is Work-Life Balance?



# Question Time!

Do you feel you have a good plan for creating successful outcomes for both your personal and professional life? For you and for your staff? What is the biggest challenge in your view?

Please indicate your answer(s) in the questions pane.

# So, What is Work-Life INTEGRATION?



# Hybrid vs. Dynamic Workspaces

## Hybrid Workplace

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4 Common Types

Talent Around the Globe

Reduce Exposure

Real Estate Savings

## Dynamic Workplace

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Flexibility

Productivity

Safety



## Question Time!

How many of your organizations are looking at permanent hybrid, dynamic, 100% remote or 100% on-site workspaces?

Please indicate in the questions pane which type you're implementing or thinking about implementing.

# Hybrid vs. Dynamic Workspaces

## Hybrid Workplace

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4 Common Types

Talent Around the  
Globe

Reduce Exposure

Real Estate Savings

**Hybrid Workplace Definition:** A hybrid workplace model mixes in-office and remote work to offer flexibility and support to employees.

**Hybrid at-will:** Employees can choose which day(s) to come into the office

**Hybrid split-week:** The company assigns specific days for on-site and remote work by team or function

**Hybrid manager-scheduling:** Managers choose which day(s) their team comes into the office

**Hybrid mix:** A combo of all three options

In a hybrid work model, your organization can hire talent from all around the globe. Having access to a wider talent pool means you can hire people with specialized skills. This can give your organization a competitive edge, help you move into new markets, and ensure around-the-clock productivity.

# Hybrid vs. Dynamic Workspaces

## Hybrid Workplace

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4 Common Types

Talent Around the  
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Real Estate Savings

Hybrid working means **fewer people in the workplace at one time**. This lowers the chance of a sick employee infecting others. And since people have the option to work remotely under most hybrid work models, a sick employee can stay home altogether to protect their coworkers.

Rethinking your workplace strategy can help you **lower real estate costs**. This allows organizations to reinvest those cost savings elsewhere, like providing **more work options for employees** in the form of satellite offices and smaller co-working spaces.

# Hybrid vs. Dynamic Workspaces

## Dynamic Workplace

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Flexibility

Productivity

Safety

**Dynamic Workplace Definition:** A dynamic workplace is a space that **can easily be reconfigured** to meet the company's needs, accomplished by using furniture, collaborative spaces, and technology. It is meant to follow an employee's needs, as reflected in the state of the world. Flexibility and productivity are top-of-mind in the dynamic workplace, as this model is meant to accommodate specific precautions and requirements to **enhance the overall employee experience**. The dynamic workplace **also provides the technology** to work remotely and interact with the workplace in different ways.

### Flexibility

With the arrival of the COVID-19 pandemic, more and more employees have been working remotely. This is where the flexibility of the dynamic office environment can be appreciated. Providing a flexible in-office work environment with the added option of working remotely demonstrates a model that is **expected to remain long after the threat of a Pandemic subsides**.

# Hybrid vs. Dynamic Workspaces

## Dynamic Workplace

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Flexibility

Productivity

Safety

While open office layouts have been in use for decades, they were built to intend that employees would be ever-present in the office to use them. Providing a variety of different workspaces within an open office has become commonplace in activity-based workspaces. However, while open offices and activity-based workspaces provide flexibility, they still assume that employees must be working from the office and not remotely. The dynamic workplace **embraces remote work with the theory that employees should work from wherever they are most comfortable and productive.**

### Productivity

**With increased flexibility, comes increased productivity.** This is one of the biggest benefits of giving employees control over how they work.

# Hybrid vs. Dynamic Workspaces

## Dynamic Workplace

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Flexibility

Productivity

Safety

## Safety

It is essential, especially through the pandemic, that employees are **healthy and safe**, both at home and at the workplace. One of the main elements of the dynamic workplace is the health and safety of all employees, and that **employees have confidence in that.**

# How to Make it All Work

## Helpful Reminders

Good HR people and good leaders practice intentional self-care so they can stay resilient themselves AND be in the best position to help others

A best practice is to be flexible; don't make assumptions that everyone is like you or that everyone performs best and feels most resilient under the same conditions

# “When we know better, we do better.”

1	Watch for signs of burnout	Lack of responsiveness, mistakes, stress signals
2	Manage boundaries	Create purposeful spaces
3	Avoid bias toward “in-office” or “remote” workers	Don’t assume a certain arrangement enables employees to do their best
4	Be intentional about communication and collaboration	Invest time in being inclusive and consistent in sharing information and making space for teamwork and team building—work to BUILD TRUST
5	Promote/enable wellness and healthy lifestyles	Provide funding and time for balance and health (these are investments)
6	Ensure training and technology are enablers and not obstacles	Understand the purpose and impact of training, development and technology resources; avoid unintended consequences

Quote source: Maya Angelou

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# Q&A Session

Thank you for joining us!

## CONTACT

**Cynthia Orme, MBA**  
Senior Consultant, Outsourcing  
[corme@nonprofithr.com](mailto:corme@nonprofithr.com)

**Tamika Harold, MBA, HCM,  
MHRM**  
Consultant, Outsourcing  
[tharold@nonprofithr.com](mailto:tharold@nonprofithr.com)