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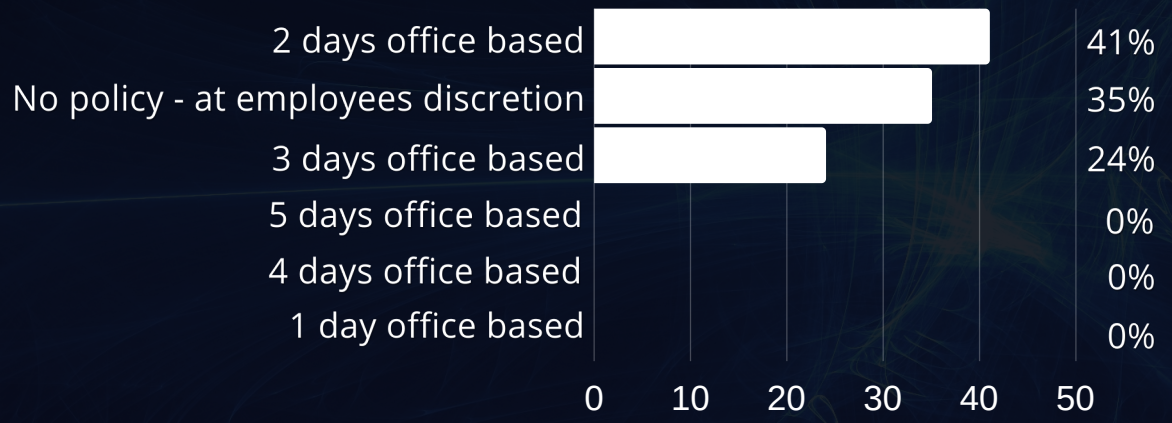
What sort of working policy does your firm operate?



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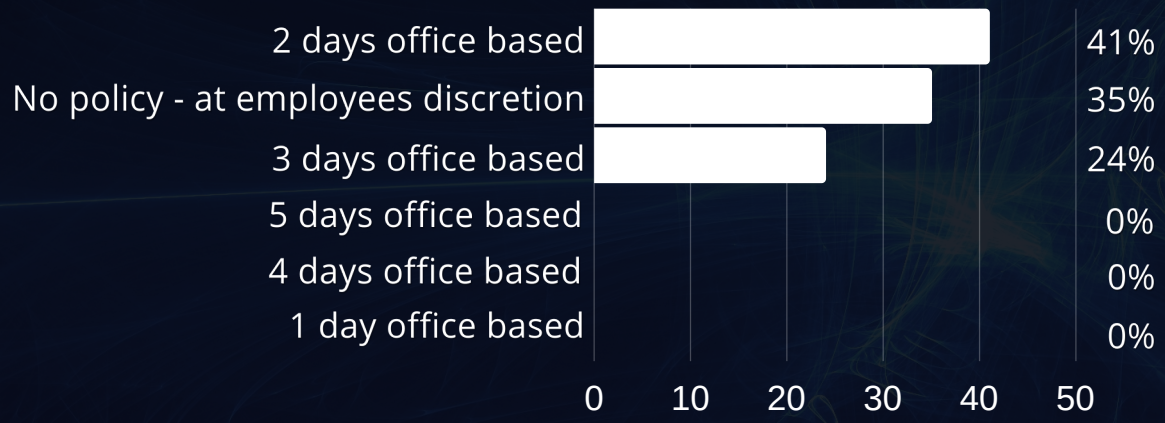

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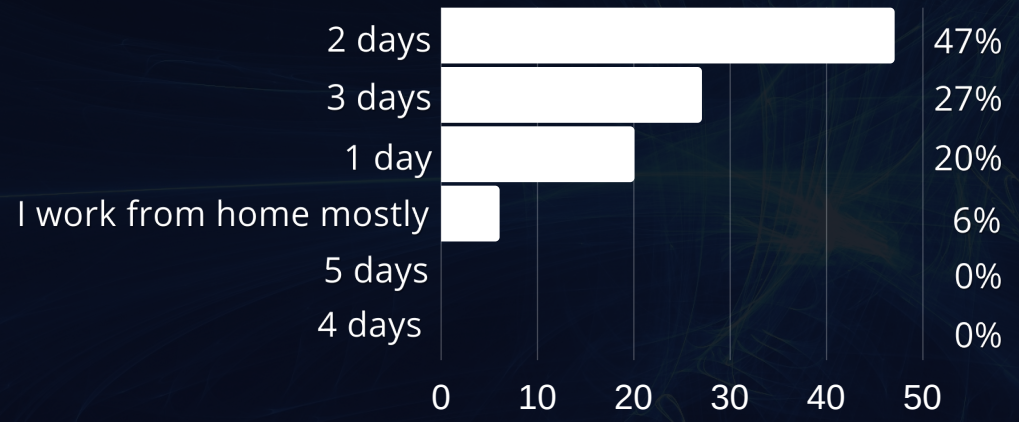
How many days a week do you personally typically work in the office?



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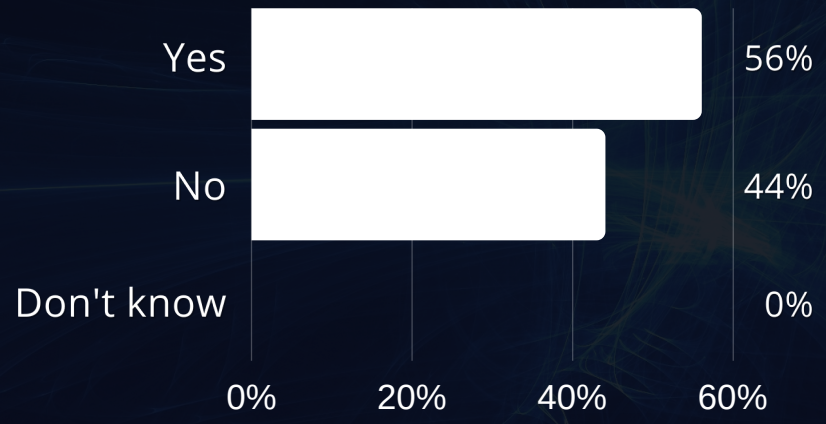
Do you see staff returning to the office on more days per week, as time progresses?



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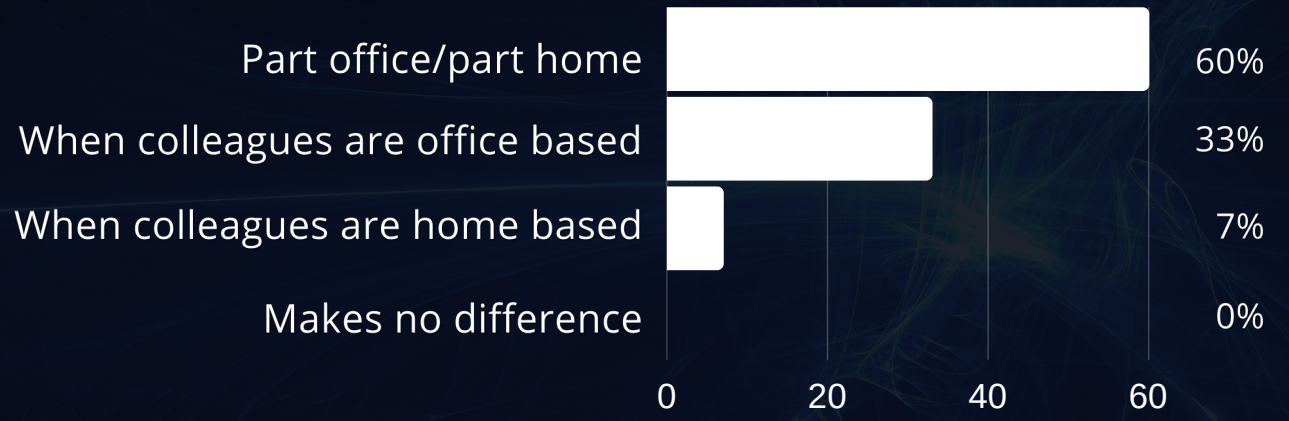
In which setting would you say it's easiest to manage change - both team members and your wider colleagues across the business?



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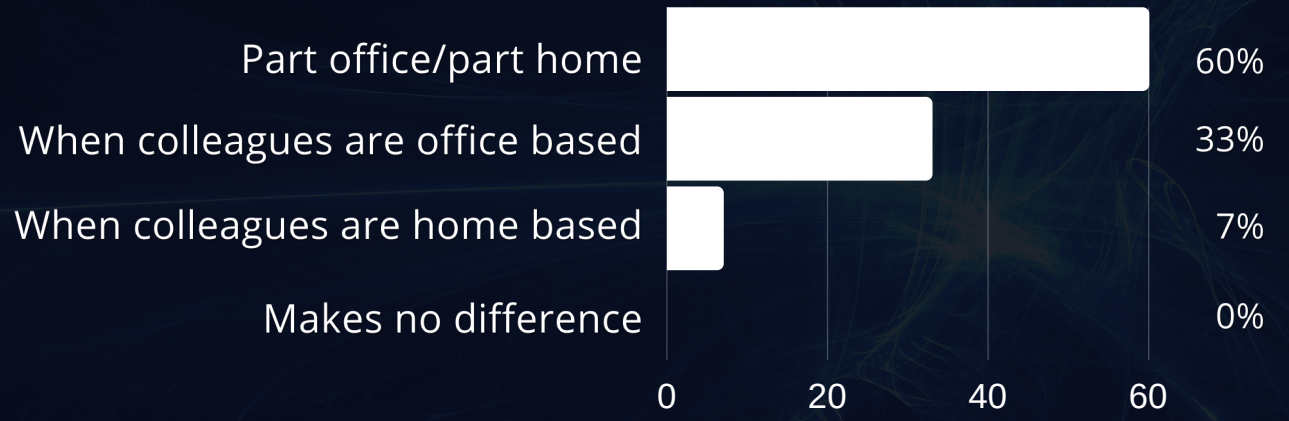

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What type of change projects can be satisfactorily implemented when staff work on a hybrid basis?

Any change can be delivered successfully in a hybrid model

Any with correct communication

Less so when team is not so well established.

Any. Its not stopped us implementing.

I believe all sorts, provided tech is efficient and people know what is expected.

Any

Any, just need to dial up the change management

More straightforward business processes. Preparation is key.

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What types of change projects (or parts of the change project) are more difficult or slower to implement when your colleagues are either home or hybrid working?

New product/Tech training

Brainstorming ideas and or issue resolution

Making the initial case for change and communicating with the change champions

Cultural, TOM, org change require more engagement

Engagement/ comms if not managed appropriately

Organisational change

New strategic type projects where project would benefit from direct engagement / communications.

Organisational change particularly if it involves onboarding new teams

Ones that require intense collaboration - white boarding ideas etc

New application where more training is needed

More strategic larger change programs

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