

LEADING A RETURN TO THE OFFICE

Without Losing Your Team Along the Way

As organizations shift to a more assertive, do-it-or-else approach, the responsibility falls to leaders to see it through. Consider these strategies to retain and motivate employees through the transition.



Dedicate deliberate time to building relationships with team members.



Adjust expectations based on which job roles and tasks most benefit from in-person work.



Proactively pair mandates with an employee engagement strategy (centered around positive reinforcement) to motivate excellence.



Acknowledge employee concerns and highlight specific benefits of a return to office through sincere, empathetic communication.



Arrange flexible hybrid work expectations that factor in the unique situations of individuals.