

POSITIVE CHANGES IN THE WORKPLACE



FUTURE PROOFING THE HYBRID WORKING MODEL FOR EARLY CAREER TALENT: LESSONS LEARNED IN A PANDEMIC

We are delighted to have recently partnered with six organisations for our latest research project 'Future Proofing the Hybrid Working Model for Early Career Talent: Lessons Learned in a Pandemic'. Our research began in the summer of 2021, just as many organisations were beginning to prepare to welcome staff back into their offices. In total, 36 Early Career Professionals contributed to the research, which incorporated both focus groups and an online survey.

NO TWO EXPERIENCES OF REMOTE WORKING WERE THE SAME

The research illuminated the diversity of experiences that Early Career Professionals have had since the onset of the pandemic in 2020. It was clear that every experience was an individual one and was influenced by a range of factors such as one's personal preferences, life circumstances and working from home arrangements.

REMOTE WORKING OPTIONS TO ATTRACT & RETAIN TALENT

When asked to look to the future, all participants indicated that access to remote working options was important to them. Highlighting the likelihood that remote and Hybrid working is here to stay for the long-term and the importance for organisations to offer remote working options to attract, engage and retain talent.

ENHANCING THE HYBRID WORKING EXPERIENCE FOR EARLY CAREER TALENT

The current working environment is undoubtedly challenging and evolving. Going forward organizational agility and flexibility to adapt to the emerging talent needs is key.

To that end, we have crafted the **ABCDE model** which outlines a simple, practical, and evidence-based approach to help organisations, managers and individuals enhance the Hybrid working experience for Early Career talent.

ABCDE MODEL

The **ABCDE Model** provides concrete recommendations in the following areas:



LEVERAGING OUR RESEARCH

At SEVEN, we are excited to leverage these learnings in our work with Early Career Professionals via workshops, webinars and 1:1 coaching. We have witnessed how future focused and creative organisations differentiate themselves by maximizing the Hybrid working experience for Early Career talent.

If you'd like to learn more about our research, or about how we can enable you to further support your Early Career Professionals in the current climate, we would love to hear from you:

✉ : info@seven.ie

☎ : +353 86 607 6004

