

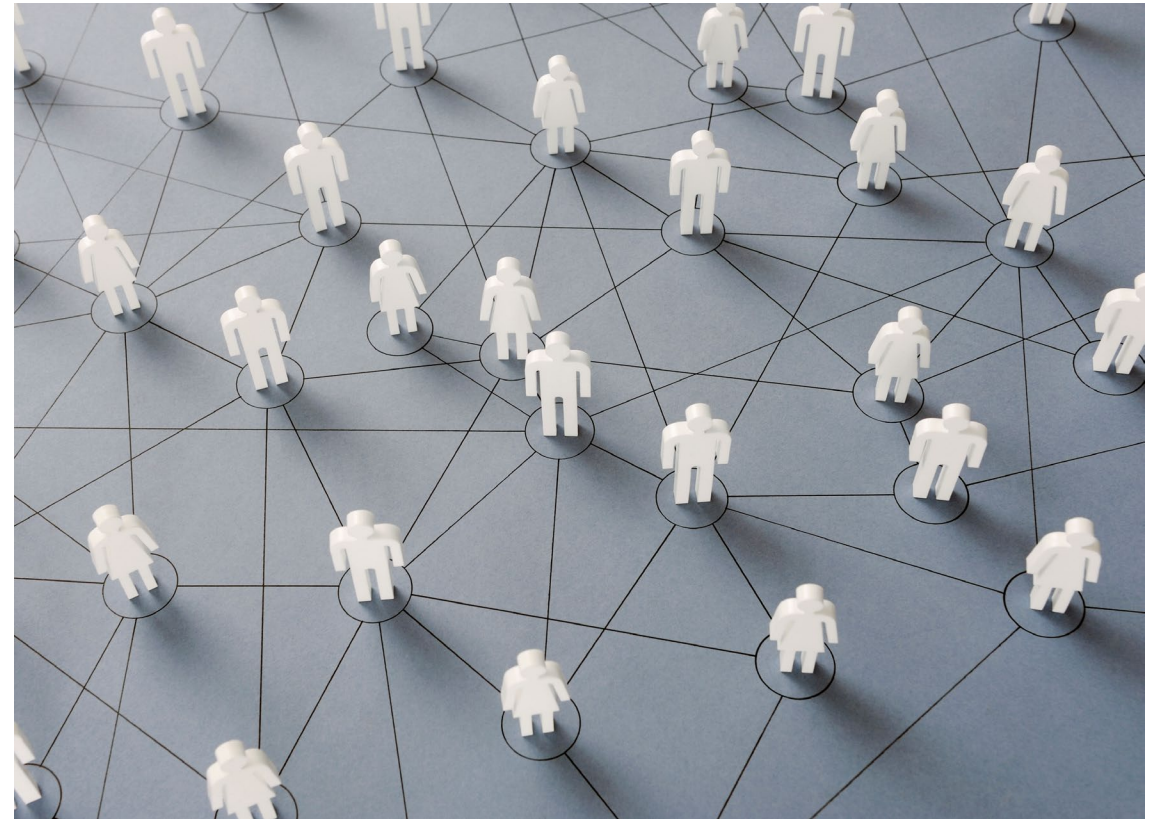
Organisational Culture and Hybrid Working Revisited

Workshop on Human Resources Management and Training
11-13 October 2022

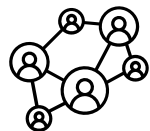


EFTA is a networking organisation

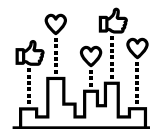
- Social networks and camaraderie
- Share mindsets and ideas
- Home office pros and cons
- Work-life balance
- Maximum six years



Organisational Culture



Healthy organisational culture



Common experiences



New staff and integration



International Organisations



Other challenges along the road...



Hybrid Working Arrangement Policy

Policy introduced in autumn 2021

- Best of both worlds
- Office presence the default
- Not a specified number of days
- Refers to operational needs
- Telework from another country, up to 10 days

Adaptable, open to adjustment and development.

Individual problems not solved with a policy



Current status



- Hybrid Working Arrangement Policy revisited
- Pull and push
- Open plan office environment
- Finding a new balance

The value of the office is in the people, not the place!



Learning & development

We switched to fully online trainings in 2020-2021:

- Language classes
- Wellness – Yoga, Pilates, Gym



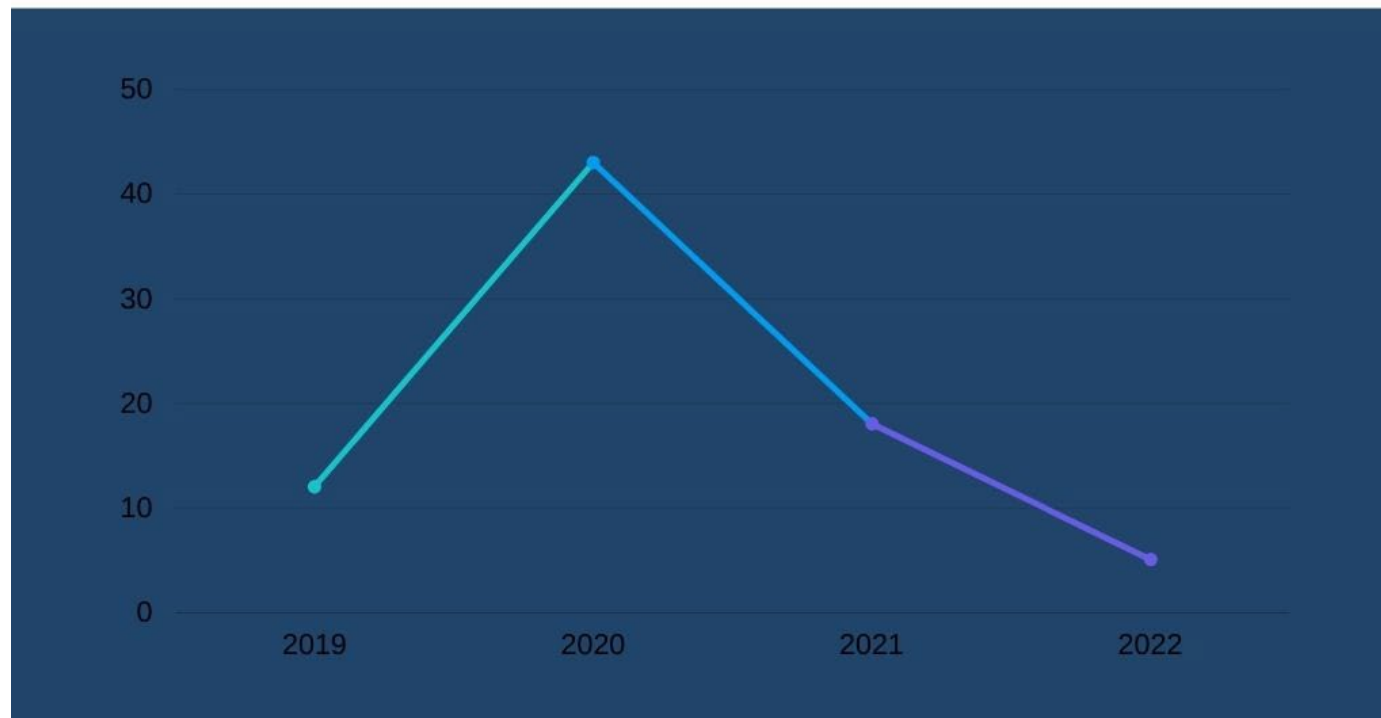
- Group trainings – technical and soft skills
- Breakfast/lunch conferences
- Mental Health First Aid & Supporting people in difficulties
- on-demand video learning

LinkedIn
LEARNING



What happened next?

WELLNESS CLASSES ATTENDANCE



Listen to your people



Same trend appeared for the online language classes, and overall for online group trainings.



Office presence restrictions were removed.



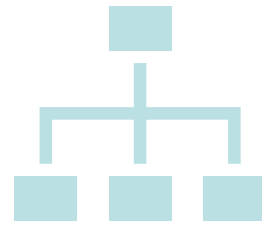
People are now encouraged to come regularly to the office and training is a positive incentive.



Where do we stand now?



Most trainings are organised again in person.



Online format is used where & when it is convenient – joint trainings for the 3 duty stations.



On-demand video learning is still available for individual learning.



Questions?



Thank you for your attention!

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