



MANAGE THE SHIFT TO REMOTE COLLABORATION

INTRODUCTION

In response to the forced shift to on-line collaboration and meetings that many organisations are facing, we created a simple and pragmatic learning program that enables the participants to run more efficient meetings and generate more engagement in on-line collaboration. The program is requiring very little time investment and has immediate impact on performance.

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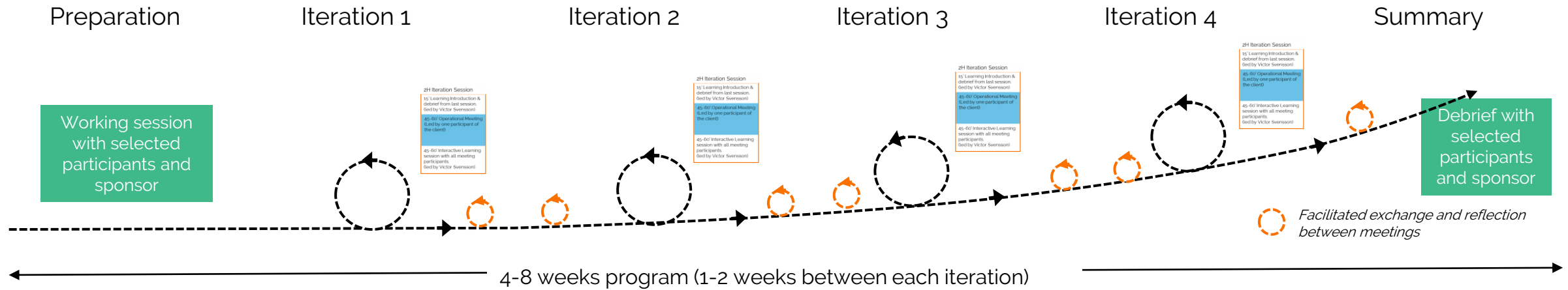
Objective

The objective of this program is that the participants will conduct more efficient and engaging on-line meetings and interactions.

More efficient in the sense that the quality of the meeting output is improved, as well as in the sense that the team can get done more with less time and effort invested.

More engaging in the sense that the participants finds meaning and take ownership of the success of the output of the meeting.

The Program



2H Iteration Session

15' Learning Introduction & debrief from last session. (led by Hybrid Experience)

45-60' Operational Meeting (Led by one participant of the client)

45-60' Interactive Learning session with all meeting participants. (led by Hybrid Experience)

Experiential and Experimental learning experience

1. We propose to join the participants in their operational meetings, allowing all participant to experiment with on-line meeting techniques in real life setting.
2. All participants will be active in the learning experience, and enabled by the facilitator to observe, reflect and experiment with the meeting process and interactions.
3. We do not prescribe and dictate how to run on-line meetings; we enable the group to discover what works for them and then we facilitate adoption of new practices through the iterations.
4. The group can be any size, it should be the natural group in the participants existing meetings and the group should stay the same throughout the program.
5. The number of iterations can be adapted to the learning ambitions, but it is probably not useful to do less than three or more than six.

How we do it

OUR APPROACH AND CREDENTIALS

THIS IS WHAT "HYBRID" STANDS FOR

Operational experience (from Hewlett Packard). We pioneered remote collaboration and digital meetings starting more than 20 years ago, and we have developed our capability to understand the systems behind collaboration ever since.

Organisational consulting (from INSEAD EMCCC). We integrate a wide range of tools and methods that guides how we facilitate the learning experience. In this case, the most noteworthy are: Action Research (Kurt Levin), Humble Consulting (Edgar Schein) Organisational Assessment (Levinson) Emotional Intelligence (Howard E Book) and Creative problem solving (Roger Lehman)

Pedagogic approach (Partner of Celemi): We apply the Celemi method "Power of Learning" (similar to "flipped classroom"). In our session, the participants are fully in charge of their learning experience, and they are given time and space to create their own learnings.

These 3 dimensions allow us to engage in a very flexible way with the participants, on their terms, and help them discover what works for them.

FACILITATOR ROLE

DURING THE PROGRAM, THE FACILITATOR WILL

1. Govern objective, process and rules of engagement.
2. Create space and trust for the participants.
3. Observe content, process, behavior.
4. Enable and engage all participants to Observe.
5. Provide feed-back, questions and reflections.
6. Facilitate participants questions and reflections.
7. Provide tools, methods, "tips and tricks".
8. Animate interactive work.
9. Debrief Iteration and plan next iteration.
10. Facilitate exchange between Iterations.
11. Document observations, learnings and practices.

Deliverables & Impact

TANGIBLE AND INTANGIBLE DELIVERABLES

TANGIBLE

Simple, bite-size tools and methods that can be useful for the participants to improve the meetings.

The participants will be provided a simple framework to take their own notes and document their learnings.

In the end of the program, we provide a written summary of: tools & methods; the output from the interactive sessions; and the key learnings of the participants.

INTANGIBLE

Insight and new perspectives on on-line meeting dynamics and engagement and ownership of on-line meeting success.

Self-awareness at group and individual level.

Skills, approach, behavior and attitude to conduct fun, engaging and efficient on-line meetings.

IMPACT

BUSINESS

The quality of the on-line interactions will improve, which will generate a better business outcome.

The increased efficiency and effectiveness of the meeting can be harnessed either in saved time, or better achievement against objectives.

ORGANISATION

Participants will be better engaged and motivated, which leads to better performance and increased wellbeing.

SCALABILITY

The participants will be able to replicate the approach used in other areas than on-line meetings.

The participants will be able to transfer knowledge to other teams/groups in the organisation.

Get started - Quick and Easy

QUOTE WITHIN 24 HOURS AND PROGRAM CAN START WITHIN A WEEK

The process for this program is “off the shelf” and we are using tried and tested methods and tools. This makes it very simple and easy to deploy, no need for costly and cumbersome assessments, diagnostics and interviews.

The content becomes highly dynamic and 100% tailored to the participants thanks to the approach and facilitation style – we are part of the experience and experiment.

The result is a program that is reasonable in price, very quick and easy to set up and run, and that creates a real difference for the participants.

Call us or email us if you would like to learn more, and to get more precise information about the cost (contact info on next page)



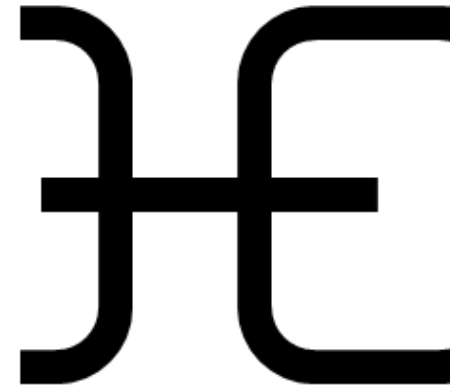
THE HYBRID EXPERIENCE

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COLLABORATION AND LEARNING EXPERIENCES LIKE NO OTHER

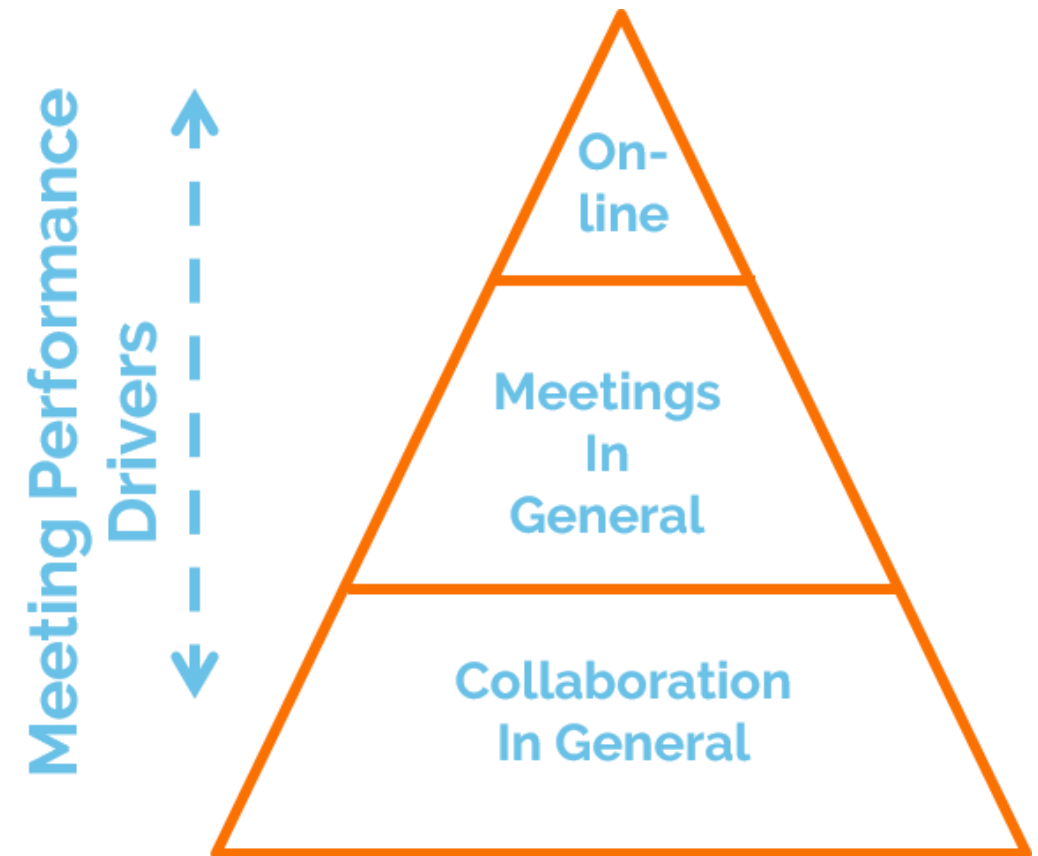
The nerd section – Concept and Philosophy

A FRAMEWORK FOR REAL CHANGE

The shift to online collaboration is not always obvious to manage. We know it is not about the technology or the tools, but about the human interaction. The behavior and habits of how to conduct meetings and how to collaborate in general has been formed over years, which can make the shift to on-line quite disruptive.

Therefore, we do not prescribe and dictate how to run on-line meetings; we enable the group to discover what works for them and then we facilitate adoption of new practices through iterations. This leads to quick adoption of new techniques that really has an impact.

As we are a bit nerdy, we would say that we guide the participants in a systemic exploration of the elements that influence the on-line meetings and interactions. In this exploration, we help the participants to identify the low-hanging fruit to address. When we do this, anything can happen. That is what we like the most about our job.



ABOUT HYBRID EXPERIENCE



COLLABORATION AND LEARNING EXPERIENCES LIKE NO OTHER

About us

The Hybrid Experience

The Hybrid Experience is a story about collaboration and change.

I have been engaged in organizational development program and change management, together with colleagues, associates and partners, over the past 20 years. I have been fortunate to engage in a vast array of projects, across industries and functions. What I have experienced is that the one of the major challenges and the key to success is collaboration. If people do not (know how to) collaborate well, everything else fails..

While The Hybrid Experience was created in 2018, the company was preceded by VSMC, my first consulting company founded 2012. In this capacity I have worked with companies like HP, HPE, Oracle, Michelin, Medtronic, Cotecna, Dümmen Orange, Lizeo, HES-SO, DarTZeel, Syngenta, Litasco, Procadres and Armor.

Before that I spent 13 years working for HP Networking, an initially small incubation business that we grew to a \$ multi billion business. The business went through change at break-neck speed and so did I. 14 jobs, 8 promotions and 12 managers in 13 years. Started as Finance intern and finished as Sales director.

I am a graduate of the INSEAD EMCCC program, and The Hybrid Experience is partnering with Celemi, leader in board-based business simulations.

The red thread among all of this is the human dimension of change and organisational development: Collaboration..



Victor Svensson
Founder The Hybrid
Experience

Our services

WHAT WE DO AND WHERE WE PLAY

We design and deliver projects that leads to real change in the organisation, and that has a tangible impact on business outcome and growth. We focus on real-life business challenges and collaboration as a mean to achieve change. We do stand-alone programs for you, or you can use our services as a complement to existing programs and projects.

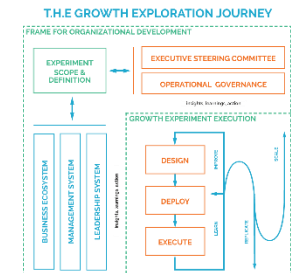
[Learn more:](#)



THE GROWTH EXPERIMENT JOURNEY

A solution for change and business outcome. It is designed to respond to increased pace of change, increased complexity and to drive engagement. It is based on small, contained experiments within clearly defined boundaries, where the participants are set free to collaborate and innovate to achieve the objectives.

[Learn more](#)



LEARNING-SEMINARS LIKE NO OTHER...

We address topics such as On-line Collaboration, Strategy, Transformation, Finance, Emotional Intelligence, Cross Cultural Management, Agile, and more. On-line and face to face. The seminars are part of our collaboration experience design projects or used stand-alone. Fun, easy, and always with impact.

[Learn more](#)



Our crew



The Hybrid Experience Network of Consultants & Coaches

Operational veterans and EMCCC graduates

We partner with a diverse community of consultants and coaches. Diverse in terms of profile, experience, geographic location, expertise and capabilities.

This diversity is highly valuable when engaging with global teams in complex ecosystems.

At the same times we are tied together by common approach of trust in and respect for people, empathy, non-judgement and a deep understanding of what it takes to increase performance and collaborate well in organisations.

If you want to see more details on some of our partners, you find their profile here.

<https://hybrid-experience.com/#crew>

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