Category

Strategy

# Strategy for Hybrid & Distributed Work Models Playbook

Treating work model as a genuine strategic choice with real trade-offs, not a policy settled once and left unexamined

- Executive
- Intermediate
- Template Included


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Overview

A framework for evaluating hybrid and distributed work models against genuine strategic criteria — talent access, collaboration needs, real estate strategy, culture — rather than treating it as a settled policy question decided once without ongoing strategic reassessment.

Isn't work model mostly a policy and culture decision, not a

strategic one? It has real strategic implications — talent market access, real estate cost and strategy, collaboration and innovation dynamics, and organizational culture all connect to broader business strategy in ways that make this a genuine strategic decision, not purely an HR policy question.

Should work model policy be uniform across the whole organization?

Not necessarily — this playbook explicitly considers whether different functions or roles have different genuine collaboration needs that warrant different work model approaches, rather than assuming uniformity is always right.

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