

From remote working to HYBRID working



CEO's Note

In the last issue I addressed a topic titled "Thriving during REMOTE working", in which I addressed several principles which should be considered by teams to build cohesion. Without revisiting the whole notion of remote work, I would like to share some thoughts on what the future of work will look like in my opinion and projections. As we start the new financial year, I would like you to think about what things you would change to better succeed this financial year.

A few years ago, we were still imagining what flexitime would look like, let alone operating completely remotely from the office as we have done for the past two years. Now, as we learn to manage operating in the new environment of working both from home and the office, the hybrid mode, we need to set very strict parameters for success.

The first challenge that most leaders and everyone in the world of work do not think about is the home from which most of our colleagues work. Not every home environment is the same and not every home has facilities conducive to ease of working. However, I have heard from several colleagues that the remote work environment is more efficient than office working. Even so, we need to develop a sense of responsibility towards what we need to deliver at work and balance it with what we need to deliver at home. The work-life balance/integration is to be managed with care.

The second consideration is wellness, in all four areas: physical, emotional, mental and spiritual. We need to balance these wellness aspects as we work in hybrid mode. Interacting with your work colleagues and friends at work can be another way of keeping yourself energised. During the pandemic era, we encouraged all interactions to be done with great caution to prevent the contamination and spread of the pandemic. The hybrid work model is based on a high level of trust and

accountability. We can emphasise that the values (ICAARE¹) guiding our organisation, and the SENTECH-way, help all of us define what our North Star is. We must be intentional in keeping ourselves well so that we can deliver our best results. Also, we can remain well in delivering on our responsibilities if we observe our values, and those of our organisation. Working in hybrid mode means being able to carry out all your responsibilities unsupervised and be proud of what you do. You must ensure that you are accessible during working hours and respond to all emails on time. As a professional organisation, we rely on the professionalism of all our workers at all levels.

In conclusion, a communication message will be sent at regular intervals to spell out what it means for SENTECHers to be efficient in the new era and our hybrid mode of working. Being the change- you want to see in the context of hybrid working means that you must lead the change and change how you view your work. Respecting your work and your colleagues, and honouring those who dedicate themselves to the highest level of professionalism.

The hybrid mode of work is the future, and it is unlikely that the world of work will ever go back to the pre-pandemic mode. Let us adjust to the new normal and normalise our new approach to work. "Be the change you want to see."

¹ See the Corporate Plan 2022/23