



May 2022

Your Brain on Hybrid

"It was the best of times, it was the worst of times, it was the age of wisdom, it was the age of foolishness, it was the epoch of belief, it was the epoch of incredulity, it was the season of light, it was the season of darkness, it was the spring of hope, it was the winter of despair."

- Charles Dickens, A Tale of Two Cities

It's amazing that though this quote was written in the mid 1800's, its still quite applicable today. Especially when examining what's happening the workplace today. The hybrid work model is simultaneously introducing diametrically opposed opinions.

Employees want remote work. Executive leaders prefer employees in the office at the minimum three days a week,. Some want full time. Employees want flexibility. Their leaders want structure. Employees want to be seen and heard regardless of location. And leaders struggle with how to manage people they can't physically see.

When we clearly understand how our brains are experiencing and processing the changes associated with hybrid, it opens up the door to better handling and dealing with the unknowns.

[Click here to read more in our latest blog about how to leverage our brains to make hybrid work work...](#)

Hybrid Work Quick Tip

Focus On Outcomes

Work is not measured in hours but rather on outcomes. Where it gets accomplished doesn't matter as much as the results.

As a hybrid work leader, promote transparency about how people use their time



and flexibility to get work done.

Upcoming Speaking Engagements

"Neuroscience Hacks for Talent Development Professionals"

Association for Talent Development: Mid Atlantic Chapter

Tuesday, May 10, 2022

"Trauma: The Silent Stakeholder of Change Leadership"

Texas Annual Prevention Providers

Friday, June 24th

"Neuroscience Hacks for HR Professionals"

Society for Human Resources Management: Lancaster SHRM

Tuesday, July 12th

Making Connections

Complimentary Virtual Facilitated Networking Events

Connect with other business leaders and experts!

No agenda....just pure networking! Come join us!

Every Third Thursday Monthly at Noon

Click below to **register**:

[Wednesday May 18, 2022](#)

[Thursday, June 16, 2022](#)

[Thursday, July 21, 2022](#)

[Learning Lab Series: "Creating Empathetic Workplaces"](#)

Thursday, June 9th, 12:00 NOON EST

Transformation Strategies is proud to present this session in our ongoing Case Study/Learning Lab series entitled "Creating Empathetic Workplaces".

Please join us and Mike Hynes, Executive Coach and author of the **[Myth-Guided Mind](#)**, for this interactive discussion on how to be more effective in moving the "empathy needle" in the right direction in your workplace to become that employer of choice and keep top employees satisfied.

By the end of this session, you will be able to describe:

1. The business rationale for creating empathetic workplaces
2. The required conditions for empathy to occur
3. How to appropriately create empathetic workplaces while meeting extreme business demands

Click here to **[register](#)**...

Provocative "Casts" and Reads

Podcasts

"The Silent Stakeholder"

With Brian Gorman, Change Management Review

What we don't know about our employees may be one of the keys to why so many change initiatives fail!

Blogs

"Six "Musts" for Leading Change"

"How to Thrive (Not Just Survive) Disruptive Change"

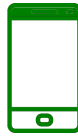
"The Great Resignation: Three Sure Fire Tactics to Stop the Bleeding"

Are You Ready to Release Real Change?

Whether you are looking to implement a large scale change, build leadership skills, strengthen team relationships or become a great change leader, Transformation Strategies is here to help!



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