



The Benefits of Hybrid Working for Mental Health

Flexi Working Success with Tan Ward

With the pandemic now a distant memory, hybrid working has cemented its place as a valuable tool, offering a viable solution to the challenges faced by employees. Long championed by forward-thinking organisations, hybrid working has been shown to positively impact mental health when implemented effectively.

Employment lawyers *Daniela Korn* and *Praveen Bhatia*, co-owners of the law firm **Tan Ward**, have been advocates for more flexible working since the inception of their firm. They believe that providing employees the option to work remotely part of the time can significantly improve mental health by reducing stress, increasing job satisfaction, and promoting a better work-life balance.

"Our commitment to hybrid working stems from our belief that providing staff with the freedom to choose how, when, and where they work can significantly improve their overall wellbeing and their productivity," says Daniela Korn, Head of Employment and co-owner of Tan Ward.

Praveen Bhatia, CEO and co-founder of Tan Ward, echoes these sentiments, stating that *"We've placed hybrid working at the heart of our culture and have only seen benefits in our team-working and collaboration. By offering a mix of remote and in-person working arrangements, companies can attract top talent, improve employee retention, and foster a culture of trust and autonomy."*

By combining the flexibility of remote work with the collaboration and social interaction of in-person office days, companies are finding that striking a balance between the two can lead to happier, more productive employees. *"We have seen a marked improvement in productivity and overall happiness with our hybrid working model,"* Daniela notes. Praveen adds, *"Our staff feel empowered to manage their workload in a way that suits them best, which has led to increased efficiency and better mental health outcomes."*

Recent studies have highlighted the benefits of hybrid working on mental health, with employees reporting reduced levels of stress, increased job satisfaction, and a better work-life balance. A survey conducted by IWG¹ found that 66% of employees felt that having the option to work remotely or flexibly had a positive impact on their mental wellbeing.

Beyond the personal benefits for employees, employers have also seen improvements in performance and efficiency as a result of implementing hybrid working models. Research from CIPD² indicates that 66% of companies believe offering hybrid working is essential for attracting staff and addressing skills shortages. Furthermore, research from McKinsey&Co³ shows that 58% of employees report increased productivity in a hybrid work environment, and a staggering 85% reported increased levels of job satisfaction and wellbeing.

Tips for Companies and Staff to Achieve the Perfect Balance for Hybrid Working:

For Companies:

1. **Establish Clear Policies and Guidelines:** Clearly outline expectations, responsibilities, and communication protocols for hybrid working. Define who is eligible for hybrid work arrangements, how to request them, and the procedures for monitoring productivity and performance. This will help maintain consistency across the organisation and ensure fairness among all employees.
2. **Provide Necessary Support and Resources:** Equip remote workers with the tools, technology, and resources they need to carry out their tasks effectively. Offer training on remote collaboration software, cybersecurity best practices, and time management techniques. Encourage team-building activities and regular virtual meetings to foster a sense of connection and prevent feelings of isolation among remote workers.
3. **Offer Regular Check-ins and Feedback Sessions:** Schedule periodic one-on-one meetings and feedback sessions with employees to discuss their progress, challenges, and wellbeing. Encourage open dialogue and create a safe environment for employees to voice their concerns or seek assistance.

For Hybrid Workers:

1. **Establish Clear Work Hours:** Define specific start and end times for your workday to maintain a separation between work and personal time to help prevent burnout and ensure time for relaxation. Communicate these boundaries to your colleagues and supervisors so they understand when you are available and when you are not.
2. **Design a Productive Home Office:** Set up a designated workspace in your home that is free from distractions and separate from your leisure areas to help you mentally switch into work mode when you enter the space and switch out of it when you're done for the day. Ensure this space is comfortable, well-equipped, and conducive to focus and productivity.

3. **Foster Virtual Connections:** Maintain strong connections with your colleagues by regularly engaging with them through virtual meetings, messaging platforms, and collaborative activities. Schedule regular check-ins, team meetings, and virtual coffee breaks to stay connected and combat feelings of isolation. Participate in team-building exercises and social events to maintain a sense of camaraderie and teamwork, even when you're not physically in the same location.

By giving employees the autonomy to balance their personal and professional lives, Tan Ward is leading the charge in creating a more sustainable and fulfilling work environment for all.

<https://www.tanward.co.uk/>

¹https://assets.iwgplc.com/image/upload/v1687355880/IWG/MediaCentre/IWG_White_Paper_Hybrid_and_Healthy_June_2023.pdf

²<https://www.cipd.org/en/knowledge/reports/flexible-hybrid-working-2023/>

³<https://www.mckinsey.com/capabilities/people-and-organizational-performance/our-insights/what-executives-are-saying-about-the-future-of-hybrid-work>

About **Tan Ward**

An esteemed media law practice founded in 2019, Tan Ward offers deep expertise and excellence in the field of media and technology law. Primarily servicing the music, media, film & tv, and technology sectors with a team of experienced senior lawyers, the boutique practice is at the forefront of providing exceptional legal services to clients worldwide.

Advising corporates, senior executives and talent, Tan Ward lawyers have a well-rounded skill set. Tan Ward was co-founded by Praveen Bhatia whose practice is deeply rooted in specialist intellectual property and commercial expertise for talent, across the media sphere.

Daniela Korn leads the Employment team and works with a client base including global technology corporates in order to develop their employment strategies. This involves advising in the UK, EMEA and APAC on the full range of contentious and non-contentious employment matters.

Offering a comprehensive legal counsel across a wide range of media law disciplines, including, intellectual property, employment, and commercial strategy, Tan Ward offers a clear understanding of the unique challenges faced by clients within the media and technology spheres. With a team of highly skilled lawyers, the practice offers tailored guidance to protect and enhance the rights of their clients. Visit

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