



Hello %%First-Name%%,

As the pandemic enters into a "new normal" phase and the CDC says more than 90% of Americans are safe to remove their masks indoors, workers are being called back into the office. While Return to Work policies vary widely from office first to remote first, the [majority of organizations](#) are offering a hybrid approach.

Hybrid work is here to stay. Last month, Microsoft published their annual [Work Trend Index](#) for 2022. In a study of 31,000 people in 31 countries, 53% of respondents indicated they are likely to consider transitioning to remote or hybrid work over the next year. Roughly 30% said they'd consider switching jobs if they can work remotely and that number increases for Gen Z (44%) and Millennials (38%) – the future of our workforce. The challenge for most organizations isn't *whether or not* to offer hybrid or remote options, but how to do it successfully.

Five trends identified in the study as urgent for business leaders are as follows:

1. Employees have a new "worth it" equation
2. Managers feel wedged between leadership and employee expectations
3. Leaders need to make the office worth the commute
4. Flexible doesn't mean "always on"
5. Rebuilding social capital looks different in a hybrid world

Number 4 on the list hits home – Flexible doesn't mean always on. From a technology enablement perspective, Microsoft Teams has been a lifeline for many organizations over the past 2 years. Our [Workplace Collaboration](#) services - helping organizations with their Microsoft Teams strategy, structure, governance and user adoption – have consistently been in demand throughout the pandemic. At Compass365, we "see" each other, and our customers, way more often than we did in the past, even though it is via Teams meetings and not in-person. Teams is also our go-to for project collaboration with customers and internally. We rely on it daily, but like many organizations, our staff is at risk of burn out from digital overload with the constant need to be on. Microsoft's statistics on Teams usage show an increase in weekly meeting time of a whopping 252% since Feb 2020, and Teams usage after hours and weekends has also risen. Alarming statistics, yet not surprising. Chances are, you are also experiencing this in your own organization.

As we mature from a "remote because we have to" work culture to longer term flexible, hybrid and remote scenarios, a key challenge for business and IT leaders will be to continue to enable their employees with tools to collaborate and work efficiently from anywhere, but also to establish realistic expectations and systems that support and respect their well-being.

Tip of the Month: Preventing Teams Overload

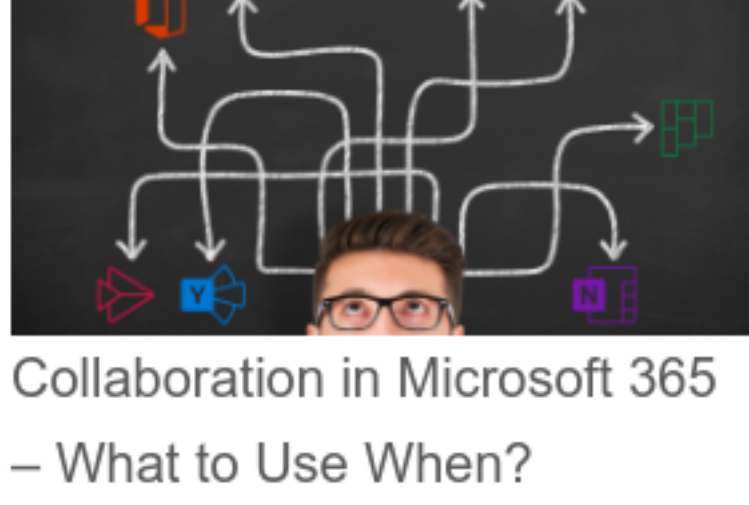
Two great ways to prevent being "always on" with Microsoft Teams are to manage your notifications and use your status to share your availability. [Customizing your notifications](#) lets you choose when, how, and where you'll receive notifications on Teams desktop and mobile. The mobile app also allows you to turn on Quiet Hours so you can unplug evenings and weekends. [Changing your status](#) is an easy way to let your team know if you need to focus or if you are unable to respond immediately giving you some breathing room.

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Get to Know the Compass Team



Jill Stelter Practice Manager, SharePoint and Teams Platform Services

Our SharePoint Platform Manager, Jill leads our Microsoft 365 collaboration and content management consultants, implementing SharePoint Online and Microsoft Teams-based solutions.

Areas of Expertise: Migrations, upgrades, Microsoft 365 workplace collaboration planning & implementation, training, user adoption, and governance services.

"Helping others and solving puzzles have been two of my favorite things to do for as long as I can remember. My role allows me to bring those two passions together with my love of technology to help our clients to improve their everyday work experience by creating solutions to improve collaboration, increase productivity and enhance user experience."

- Jill Stelter



Algood Food Company

Learn how the Compass365 team worked with Algood to move from a legacy SharePoint 2010 environment and associated workflows to SharePoint Online with a Power Platform solution integrating with Dynamics 365 in our latest case study.

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Customer Spotlight

"I liked Compass365's approach. They were great about explaining the steps. They walked me through and made sure my team and I knew we could manage our new environments."

- Raye McGlawn, Manager Information Systems, Algood Food Company

As always, the Compass365 team is here to assist you in improving the way your organization operates and your employees work with SharePoint and the Microsoft 365 platform. If you have a vision for driving improvements and would like to discuss your ideas with our team of Microsoft consultants, please reach out at any time.

[Contact Us](#)

Thank you for reading,

Cathy

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