Description of a Mini-COOL

Rubric	Text	Comments / questions / remarks …
Title / Name	Hybridisation of work	
Short Description	Hybrid working divides working time between the office and "at a distance". There are several models. The health crisis has transformed the way we work and created a new desire to reconcile private and professional life.	
Support / format Link	- MP4 based of audio recording - Link on the Places-3T YouTube channel: https://www.youtube.com/watch?v=K-b2KIN89rg&t= - Audio in French, subtitles available in both French and English	
Tags / Keywords	Hybridisation, work, new ways of working, empowerment, third places	
Learning outcomes / audience	- Learning outcomes: Learning how to develop and sustain a place-3T through hybridisation. Contextualising the hybridisation of work, in the framework of the hybridisation of third places. - Audience: Actors of Places-3T	
Links with the development of the Place-3T **Suggestion of situations where it could be of value**	Providing benchmarks, tips and tricks for developing and sustaining 3T places through hybridisation. Learn about the phenomenon of hybridisation so that Places-3T actors can make better use of it to develop and sustain their third places. Links of Places-3T with the European project "New Ways of Working". Making third places that benefit from the best of both.	
Longer description	Hybrid working can be defined as an organisation of work that divides working time between the	

Links with existing supports / contents **Links with experience** **etc.**	office and "at a distance" (at home, in a library, in a co-working space, in a third place, etc.). There are several models of hybrid working. This arrangement of working hours, which has existed for many years in certain organisations, has accelerated with the COVID-19 health crisis. The health crisis has transformed the way we work and created a new desire to reconcile private and professional life. Organisations and employees alike have also discovered a number of advantages to working remotely. However, the introduction of hybrid working also presents challenges. Hybridization of work contributes to the objective of reducing environmental impact, by reducing net greenhouse gas emissions. To go further, consult also the website of the European project "New Ways of Working", https://www.pourlasolidarite.eu/fr/project/nwow4 net-zero-ou-comment-atteindre-lobjectif-net-zero-en-rh. Links with existing supports: - https://blog.talkspirit.com/travail-hybride-definition-enjeux-et-bonnes-pratiques. Consulted on 20/01/2023. - https://www.cedip.developpement-durable.gouv.fr/l-hybridation-du-travail-a2011.html. Consulted on 20/01/2023. - European project "New Ways of Working", https://www.pourlasolidarite.eu/fr/project/nwow4 net-zero-ou-comment-atteindre-lobjectif-net-zero-en-rh. Consulted on 01/06/2023.	
Author / Owner	POUR LA SOLIDARITE - PLS	