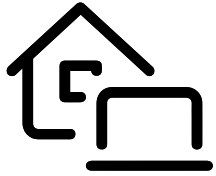




Hybrid working at VU Amsterdam

VU Amsterdam has opted to continue facilitating working from home after the coronavirus crisis, in combination with working on campus.



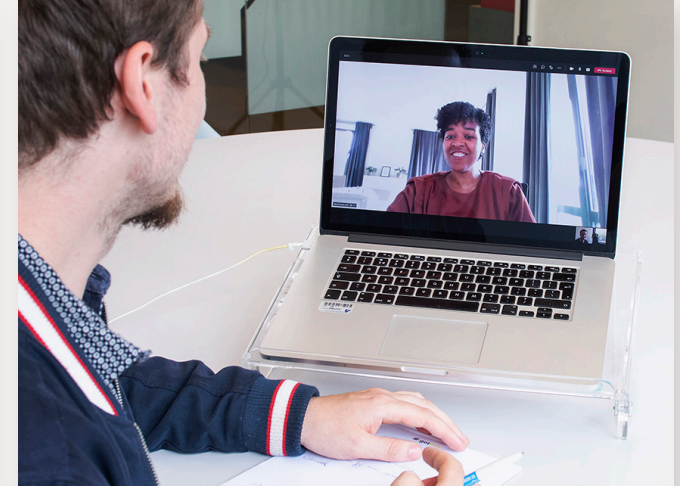
Working at VU Amsterdam has changed because of working from home on a large scale.

We have learned which aspects of our work require the campus setting as well as what the **benefits of working from home** can be.

In the future, the majority of VU Amsterdam staff want to work partly on campus and partly from home. This is what is known as **hybrid working**.



We want to facilitate this type of working at VU Amsterdam because it will contribute to our **sustainability goals** and to a smarter use of shared spaces on the campus.



There isn't a **one-size-fits-all solution**: we are giving room for variation in work activities and preferences. This enables us to **make effective use** of the available space on the campus.



WHY HYBRID WORKING?

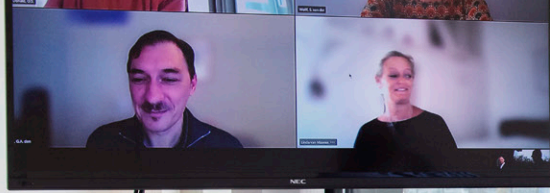
- Staff want to be able to work partly on campus and partly from home or elsewhere, **retaining the benefits of remote working.**
- Make a contribution to the **sustainability goals.**
- **Make effective use** of the available space on the campus and give room for the organisation to grow.

HOW ARE WE MOVING TOWARDS HYBRID WORKING AT VU AMSTERDAM?

- **Experimenting** with new solutions and arrangements.
- **Evaluating:** what does hybrid working mean for VU Amsterdam and what do we need?
- **Implementation** of hybrid working **across VU Amsterdam**, with room for new experiences and optimisation.

CHALLENGES:

- Organisation and behaviour: **what arrangements should you make?** How will we stay connected with one another? How does it impact collaboration and what (personal) leadership is needed? What are the opportunities and **risks for workload**, work-life balance and health?
- IT environment: **what facilities** (hardware and software) do you need for hybrid working and collaboration? How do we handle information securely?
- Physical working environment: what **combination of workspaces** do you need on the campus? How can you improve your home office?



EXPLORING HYBRID WORKING

- **Part of the campus is open. The spaces available are still limited by COVID-19 measures.**
- We are experimenting with hybrid working in order to gain experience.
- We are making provisions for hybrid working: we are developing guidelines, supplying the necessary IT resources, setting up a training programme for staff and managers and examining what modifications are needed in the workplace environment.
- Staff and managers are discussing the wishes, opportunities and challenges involved in hybrid working.

EXPERIMENTING AND LEARNING

The campus is open: the space available is no longer limited by COVID-19 measures.

We are going to inaugurate hybrid working, to the extent that we are able to facilitate hybrid working. Modifying the physical working environment on the campus takes time and needs careful coordination.

We are continuing to experiment with hybrid working, such as hybrid conferencing and team collaboration arrangements.

VU Amsterdam has guidelines that allow managers, staff and teams to make arrangements about hybrid working.

FUTURE PROSPECT

We can choose where we want to work, without any COVID-19 restrictions.

Staff, managers and teams have made arrangements about performance, collaboration and communication in a hybrid work situation.

The campus has been set up for hybrid working and staff who work from home have a well-equipped home office.

We have found solutions for staying connected with one another in a hybrid situation. The campus is once again a lively place for education, research, inspiration and encounters, as well as offering spaces for focus and concentration.