

Hybrid Work: Balancing Remote & In-Person for Maximum Impact

No two hybrid workplaces operate the same way, which is why it's crucial to absorb best practices from others to find the best solution for your law firm.

Friday, October 17, 2025

Is WFH Dead? Can it Survive the RTO Mandates? Time to Hang Up the Sweatpants? Will AI Take Over?

In this session we will talk about how Hybrid can work for your firm in 2025 & beyond.

- Introduction
- Defining Hybrid
- Flexibility
- Productivity
- ROWE
- Accountability
- Recruitment & Onboarding
- Change Management
- Technology
- AI



Our Hybrid Story

- Canadian Entertainment Law Firm
- Staff of 10
- Offices in 4 cities
- Working Hybrid since 2020



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Office Manager at Edwards Creative Law





What is Hybrid Work?

- A flexible model that blends in-office and remote work
- Allows employees to split their time between physical workplaces and virtual environments.
- Not a one-size-fits-all solution—its strength lies in its adaptability.

Workplace flexibility is a bridge that takes us to fundamentally better ways of working. Work is something that we do, not somewhere we go.”

— Laurel Farrer

Employees

- Sanity
- Balance
- Engagement

Employers

- Retention
- Lower Overhead
- Innovation





Quality

Sustainable & error-free results

Quantity

Scaling without cutting corners

Efficiency

Doing it smarter, not harder

ROWE: Results Only, No Office Hours



Positives

- Fuels self-starters
- Total flexibility - ideal output
- Workers love it, over 85% want flex

Challenges

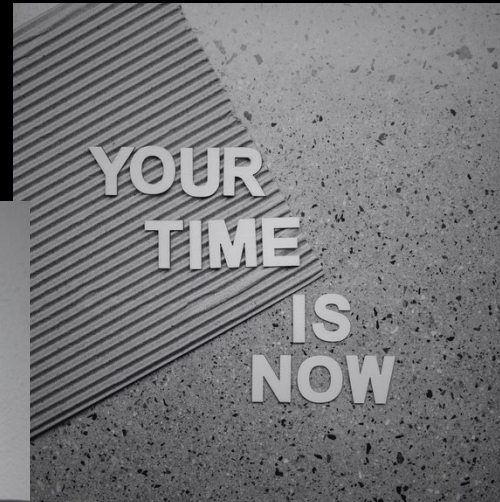
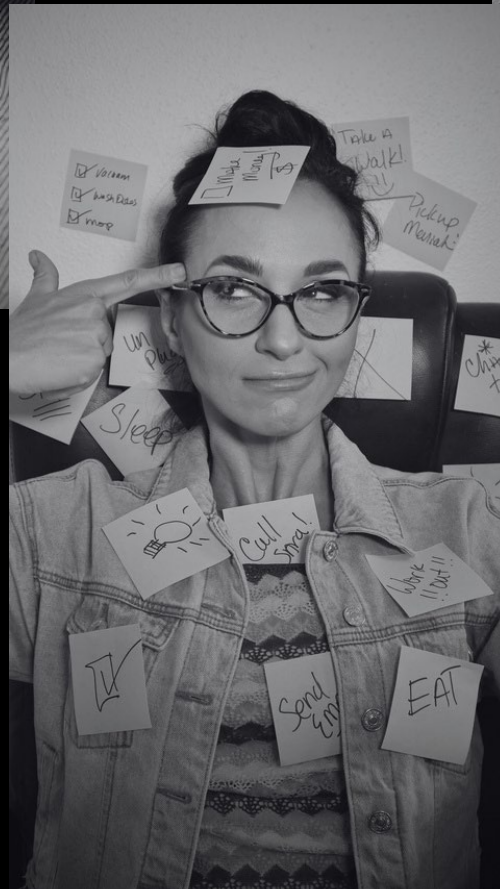
- Trust is a major factor
- Falls apart without clear goals
- Harder to spot burnout

Takeaways

- We don't need to copy ROWE - just the part that works
- Trust your people, set clear goals, and let them run
- Flexibility isn't chaos, it's freedom to deliver



“Accountability breeds response-ability.” — Stephen R. Covey



Build a Culture of Accountability

- Accountability builds trust by letting people deliver without micromanagement
- Creates clarity-everyone knows who does what and why.
- Drives motivation because results are seen and celebrated, wherever you're working

Hiring Hybrid: Tips that work

- Virtual works
- In-person wins
- First week (or two) live seals the deal

Recruitment &
Onboarding



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Change Management

Change? We Got This

We've flipped software mid-year, we went hybrid overnight
never missed a beat.

Secret? Communicate before they notice, train in bite-sized
bits, and roll





Tech Essentials for Hybrid

- Cloud software for access anywhere
- Mobile hardware-laptops, not chains
- Killer video setup, good camera, good mic, natural light, fast Wi-Fi

AI: Not Magic, Just Faster

- Summarizes meetings- so I don't have to relive them
- Speeds up research
- Writes first drafts -I add the human touch
- Assists with structuring projects

AI



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My Question For You!

How many days a week do you prefer to work in-person?

0 DAYS

1-2 DAYS

3-4 DAYS

5 DAYS

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Questions?

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The Results & Your Questions

How many days a week do you prefer to work in-person?



Questions?

Let's Connect!

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