



ACT-ivate

HYBRID



**When you get
hybrid right,
you get the
best of every
room.**

Hybrid training reflects the reality of how public sector teams actually work - dispersed, busy, and rarely all in the same place. **Design for remote participants first.** If the online experience works, the in-room experience will too. The reverse is rarely true.



HYBRID

1. **You will be presented with multiple 'Catalysing Action' cards.** Choose the ones most appropriate for your audience to define your workshop structure.
2. **Lead with a spark card.** Get your participants warmed up and ready to engage with session – not their emails.
3. **Choose 1 - 3 flame cards or one fire card,** depending on how much detail and variation you would like in your session.
4. **Appoint an in-room champion for remote participants,** someone whose job is to bring their voices into the conversation before the room fills the space.
5. **Use digital-first tools for every activity.** When in-room participants use their phones or laptops alongside remote colleagues, two tiers become one.
6. **The chat is a lifeline for remote participants.** Use your in room champion to read it aloud, respond to it and treat it as part of the conversation.

WORKS WITH



Act.ivate Agreement to set shared ground rules before the format creates two tiers.



Act.ivate Commitment to end with something that lands equally for everyone.

