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Type	Title	Author	Year	Link
Article	How Remote Work Has Changed Today's Recruiting Industry	Apuedge	2022	https://apuedge.com/how-remote-work-has-changed-todays-recruiting-industry/
Tips	The Importance of Cybersecurity For Remote Employees	ARK Solvers Cybersecurity	2022	https://www.linkedin.com/pulse/importance-cybersecurity-remote-employees-ark-solvers/
Article	Why your internet habits are not as clean as you think	BBC	2020	https://www.bbc.com/future/article/20200305-why-your-internet-habits-are-not-as-clean-as-you-think
Article	A Linear Economy: Definition, Examples, Pros & Cons, & More	Better Meets Reality	2022	https://bettermeetsreality.com/a-linear-economy-definition-examples-pros-cons-more/
Tips	Better Performance Management for Remote Teams	Betterworks	2024	https://www.betterworks.com/magazine/better-performance-management-for-remote-teams/
Tips	How to measure the ROI of your digital workplace: 5 metrics to track	Breezy	2020	https://www.beezy.net/blog/how-to-measure-digital-workplace-roi
Article	Managing Multicultural Teams In The Workplace: Challenges And Opportunities	Brent Mullins	2023	https://brentmullinscoaching.com/managing-multicultural-teams-in-the-workplace-challenges-and-opportunities/

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Article	What is a virtual icebreaker and why it is important	Brightful	2021	https://www.brightful.me/blog/what-is-a-virtual-icebreaker-and-why-it-is-important/
Article	Blending the physical and virtual: a hybrid model for the future of work	Bruegel	2021	https://www.bruegel.org/policy-brief/blending-physical-and-virtual-hybrid-model-future-work
Report	The low productivity of European firms: How can policies enhance the allocation of resources	Bruegel	2022	https://www.bruegel.org/sites/default/files/wp-content/uploads/2022/04/WP-06.pdf
Article	Zoom Revenue and Usage Statistics	Business of Apps	2024	https://www.businessofapps.com/data/zoom-statistics/
Report	The carbon savings potential of homeworking in Europe	Carbon Trust	2021	https://www.carbontrust.com/our-work-and-impact/guides-reports-and-tools/the-carbon-savings-potential-of-homeworking-in-europe
Manual	CDC Worksite Health ScoreCard Manual	CDC	2019	https://www.cdc.gov/workplacehealthpromotion/initiatives/healthscorecard/pdf/CDC-Worksite-Health-ScoreCard-Manual-Updated-Jan-2019-FINAL-508.pdf
Survey	Over 50% of Remote Workers are Worried About Workplace Exclusion	CEO Monthly	2021	https://www.ceo-review.com/over-50-of-remote-workers-are-worried-about-workplace-exclusion/

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Type	Title	Author	Year	Link
Paper	Work-Life Innovation. Smart Work—A Paradigm Shift Transforming How, Where, and When Work Gets Done	Cisco	2011	https://www.cisco.com/c/dam/en_us/about/ac79/docs/ps/Work-Life_Innovation_Smart_Work.pdf
Article	How Should You Measure Employee Engagement in Remote and Hybrid Work?	CMSWIRE	2021	https://www.cmswire.com/employee-experience/how-should-you-measure-employee-engagement-in-remote-and-hybrid-work/
Paper	Eworklife: developing effective strategies for remote working during the COVID-19 pandemic	Conference: The New Future of Work Symposium	2020	https://www.researchgate.net/publication/344558229_Eworklife_developing_effective_strategies_for_remote_working_during_the_COVID-19_pandemic
Tips	9 Ways to Gamify Your Company's Training	Continu	2024	https://www.continu.com/blog/gamification-in-training
Tips	8 Tips and Best Practices on How to Train Employees for Cyber Security	Coxblue	N/A	https://www.coxblue.com/8-tips-and-best-practices-on-how-to-train-employees-for-cyber-security/
Guide	HR's complete guide to employee experience	Culture Amp	2024	https://www.cultureamp.com/blog/guide-to-improving-employee-experience
Article	12 Hybrid Work Model Examples to Inspire You to Work Differently	deel.	2023	https://www.deel.com/blog/hybrid-work-model-examples

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Article	12 Key Benefits of Participating in a Mastermind Group	Deliberate Directions	N/A	https://www.deliberatedirections.com/mastermind-benefits/
Survey	Hybrid work survey	Deloitte	2021	https://www2.deloitte.com/content/dam/Deloitte/sk/Documents/human-capital/Brochure_Hybrid_work_survey.pdf
Paper	Well-being: A new cornerstone for ESG strategy and reporting	Deloitte	2021	https://www2.deloitte.com/content/dam/Deloitte/ca/Documents/human-capital/ca-consulting-human-capital-Eminence_Final_Paper_One_EN_AODA.pdf
Paper	Well-being: Moving from effort to effect	Deloitte	2021	https://www2.deloitte.com/content/dam/Deloitte/ca/Documents/consulting/ca-en-well-being-moving-from-effort-to-effect-AODA.pdf
Report	The journey to 2030: Choosing the human agenda	Deloitte	2023	https://www2.deloitte.com/content/dam/Deloitte/be/Documents/human-capital/journey-to-2023-choosing-human-agenda-2022_deloitte-be_report_en.pdf

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Article	New Deloitte Research Identifies Keys to Creating Fair and Inclusive Organizations	Deloitte	2017	https://www.prnewswire.com/news-releases/new-deloitte-research-identifies-keys-to-creating-fair-and-inclusive-organizations-300455164.html
Paper	The Diversity and Inclusion Revolution	Deloitte	2018	https://www2.deloitte.com/content/dam/insights/us/articles/4209_Diversity-and-inclusion-revolution/DI_Diversity-and-inclusion-revolution.pdf
Template	Guiding questions to enhance team belonging, wellbeing, and productivity	Deloitte	2022	https://action.deloitte.com/insight/1119/guiding-questions-to-enhance-team-belonging-wellbeing-and-productivity
Template	Persona Canvas	Designbetterbusiness	N/A	https://www.designabetterbusiness.tools/tools/persona-canvas
Paper	COVID-19 policies in Germany and their social, political, and psychological consequences	E. Naumann	2020	https://onlinelibrary.wiley.com/doi/full/10.1002/epa2.1091
Guide	E-guide to managing stress and psychosocial risks	EASHW	N/A	https://osha.europa.eu/en/tools-and-resources/e-guides/e-guide-managing-stress-and-psychosocial-risks

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Article	What is a circular economy?	Ellen Macarthur Foundation	N/A	https://www.ellenmacarthurfoundation.org/topics/circular-economy-introduction/overview#:~:text=In%20our%20current%20economy%2C%20we%20take%20materials%20from,stop%20waste%20being%20produced%20in%20the%20first%20place.
Report	Cybersecurity for SMEs	ENISA	2021	https://www.enisa.europa.eu/publications/enisa-report-cybersecurity-for-smes
Tips	5 hybrid work best practices for workplace leaders	Envoy	2022	https://envoy.com/blog/hybrid-work-best-practices
Tools	How Can You Choose Your Best Workload Management Tools	Epilogue Systems	2022	https://www.epiloguesystems.com/blog/how-can-you-choose-your-best-workload-management-tools/
Framework	EU strategic framework on health and safety at work 2021-2027	EU	2021	https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52021DC0323&qid=1626089672913#PP1Contents
Report	Living, working and COVID-19	Eurofound	2020	https://www.eurofound.europa.eu/publications/report/2020/living-working-and-covid-19

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Report	Working anytime, anywhere: The effects on the world of work	Eurofound	2017	https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_544138.pdf
Article	Hours of work - annual statistics	Eurostat	2023	https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Hours_of_work_-_annual_statistics#:~:text=Self%2Demployed%20people%20with%20employees,%2C%20and%20employees%20%E2%80%93%2035.6%20hours
Article	How can technology activate your hybrid work ecosystem?	EY	2022	https://www.ey.com/en_se/workplace-of-the-future/how-can-technology-activate-your-hybrid-work-ecosystem
Article	How do you ensure wellbeing is at the core of workforce resilience?	EY	2020	https://www.ey.com/en_es/covid-19/how-do-you-ensure-wellbeing-is-at-the-core-of-workforce-resilience
Article	Office work from home – during and beyond the SARS-CoV-2-epidemic	Fachbereich AKTUELL	2021	https://publikationen.dguv.de/widgets/pdf/download/article/4153

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Article	Carbon counter: hybrid working is a hot topic	Financial Times	2022	https://www.ft.com/content/1b7ffe27-b13a-41aa-9152-be355d223c63?shareType=nongift
Article	Where are you on the Unreconstructed-Hybrid-Flexible-Smart Maturity scale?	Flexibility.co.uk	2022	https://flexibility.co.uk/where-are-you-on-the-unreconstructed-hybrid-flexible-smart-maturity-scale/
Guide	How to improve business performance through new ways of working A practical guide	Flexibility.co.uk	2016	https://www.adirelab.es/wp-content/uploads/2016/05/SWHb2015-8MB.pdf
Article	How To Measure The Success Of Your Hybrid Work Model	Forbes	2022	https://www.forbes.com/sites/glebtsipursky/2022/12/15/how-to-measure-the-success-of-your-hybrid-work-model/?sh=3ed82b05476b
Tips	2020 in Review: How Remote Work Has Shifted Learning and Development Needs	Forbes	2022	https://www.forbes.com/sites/forbeshumanresourcescouncil/2022/05/03/improving-employee-performance-during-remote-work
Tips	8 Desirable Perks to Offer Remote And Hybrid Employees	Forbes	2022	https://www.forbes.com/sites/allbusiness/2022/07/11/8-desirable-perks-to-offer-remote-and-hybrid-employees/?sh=6f2f22a976d0

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Article	How To Enhance Your Well-Being When Working Remotely	Forbes	2021	https://www.forbes.com/sites/andrealoubier/2021/04/05/how-to-enhance-your-well-being-when-working-remotely/?sh=63dbf6786588
Guide	Workflow Analysis: How to Improve & Optimize Your Processes	Frevvo	2021	https://www.frevvo.com/blog/workflow-analysis/
Template	Cybersecurity for Small Business	FTC	N/A	https://www.ftc.gov/tips-advice/business-center/small-businesses/cybersecurity
Tools	Nine of The Best Virtual Team Building Platforms for Remote Teams	Fundoofriday	2024	https://fundoofriday.com/team-building-platforms
Paper	Health and Telework: New Challenges after COVID-19 Pandemic	G. Buomprisco	2021	https://www.ejeph.com/article/health-and-telework-new-challenges-after-covid-19-pandemic-9705
Article	The Advantages and Challenges of Hybrid Work	Gallup	2022	https://www.gallup.com/workplace/398135/advantages-challenges-hybrid-work.aspx
Guide	How to Prevent Employee Burnout	Gallup	2024	https://www.gallup.com/workplace/313160/preventing-and-dealing-with-employee-burnout.aspx

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Article	Employee Engagement vs. Employee Satisfaction and Organizational Culture	Gallup	2022	https://www.gallup.com/workplace/236366/right-culture-not-employee-satisfaction.aspx
Article	Why We Need Best Friends at Work	Gallup	2018	https://www.gallup.com/workplace/236213/why-need-best-friends-work.aspx
Guide	What Is Employee Engagement and How Do You Improve It?	Gallup	2024	https://www.gallup.com/workplace/285674/improve-employee-engagement-workplace.aspx
Article	Top Strategic Technology Trends for 2022	Gartner	2022	https://emtemp.gcom.cloud/ngw/globalassets/en/publications/documents/2022-gartner-top-strategic-technology-trends-ebook.pdf
Article	Belonging – The Next Evolution Of Diversity & Inclusion	GQR	2019	https://www.gqrgm.com/belonging-the-next-evolution-of-diversity-and-inclusion/
Survey	10 Employee Engagement Statistics You Need to Know in 2024	Haiilo	2024	https://haiilo.com/blog/employee-engagement-8-statistics-you-need-to-know/
Article	5 Examples of Design Thinking in Business	Harvard Business School	2022	https://online.hbs.edu/blog/post/design-thinking-examples

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Article	How to Do Hybrid Right	HBR	2021	https://hbr.org/2021/05/how-to-do-hybrid-right
Guide	A Guide to Managing Your (Newly) Remote Workers	HBR	2020	https://hbr.org/2020/03/a-guide-to-managing-your-newly-remote-workers
Survey	A Study of 1,100 Employees Found That Remote Workers Feel Shunned and Left Out	HBR	2017	https://hbr.org/2017/11/a-study-of-1100-employees-found-that-remote-workers-feel-shunned-and-left-out
Tips	A Guide to Managing Your (Newly) Remote Workers	HBR	2020	https://hbr.org/2020/03/a-guide-to-managing-your-newly-remote-workers
Guide	What It Takes to Run a Great Hybrid Meeting	HBR	2021	https://hbr.org/2021/06/what-it-takes-to-run-a-great-hybrid-meeting
Article	What Psychological Safety Looks Like in a Hybrid Workplace	HBR	2021	https://hbr.org/2021/04/what-psychological-safety-looks-like-in-a-hybrid-workplace
Guide	A Guide to Burnout	Healthline	2019	https://www.healthline.com/health/tips-for-identifying-and-preventing-burnout

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Tips	10 tips for active listening	Heart Matters	N/A	https://www.bhf.org.uk/informationsupport/heart-matters-magazine/wellbeing/how-to-talk-about-health-problems/active-listening
Paper	Leading from a Distance with Lessons from Online Teaching to Engage a Remote Workforce	Heather J. Leslie	2022	https://digital.sandiego.edu/cgi/viewcontent.cgi?article=1005&context=ldc-scholarship
Paper	Digital Well-Being to Promote Agility for the Future of Work	Heidi Forbes Öste	2020	https://journals.sagepub.com/doi/10.1177/0890117120943748d
Report	Hernstein Management Report	Hernstein	2024	https://www.hernstein.at/downloads/
Guide	7 Best Employee Assistance Programs in 2024	HR University	2024	https://hr.university/shrm/employee-assistance-programs/
Article	Why hybrid working is good for business	HSBC	2021	https://www.business.hsbc.com/en-gb/insights/growing-my-business/why-hybrid-working-is-good-for-business
Tools	Mental and Behavioral Health Assessment Tools	ICANotes	N/A	https://www.icanotes.com/features/charting/assessment-tools/

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Article	Working from home can save energy and reduce emissions. But how much?	IEA	2022	https://www.iea.org/commentaries/working-from-home-can-save-energy-and-reduce-emissions-but-how-much
Tools	Tools for assessing sense of belonging	Imperial	N/A	https://www.imperial.ac.uk/education-research/evaluation/what-can-i-evaluate/sense-of-belonging/tools-for-assessing-sense-of-belonging/
Tools	Three digital tools to boost employee productivity	Information Age	2021	https://www.information-age.com/three-digital-tools-to-boost-employee-productivity-19079/
Manual	Stress prevention at work checkpoints	International Labour Office	2012	https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---safework/documents/instructionalmaterial/wcms_177108.pdf
Template	The ISO 56000 Innovation Management System	ISO	N/A	https://www.iso56000.com/
Paper	Organizational Best Practices Supporting Mental Health in the Workplace	JOEM	2021	https://journals.lww.com/joem/Fulltext/2021/12000/Organizational_Best_Practices_Supporting_Mental.26.aspx

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Paper	Employee perceptions of information and communication technologies in work life, perceived burnout, job satisfaction and the role of work-family balance	Journal of Business Research	2021	https://www.sciencedirect.com/science/article/pii/S0148296321005658?via%3Dihub
Paper	The COVID-19 pandemic and subjective well-being: longitudinal evidence on satisfaction with work and family	K. Möhring	2020	https://www.researchgate.net/publication/346301189_The_COVID-19_pandemic_and_subjective_well-being_longitudinal_evidence_on_satisfaction_with_work_and_family
Tips	5 steps to make your hybrid meetings more inclusive	Kadence	N/A	https://kadence.co/news/hybrid-meetings/
Case Study	Facilitating an interactive hybrid brainstorming session with 200 people	Klaxoon	2022	https://klaxoon.com/community-content/facilitating-an-interactive-hybrid-brainstorming-session-with-200-people
Guide	Internet Etiquette Guidelines for Your Workplace	Knowledge City	2022	https://www.knowledgecity.com/blog/2022-internet-etiquette-guidelines-for-your-workplace/
Guide	Practical Guide to Hybrid Working - LRA - October 2021	Labour relation agency	2021	https://www.lra.org.uk/resources/practical-guide-hybrid-working-lra-october-2021
Guide	The Ultimate Guide to Middle Management Training Programs	Leadx	N/A	https://leadx.org/articles/middle-management-training/

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Article	Top 5 Challenges and Solutions for Managing Multicultural and Multilingual Teams	LiveSalesman	2018	https://livesalesman.com/top-5-challenges-and-solutions-for-managing-multicultural-and-multilingual-teams/
Article	All about the idea funnel	Lucidspark	N/A	https://lucidspark.com/blog/idea-funnel
Tips	Best practices for the Ideate stage of Design Thinking	Lucidspark	N/A	https://lucidspark.com/blog/best-practices-for-the-ideate-stage-of-design-thinking
Guide	A Manager's Guide to Preventing Employee Burnout	Lyra Health	2022	https://www.middlebury.edu/sites/default/files/2022-11/A%20Manager%E2%80%99s%20Guide%20to%20Preventing%20Burnout.pdf
Article	Leading Remote Teams Is Virtually the Same	Maggie Walsh	2011	https://www.kickstartdevelopment.co.uk/wp-content/uploads/2016/02/Forum-Leading-Virtual-Teams.pdf
Tools	The 9 Best Online Team Building Platforms for Remote Teams	Make Use Of	2021	https://www.makeuseof.com/best-team-building-platforms-remote-teams/
Guide	Enhancing the Employee Experience with Management 3.0	Management 3.0	2022	https://management30.com/blog/employee-experience/

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Paper	Digital Wellbeing as a Dynamic Construct	Mariek M P Vanden Abeele	2020	https://academic.oup.com/ct/article/31/4/932/5927565
Survey	Employees Share What Gives Them a Sense of Belonging at Work	Maxwell Huppert	2017	https://www.linkedin.com/business/talent/blog/talent-engagement/employees-share-what-gives-them-sense-of-belonging-at-work
Article	How COVID-19 has pushed companies over the technology tipping point—and transformed business forever	McKinsey	2020	https://www.mckinsey.com/capabilities/strategy-and-corporate-finance/our-insights/how-covid-19-has-pushed-companies-over-the-technology-tipping-point-and-transformed-business-forever
Article	It's time for leaders to get real about hybrid	McKinsey	2021	https://www.mckinsey.com/capabilities/people-and-organizational-performance/our-insights/its-time-for-leaders-to-get-real-about-hybrid
Article	A blueprint for remote working: Lessons from China	McKinsey	2021	https://www.mckinsey.com/capabilities/mckinsey-digital/our-insights/a-blueprint-for-remote-working-lessons-from-china

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Article	What employees are saying about the future of remote work	McKinsey	2021	https://www.mckinsey.com/capabilities/people-and-organizational-performance/our-insights/what-employees-are-saying-about-the-future-of-remote-work
Report	The future of work after COVID-19	McKinsey	2021	https://www.mckinsey.com/featured-insights/future-of-work/the-future-of-work-after-covid-19
Survey	What executives are saying about the future of hybrid work	McKinsey	2021	https://www.mckinsey.com/capabilities/people-and-organizational-performance/our-insights/what-executives-are-saying-about-the-future-of-hybrid-work
Survey	What employees are saying about the future of remote work	McKinsey	2021	https://www.mckinsey.com/capabilities/people-and-organizational-performance/our-insights/what-employees-are-saying-about-the-future-of-remote-work
Survey	How COVID-19 has pushed companies over the technology tipping point—and transformed business forever	McKinsey	2020	https://www.mckinsey.com/capabilities/strategy-and-corporate-finance/our-insights/how-covid-19-has-pushed-companies-over-the-technology-tipping-point-and-transformed-business-forever

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Webinar	How to lead and manage remotely Adjusting to the COVID 19 pandemic	McKinsey	2020	https://www.mckinsey.com/featured-insights/mckinsey-live/webinars/how-to-lead-and-manage-remotely-adjusting-to-the-covid-19-pandemic
Article	Leading with compassion: Prioritizing workplace mental health	McKinsey	2022	https://www.mckinsey.com/mhi/our-insights/leading-with-compassion-prioritizing-workplace-mental-health
Article	Five ways that ESG creates value	McKinsey	2019	https://www.mckinsey.com/capabilities/strategy-and-corporate-finance/our-insights/five-ways-that-esg-creates-value
Article	Operations-driven sustainability	McKinsey	2020	https://www.mckinsey.com/capabilities/operations/our-insights/operations-driven-sustainability
Report	The Good, the Bad and the Blend: The Strategic Role of the "Middle Leadership" in Work-Family/Life Dynamics during Remote Working	MDPI	2021	https://www.mdpi.com/2076-328X/11/8/112
Article	How to Create a Safe & Positive Work Environment	Mentimeter	2022	https://www.mentimeter.com/blog/transparency-at-work/9-ways-to-create-a-positive-and-safe-work-environment

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Paper	Digital wellbeing tools through users lens	Mohamed Basel Almourad	2021	https://www.sciencedirect.com/science/article/pii/S0160791X21002530
Guide	How to Facilitate a Brainstorming Session	Mural	2023	https://www.mural.co/blog/run-a-brainstorming-session
Framework	A Hybrid Framework for Smart and Safe Working Environments in the Era of COVID-19	Nanyang Technological University	2020	https://intjit.org/cms/journal/volume/26/1/261_4.pdf
Article	Evidence of Climate Change	NASA	N/A	https://science.nasa.gov/climate-change/evidence/
Tips	Cybersecurity training best practices for Employees	Nationwide	2018	https://www.nationwide.com/business/solutions-center/cybersecurity/train-employees
Paper	Temporary reduction in daily global CO2 emissions during the COVID-19 forced confinement	Nature.com	2020	https://www.nature.com/articles/s41558-020-0797-x

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Paper	Telework before the COVID-19 pandemic	OECD	2021	https://www.oecd-ilibrary.org/economics/telework-before-the-covid-19-pandemic_d5e42dd1-en#:~:text=Trends%20and%20drivers%20of%20differences%20across%20the%20EU,-This%20paper%20provides&text=Descriptive%20evidence%20shows%20that%20before,big%20differences%20across%20EU%20countries.
Tools	OiRA tools for risk asessment	OiRA	N/A	https://oira.osha.europa.eu/en
Report	Research on Work-Related Stress	Osha Europa	2000	https://osha.europa.eu/en/publications/report-research-work-related-stress
Case Study	How Microsoft's Azure Team Used Virtual Team Building to Lift Spirits During the COVID-19 Pandemic	Outbackteambuilding	2020	https://www.outbackteambuilding.com/blog/case-study-microsoft-azure-virtual-team-building/
Article	Stress Risk Assessment	Peninsula Group	2022	https://www.peninsulagrouplimited.com/resource-hub/risk-assessment/stress-risk-assessment/

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Template	6 questions to mesure your sense of belonging in the workplace	Pentabell	2022	https://www.pentabell.com/blog/sense-of-belonging-in-the-workplace/
Article	How to support the wellbeing of your remote employees	Perkbox	N/A	https://www.perkbox.com/uk/resources/blog/support-wellbeing-of-remote-employees
Article	Why Has Employee Experience Become So Important?	Personio	N/A	https://www.personio.com/hr-lexicon/employee-experience-guide/
Report	Writing Survey Questions	Pew Research	2021	https://www.pewresearch.org/writing-survey-questions/
Template	Cybersecurity in the Workplace	PHCC	N/A	https://my.pennhighlands.edu/ICS/IT_Services/Cyber_Security_Awareness_Materials.jnz?portlet=Free-form_Content_2017-10-06T15-24-11-858
Guide	Business Mastermind Model	Professional Coaching	N/A	https://www.personal-coaching-information.com/business-mastermind-model.html
Test	Your Mental Health Today Test	Psychology Today	2024	https://www.psychologytoday.com/intl/tests/health/mental-health-assessment

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Paper	Characterization of Home Working Population during COVID-19 Emergency: A Cross-Sectional Analysis	PubMed	2020	https://pubmed.ncbi.nlm.nih.gov/32872321/
Paper	Emerging Telemedicine Tools for Remote COVID-19 Diagnosis, Monitoring, and Management	PubMed	2020	https://pubmed.ncbi.nlm.nih.gov/33314910/
Survey	PwC's Global Workforce Hopes and Fears Survey 2022	PwC	2022	https://www.pwc.com/gx/en/issues/workforce/hopes-and-fears-2022.html
Template	Work Stress Survey Questions	QuestionPro	2024	https://www.questionpro.com/survey-templates/job-stress/
Tools	Top 15 Online Employee Performance Management Tools for 2023	Recruiterslineup	2023	https://www.recruiterslineup.com/top-10-online-employee-performance-management-tools
Paper	Digital Wellbeing for All: Expanding Inclusivity to Embrace Diversity in Socio-Emotional Status	Reem S. Al-Mansoori	2021	https://www.researchgate.net/publication/353526705_Digital_Wellbeing_for_All_Expanding_Inclusivity_to_Embrace_Diversity_in_Socio-Emotional_Status
Paper	The Good, the Bad, and the Missing: Topic Modeling Analysis of User Feedback on Digital Wellbeing Features	Renata Santiago Walser	2022	https://www.researchgate.net/publication/357742570_The_Good_the_Bad_and_the_Missing_Topic_Modeling_Analysis_of_User_Feedback_on_Digital_Wellbeing_Features

Library - English

Type	Title	Author	Year	Link
Tips	4 Ways enterprises can use digital transformation to enhance digital productivity	Replicon	2021	https://www.replicon.com/blog/ways-enterprises-can-use-digital-transformation-to-enhance-productivity/
Tips	Hybrid Meeting Norms: Best Practices for Hybrid Team Meetings	Rhythm Systems	2022	https://www.rhythmsystems.com/blog/meeting-best-practices-for-hybrid-teams
Paper	Finding the Best Practice Approach to Leading and Managing the Performance of Remote Working Recruitment Consultants.	Ross Davitt	2021	https://norma.ncirl.ie/5422/1/rossdavitt.pdf
Article	Everything You Need to Know About Workload Management	Runn	2022	https://www.runn.io/blog/workload-management
Paper	Digital Wellbeing During COVID-19: Comparing Interaction Methods in a Smart Backrest to Indicate User Inactivity and Affect Behavioural Change	S. Tuncer	2021	https://www.researchgate.net/publication/355820303_Digital_Wellbeing_During_COVID-19_Comparing_Interaction_Methods_in_a_Smart_Backrest_to_Indicate_User_Inactivity_and_Affect_Behavioural_Change
Tips	4 Best Practices for Building a Successful Hybrid Work Culture	Samantha McLaren	2021	https://www.linkedin.com/business/talent/blog/talent-management/best-practices-for-successful-hybrid-work-culture
Tips	Strengthen your cybersecurity	SBA		https://www.sba.gov/business-guide/manage-your-business/strengthen-your-cybersecurity#section-header-6

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Type	Title	Author	Year	Link
Paper	Five Steps to Leading Your Team in the Virtual COVID-19 Workplace	Sean A. Newman	2021	https://www.sciencedirect.com/science/article/pii/S0090261620300541
Template	Workshop templates	Session Lab	2024	https://www.sessionlab.com/templates/
Guide	Hybrid Work Culture: How managers can build and sustain it	ShowUp	2021	https://www.showup.io/blog/how-can-managers-build-and-sustain-a-hybrid-work-culture/
Article	Top Design Thinking Examples	Simplilearn	2022	https://www.simplilearn.com/top-design-thinking-examples-article#design_thinking_examples
Tips	6 simple ways to foster a positive hybrid work environment	Slack	2022	https://slack.com/intl/it-it/blog/collaboration/ways-foster-positive-work-environment
Tips	35 Icebreakers Perfect for Virtual and Hybrid Meetings	Slido	2022	https://blog.slido.com/virtual-icebreakers/
Template	The Top 80+ Poll Question Ideas to Ask Your Online Audience	Slido	2022	https://blog.slido.com/30-icebreaker-questions-audience-live-polling/

Library - English

Type	Title	Author	Year	Link
Tips	Workflow Optimization: Techniques, Best Practices, and Examples	Smartsheet	2021	https://www.smartsheet.com/content/workflow-optimization
Article	6 Metrics to Measure Hybrid Working Success	Smartway	2022	https://smartway2.com/blog/6-metrics-to-measure-hybrid-working-success/
Paper	Telework and Sustainable Travel During the COVID-19 Era	SSRN	2020	https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3638885
Article	Why Cybersecurity In The Workplace Is Everyone's Responsibility	Stickmancyber	2022	https://www.stickmancyber.com/cybersecurity-blog/why-cybersecurity-in-the-workplace-is-everyones-responsibility
Template	Business Model Canvas	Strategyzer	N/A	https://www.strategyzer.com/canvas/business-model-canvas
Guide	How to Support Digital Inclusion in Hybrid Workplaces	Studio DB	2022	https://www.studiodb.co.nz/news/how-to-support-digital-inclusion-in-hybrid-workplaces
Tools	15 Best Online Survey Tools, Platforms & Apps of 2024 (Free & Paid)	SurveySparrow	2024	https://surveysparrow.com/blog/online-survey-tools-and-apps/

Library - English

Type	Title	Author	Year	Link
Tips	20 Tips For Building Successful Virtual Teams in 2024	Teambuilding.com	2022	https://teambuilding.com/blog/successful-virtual-teams
Template	105 Employee Engagement Survey Questions	Teambuilding.com	2024	https://teambuilding.com/blog/employee-engagement-survey
Tips	Going green: 10 ways to make your office more eco-friendly and efficient	TechRepublic	2017	https://www.techrepublic.com/article/going-green-10-ways-to-make-your-office-more-eco-friendly-and-efficient/
Tips	10 tips to promote digital wellness in the workplace	TechTarget	2022	https://www.techtarget.com/whatis/feature/10-tips-to-promote-digital-wellness-in-the-workplace
Guide	Employee Experience	TechTarget	2023	https://www.techtarget.com/searchhrsoftware/definition/employee-experience
Guide	Guide to building an effective employee experience strategy	TechTarget	2023	https://www.techtarget.com/searchhrsoftware/Guide-to-building-an-effective-employee-experience-strategy
Tips	Psychological safety: 10 ways to empower your employees	Test Gorilla	N/A	https://www.testgorilla.com/blog/psychological-safety/

Library - English

Type	Title	Author	Year	Link
Article	How inefficient processes waste nearly a third of employees' time	The CFO	2019	https://the-cfo.io/2019/06/19/how-inefficient-processes-waste-nearly-a-third-of-employees-time/
Article	Is this the 'person' claiming to solve your problems? Robots posing as humans now answer up to 85% of customer queries online	This is Money	2021	https://www.thisismoney.co.uk/money/news/article-9291693/Robots-posing-humans-answer-85-customer-queries-online.html
Paper	Self-leadership in remote work: Impacts to the individual and organization	Tiia Nikander	2021	https://osuva.uwasa.fi/bitstream/handle/10024/12378/Tiia%20Nikander_Pro%20gradu.pdf?sequence=2&isAllowed=y
Survey	75% of the Young People Around the World are Frightened of the Future Because of Climate Change	Time	2021	https://time.com/6097677/young-people-climate-change-anxiety/
Guide	How to improve team communication: A step-by-step guide	Timeular	2022	https://timeular.com/blog/how-improve-team-communication/
Article	2020 in Review: How Remote Work Has Shifted Learning and Development Needs	Trainingindustry	2021	https://trainingindustry.com/articles/remote-learning/2020-in-review-how-remote-work-has-shifted-learning-and-development-needs/
Article	What is Sustainability and why is it so Important?	TWI	N/A	https://www.twi-global.com/technical-knowledge/faqs/faq-what-is-sustainability

Library - English

Type	Title	Author	Year	Link
Article	Sustainable Development Goals: 17 Goals to Transform our World	UN	N/A	https://www.un.org/en/exhibits/page/sdgs-17-goals-transform-world
Report	Time to seize opportunity, tackle challenge of e-waste	UN	2019	https://www.unep.org/news-and-stories/press-release/un-report-time-seize-opportunity-tackle-challenge-e-waste
Article	How Remote Working Contributes to Energy Conservation	Unsustainable	2020	https://www.unsustainablemagazine.com/how-remote-working-contributes-to-energy-conservation/#:~:text=By%20using%20less%20energy%2C%20remote%20workers%20%E2%80%93%20by,in%20the%20minimization%20of%20energy%20linked%20environmental%20hardships.
Tools	"Best Recruitment Tools- A Comparison with What, Which, & Why	Vantage Circle	2023	https://blog.vantagecircle.com/recruitment-tools/
Guide	Diversity and Inclusion in the Workplace: A Complete Guide	Vantage Circle	2023	https://blog.vantagecircle.com/diversity-and-inclusion/
Tips	Resilient Leadership – 9 Best Ways To Build Resilience	WDHB	2021	https://wdhb.com/blog/what-is-resilient-leadership/
Article	How digital health and safety can transform your workplace	Work Wallet	2022	https://www.work-wallet.com/news/digital-health-and-safety-transformation/

Library - English

Type	Title	Author	Year	Link
Article	The health and safety implications of hybrid working	Worknest	2021	https://worknest.com/blog/the-health-and-safety-implications-of-hybrid-working/
Article	Why sustainability isn't just for green companies	World Economic Forum	2020	https://www.weforum.org/agenda/2020/01/sustainability-green-companies-business-partnership/
Survey	2021 Employee Experience Survey	WTW	2021	https://www.wtwco.com/en-gb/insights/2021/07/2021-employee-experience-survey
Tips	Employee engagement for remote workforce	Www.Upskillist	N/A	https://www.upskillist.pro/blog/employee-engagement-for-remote-workforce/
Tips	Building High-Performing Remote Teams: Tips and Strategies	Zartis	N/A	https://www.zartis.com/remote-team-building-tips-and-strategies/

Library - German

Type	Title	Author	Year	Link
Artikel	Führen auf Distanz: Das Wichtigste zu Remote Leadership in Kürze	Avantgarde Experts	N/A	https://www.avantgarde-experts.de/de/magazin/remote-leadership/
Artikel	Remote Leadership: Führungsqualität aus der Ferne!	Axel Schröder	N/A	https://axel-schroeder.de/remote-leadership/
Artikel	IT-Strategie im Kleinunternehmen – sinnvoll oder überflüssig?	Axel Schröder	N/A	https://axel-schroeder.de/it-strategie-im-kleinunternehmen-sinnvoll-oder-ueberfluessig/
Artikel	Vorlagen zur IT-Strategie	Axel Schröder	N/A	https://axel-schroeder.de/produkt-kategorie/vorlagen-zur-digitalisierung/vorlagen-zur-it-strategie/
Bericht	BAuA-Arbeitszeitbefragung: Pendeln, Telearbeit, Dienstreisen, wechselnde und mobile Arbeitsorte	baua	2020	https://www.baua.de/DE/Angebote/Publikationen/Berichte/F2452.pdf?__blob=publicationFile&v=7
Artikel	Orts- und zeitflexibel arbeiten Freiräume nutzen, Überlastung vermeiden	baua	2020	https://www.baua.de/DE/Angebote/Publikationen/Praxis/Flexibel-arbeiten.pdf?__blob=publicationFile&v=12
Artikel	Flexible Arbeitszeitmodelle Überblick und Umsetzung	baua	2019	https://www.baua.de/DE/Angebote/Publikationen/Praxis/A49.pdf?__blob=publicationFile&v=12

Library - German

Type	Title	Author	Year	Link
Bericht	Psychische Gesundheit in der Arbeitswelt - Mobilität	baua	2016	https://www.baua.de/DE/Angebote/Publikationen/Berichte/F2353-3d.pdf?__blob=publicationFile&v=6
Artikel	Arbeitswissenschaftliche Erkenntnisse zu Arbeitszeit und gesundheitlichen Auswirkungen	baua	2019	https://www.baua.de/DE/Angebote/Publikationen/Fokus/Arbeitszeiten.pdf?__blob=publicationFile&v=3
Artikel	Psychische Gesundheit in der Arbeitswelt - Wissenschaftliche Standortbestimmung	baua	2017	https://www.baua.de/DE/Angebote/Publikationen/Berichte/Psychische-Gesundheit.pdf?__blob=publicationFile&v=14
Artikel	Prävention von digitalem Stress in der Praxis	baua	2021	https://www.baua.de/DE/Angebote/Publikationen/Kooperation/Digitaler-Stress.pdf?__blob=publicationFile&v=2
Unterlagen	Selbstcheck „Ständige Erreichbarkeit – Ein Thema in meinem Unternehmen?"	baua	2017	http://erreichbarkeit.eu/images/Selbstcheck_0617.pdf
Handbuch	Mobile Arbeit gesund gestalten – ein Praxishandbuch	BMBF	2019	http://www.prentimo.de/assets/Uploads/prentimo-Broschuere-Screen.pdf

Library - German

Type	Title	Author	Year	Link
Unterlagen	Checkliste zur Sicherheit im Home-Office	BSI	N/A	https://www.allianz-fuer-cybersicherheit.de/Webs/ACS/DE/Informationen-und-Empfehlungen/Empfehlungen-nach-Angriffszielen/Remote/Home-Office/Checkliste-Home-Office/checkhomeoffice_node.html;jsessionid=BC041630CE89E37D7A1ED9F5330D0964.internet481
Artikel	Telearbeit und Mobiles Arbeiten Voraussetzungen, Merkmale und rechtliche Rahmenbedingungen	Bundestag	2017	https://www.bundestag.de/resource/blob/516470/3a2134679f90bd45dc12dbef26049977/wd-6-149-16-pdf-data.pdf#BJNR217910004BJNE000302128
Artikel	EU strategic framework on health and safety at work 2021-2027	EU	2021	https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52021DC0323&qid=1626089672913#PP1Contents
Artikel	Zoom-Fatigue	IBE-Ludwigshafen	2020	https://www.ibe-ludwigshafen.de/zoom_fatigue/

Library - German

Type	Title	Author	Year	Link
Artikel	Gesundheitsfördernde Führung von Teams im Homeoffice	Kompetenznetz Public Health COVID-19	2020	https://www.public-health-covid19.de/images/2020/Ergebnisse/Handreichung_Gesundheitsfrdernde_Fhrung_von_Teams_im_Homeoffice.pdf#BJNR217910004BJNE000302128#BJNR217910004BJNE000302128
Artikel	Gesundheitsfördernde Führung von Teams im Homeoffice	Kompetenznetz Public Health COVID-19	2020	https://www.researchgate.net/publication/342381004_Gesundheitsfordernde_Fuhrung_von_Teams_im_Homeoffice
Kurse	Seminare: Mobiles Arbeiten und Home-Office	Kursfinder	N/A	https://www.kursfinder.de/suche/mobiles-arbeiten-home-office-seminare
Kurse	61 Home Office Kurse & Seminare	Springtest	N/A	https://www.springest.de/arbeitsumfeld-sicherheit/Homeoffice
Tipps	How to Homeoffice	VBG	N/A	https://www.certo-portal.de/fileadmin/media/bilder/certo-4-19/Homeoffice-Poster.pdf
Leitfaden	Erfolg mit flexiblen Arbeitszeitmodellen	Zeitreich	2019	https://projekt-zeitreich.de/download/2821/
Leitfaden	Flexible Arbeitszeitmodelle beteiligungsorientiert gestalten	Zeitreich	2019	https://projekt-zeitreich.de/download/2820/

Library - Italian

Type	Title	Author	Year	Link
Article	Come gestire lo Smart Working: ruolo dei manager e sistemi di monitoraggio	Osservatori	2021	https://blog.osservatori.net/it_it/gestione-smart-working
Tools	10 tecniche di brainstorming efficaci per i gruppi	WeWork	2022	https://www.wework.com/it-IT/ideas/professional-development/effective-brainstorming-techniques

Library - Bulgarian

Type	Title	Author	Year	Link
Article	Most companies do not have a hybrid strategy	Karrieri.bg	2022	https://www.karieri.bg/news/39276_povecheto-kompanii-nyamat-strategiya-za-hibridniya-mode
Article	Google employees: The company applies the rules for remote work illegally	Karrieri.bg	2022	https://www.karieri.bg/news/39404_sluzhitelite-na-google-kompaniyata-prilaga-pravilata-za
Article	David Solomon, Goldman Sachs: Telework is an anomaly	Karrieri.bg	2022	https://www.karieri.bg/news/39402_devyvid-solomon-goldman-sachs-distancionnata-rabota-e-a
Article	How companies in Bulgaria support the mental health of employees and their families	Karrieri.bg	2022	https://www.karieri.bg/news/39283_kak-kompaniite-v-blgariya-podkrepyat-psihichnoto-zdrave
Article	The Bulgarian company Weimss introduces unlimited paid leave	Karrieri.bg	2022	https://www.karieri.bg/news/39388_blgarskata-kompaniya-uiymss-vvezhda-neogranichen-platen
Article	Generation Z faces the greatest difficulties in managing mental health	Karrieri.bg	2022	https://www.karieri.bg/news/39394_pokolenieto-z-sreshcha-nay-golemi-trudnosti-s-upravleni

Library - Bulgarian

Type	Title	Author	Year	Link
Article	Mental health is a growing problem for businesses	Karrieri.bg	2021	https://www.karieri.bg/news/38896_psihichnoto-zdrave-e-vse-po-golyam-problem-za-biznesa
Article	The new hiring trend: Pandemic parenting	Karrieri.bg	2022	https://www.karieri.bg/news/39290_noviyat-trend-pri-naemaneto-roditelstvo-po-vreme-na-pan
Article	LinkedIn with an innovation for job-seeking parents	Karrieri.bg	2021	https://www.karieri.bg/news/38608_linkedin-s-novovvedenie-za-trseshchi-rabota-roditeli

Library - Videos

Title	Link
4 Digital Wellness Tips for the Workplace	https://www.youtube.com/watch?v=QK5HNwF5yYE
7 tips for good survey questions	https://www.youtube.com/watch?v=Iq_fhTuY1hw
CONNECTION in the Remote Work Era	https://www.youtube.com/watch?v=jMqMABIXr8E
Digital Wellness for a remote workforce and the role of IT	https://www.youtube.com/watch?v=Hb6A5jshMj4
How to Ask Good Survey Questions?	https://www.youtube.com/watch?v=LnbJUA67W80
How to create a healthy workplace environment?	https://www.youtube.com/watch?v=zR9O4t2mAcQ
How To Lead A Remote Team Successfully In 4 Ways	https://www.youtube.com/watch?v=IinGfnBKTjo
Mindfully - Free Digital Wellbeing App	https://www.youtube.com/watch?v=45dhSGdE4Ks
The Benefits of an Employee Assistance Programme (EAP)	https://www.youtube.com/watch?v=C3priAc1o5g

Library - Videos

Title	Link
What is digital wellbeing?	https://www.youtube.com/watch?v=zfpZpyYYzww&embeds_euri=https%3A%2F%2Flearndigital.withgoogle.com%2F&embeds_origin=https%3A%2F%2Flearndigital.withgoogle.com&source_ve_path=MjM4NTE&feature=emb_title
What is digital wellness and why is it important?	https://www.youtube.com/watch?v=JVbo_rzu8k0
Writing Good Survey Questions - Statistics Help	https://www.youtube.com/watch?v=n34OnLnKzIg

Library - Podcasts

Title	Link
21st Century Work Life and leading remote teams	https://podcasts.apple.com/at/podcast/21st-century-work-life-and-leading-remote-teams/id936499129
Eat Sleep Work Repeat	https://eatsleepworkrepeat.com/category/podcast/
Podcast für Cyber-Sicherheit (German)	https://www.allianz-fuer-cybersicherheit.de/Webs/ACS/DE/Netzwerk-Formate/Medien/Cyber-Sicherheits-Podcast/cyber-sicherheits-podcast_node.html;jsessionid=BC041630CE89E37D7A1ED9F5330D0964.internet481