



STAY CONNECTED

Newsletter 4

Building Bridges in the Hybrid Era - sharing the feedback and insights from the project's pilot training

Across the partner countries, the STAYCONNECTED project has trained and supported HR professionals, managers and VET trainers to rethink how we work, lead and stay connected in hybrid environments.

Between May and July 2025, local training pilots were implemented in Ireland, Greece, Spain, Portugal, Cyprus and Bulgaria, with each project partner adapting the project's six-module training to national contexts. From Cavan to Zaragoza, the workshops focused on inclusive communication, digital wellbeing and strategies to strengthen social connectedness.



Trainers combined case studies, role-plays and reflective exercises to bring hybrid work concepts to life. Participants learned to use tools like Asana, Zoom Whiteboards and Mentimeter while exploring templates and resources from the HR Professionals and Managers Toolkit.

Feedback was overwhelmingly positive with over 90% of participants across countries agreed that the content was relevant, clear and practical with many praising the interactive format and peer learning.

“It was refreshing to exchange experiences and learn from others facing the same challenges,” said one participant from Spain. The pilots proved that hybrid work can be human-centred, inclusive and effective when supported by the right training and tools.



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From Awareness to Action: How Training Pilots Boosted Confidence and Connection

One of the clearest outcomes of the STAY CONNECTED pilots was the boost in professional confidence among participants. In Greece, 82% reported feeling “very confident” in supporting inclusion and wellbeing in hybrid settings. In Ireland, participants praised the programme’s practical templates, such as the Digital Wellbeing Policy and Hybrid Communication Schedule as directly applicable in their workplaces. Across Portugal, Bulgaria and Cyprus trainers observed participants moving from theory to action such as drafting hybrid team charters, revising internal communication policies and designing wellbeing initiatives.

“The tools and examples helped us immediately reflect on our organisational practices,” noted a manager from Portugal.

The pilots not only supported the transfer of knowledge; they cultivated reflection, empathy and collaboration across the project target groups.

Participants highlighted the balance between theory and practice, the professionalism of facilitators and the space for open dialogue. Suggestions for improvement centred on extending session time, adding deeper case studies, and offering follow-up coaching, all signs of strong engagement and eagerness to continue learning.



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Project Number: 2023-1-BG01-KA220-VET-000153460