



Remote Control

Hybrid Work, Digital Gatekeeping, and Systemic
Power Shifts

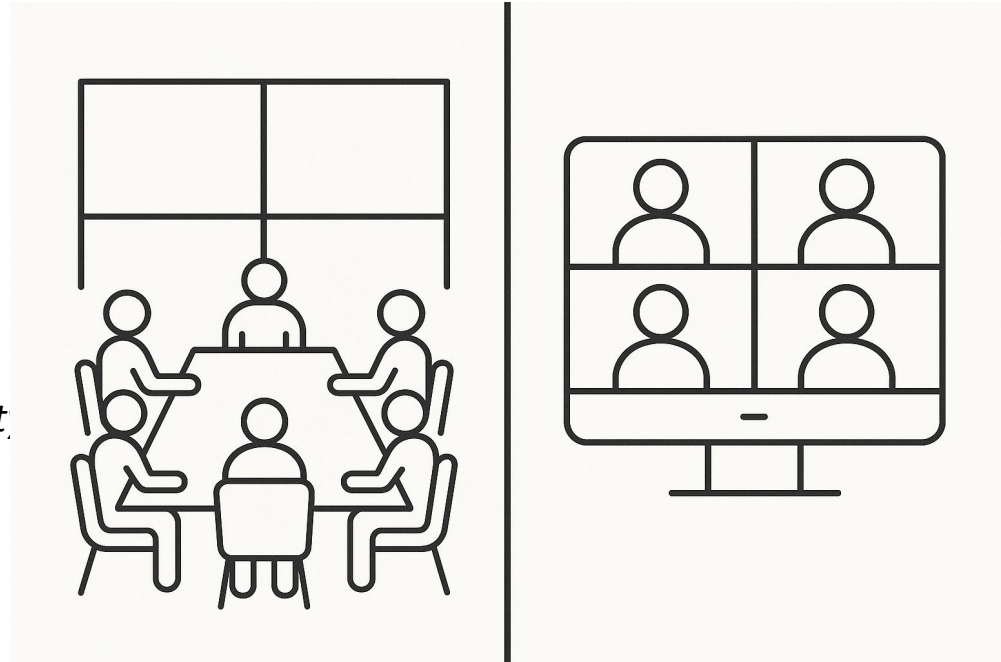
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0:00-0:30

Problem Statement



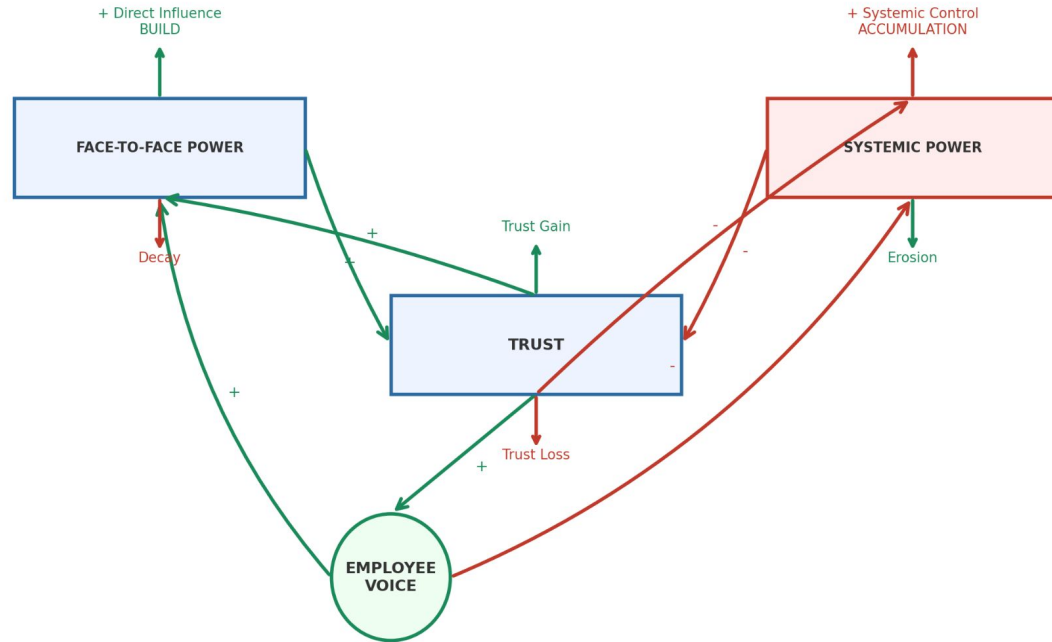
- Offices gave power clear cues; video grids erase them.
- Managers gained dashboards; employees lost hallways.
- **Question:** *How do feedback loops of trust, voice, and control re-wire authority online?*



Dynamic Hypothesis: 5 microtheories



Mode	Power Flow	Hypothesis
In-person 1:1	Direct \rightleftharpoons	H1 Mutual adjustment
In-person 1:Group	Direct \rightleftharpoons	H2 Leader–team synchrony
Solo \leftrightarrow Tech	Indirect \rightarrow	H3 Algorithmic dominance
Group \leftrightarrow Tech	Indirect \rightarrow	H4 One-way system constraint
Hybrid	Direct \rightleftharpoons + System	H5 Dual feedback regime

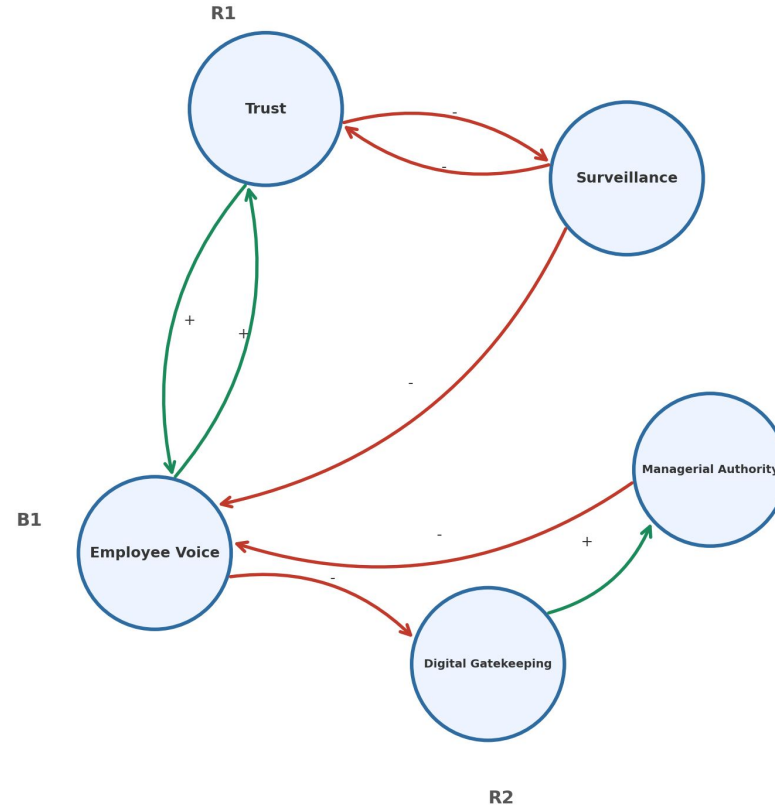


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What the loops say:

- **R1 Trust spiral:** Monitoring breeds mistrust, demands more monitoring.
- **B1 Voice lever:** Structured participation rebuilds trust, dampens spiral.
- **R2 Gatekeeping loop:** Hosts or data owners quietly stockpile authority.



Conclusions



Implications

- Configure platforms as *org-design choices*, not IT defaults.
- Audit “who controls screen & data” to surface hidden hierarchies.

Recommendations

- Rotate meeting host role; use polls/chat to amplify voice.
- Publish clear rules before adding surveillance analytics.

Next study

- Quantify loops in a stock–flow simulation; test policy levers across H1–H5 scenarios.