



# WORK REIMAGINED

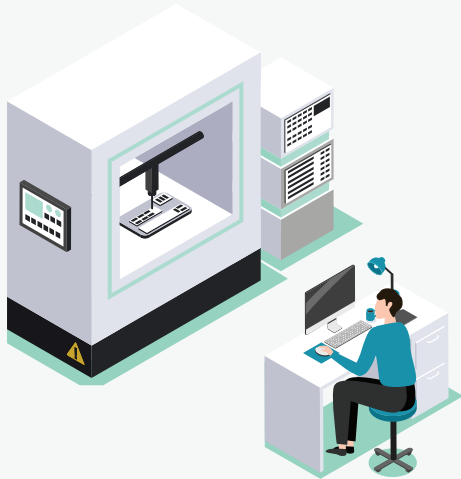
What Will Work Look Like in the Future?

# Creating the Hybrid Workplace of the Future



Based on our remote work survey, we have distinguished key themes that businesses will need to focus on to operate sustainably, ensure inclusivity, and take advantage of new opportunities.

# Business Futures



## 58%

of HRDs said their businesses are considering reducing their office footprint post-COVID

HRDs found the most significant challenges in preparing their workforce to work remotely are:

**Tracking productivity**

**Oversight of individuals**

**Engagement**



Currently, 

## 42%

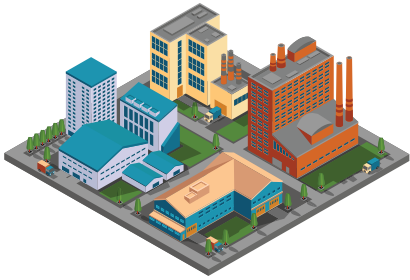
of HRDs said their businesses DO NOT offer any training for remote or flexible workers specific to working in a decentralised way

To succeed, businesses will need to embrace this mantra: “think globally, act locally.” Teams will need to feel empowered to make decisions, collaborate and keep information flowing from a decentralised standpoint, while staying aligned to a global mission and values.

Organisations will need to rethink, redesign and restructure existing processes and business models as the competitive landscape changes and as both workers and consumers call for organisations to become more socially responsible.

C-suite executives and HR managers should focus on increasing the connectivity of distributed networks to efficiently deliver on corporate goals and to optimise productivity.

# Workforce Futures



59%

Live in suburbs



23%

Live in a city



18%

Live rurally

Salary, location then commute are the most important factors in a role

86%

would like to work remotely at least one day a week

Only

35%

have a dedicated home office

68%

feel supported by employer when WFH by:

- **Group check ins**
- **1-1s**
- **Team instant messaging**
- **Brainstorming**

The hallmark of the workplace of the future is that rather than a space connected by four physical walls, it becomes a space connected by a shared sense of purpose and a culture of collaboration.

It's time that companies start redefining jobs based on tasks rather than job roles, ie. task deconstruction that allows for an agile model of the right person doing the right task on a specific project at the right time.

Talent strategies need to be agile, flexible, diverse and inclusive to break down silos, and build a workforce that is responsive, effective and collaborative.



# Technology and Work Environment



50%

of HRDs said their businesses DO NOT monitor their remote workforce

39%

of HRDs said their businesses will be hiring (or continue to hire) contractors to extend their workforce



58%

of HRDs said hiring contractors is totally essential to the timely delivery and high standards of expertise required to deliver certain projects within the business



As businesses adopt more technological tools and processes, managers will need to reorient their workforce to new ways of working, collaborating and engaging with the organisation and with other employees

Moving past the advent of remote working will require integrating hybrid workforce models and flexible structures. The intersection between creativity, industry-specific experience, and technology will become ever more important.

Both the digital and physical workplace will need to cater to a multigenerational, multidisciplinary, culturally and geographically diverse workforce. Organisations should identify and develop leaders to be ready to respond to this wide-reaching change.

# Employee Wellbeing

## 70%

of people felt their mental health was either improved or unchanged from remote working – struggles identified were (top answers graded importance first):

- Unplugging
- Loneliness
- Distractions
- Ability to collaborate
- Staying motivated
- Finding a suitable workspace



Biggest positives to remote working were (top answers graded importance first):

- Less commuting time
- More time with family
- Flexibility of schedule
- Working from home
- Cost savings
- Sustainability
- Productivity

## 53%

would like more remote working in their current role and 26% would like to work remotely all the time from now on

Employers will need to find ways to involve remote employees and leverage technology to engage teams virtually while finding ways to connect face to face. Clear channels of communication and an emphasis on employee feedback will be vital.

Employers need to design wellbeing into the work itself and make it an integral facet to company culture. Technology should be leveraged to promote connectivity, develop healthy habits, and provide ways to nurture mental health.

Employers will need to think creatively to keep remote staff and contractors engaged while virtually maintaining their company culture so that remote workers don't feel isolated or disengaged.