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# THE FUTURE OF THE OF THE OFFICE IS HYBRID



## THE SHIFT TO REMOTE HAS ACCELERATED

The shift to remote work has been forecasted by People & Culture teams across varying business sectors for years, however the acceleration of this shift through a pandemic was entirely unforeseen.

Just as fast as work-from-home policies have been implemented, organizations are now looking to determine what the optimal post-pandemic workplace looks like.



## INCREASED BURN OUT & ZOOM FATIGUE ARE REAL

For most companies, the transition to remote work has been successful in a short amount of time. Though that may be, there have been key drawbacks with working from home.

Feelings of fatigue from Zoom meetings, isolation resulting from remote work, and burnout have all become known elements to HR teams across the board.



## THERE IS NO "BACK TO NORMAL" IN THE POST-PANDEMIC WORLD

Employees have become accustomed to flexible work arrangements and this is not looking to change at the end of the Covid-19 pandemic.

The duration of the pandemic thus far has been long enough to cement a behavioral and expectation change on behalf of employees of workplaces worldwide.

Recognizing this trend of a "new normal" is pivotal for HR professionals to ensure they are keeping up with employee wants & needs to maximize thriving workforces.



# A HYBRID/FLEXIBLE OFFICE SPACE MODEL WILL BE THE NEW NORMAL

**"Having a post - pandemic transition strategy is an absolute must." - Matthew Stanley, Openo.io**

The overwhelming data collected on current workplace trends indicates that organizations with both a remote and in-person office strategy are most likely to maintain or generate an uptick in productivity and overall employee happiness.

The sentiment of HR professionals in the private sectors is that the remote workspace model will definitively need to be integrated in a post-pandemic workspace model. This sentiment is not shared as clearly with the public sector professionals, who are more inclined to seeing this as a temporary measure.

*Organizations with both a remote and in-person office strategy are most likely to maintain or generate an uptick in productivity and overall employee happiness.*

Although it may not be clear when the pandemic will end and what new model will be most successfully adopted, having a post - pandemic transition strategy is an absolute must.



## REVIEW YOUR CURRENT FIGURES

Start by reviewing your current data on whether or not a hybrid remote workplace is feasible at all.

- What's the impact of this pandemic on the productivity of your organizational business functions?
- Are there specific teams that are particularly having a hard time thriving during the pandemic? i.e: Sales, Marketing, Partnerships
- Map out your current indicators of employee-satisfaction and categories compared to previous years. Is there a direct correlation to the remote nature of the workplace or are there other factors at play?

## GET DATA FROM YOUR TEAMS

Once you've assessed your current data, it's time to obtain feedback from your teams. Implementing a hybrid model may be a terrible idea if your specific teams are not on board

- Generate an anonymous survey that goes out to each team to get their insight on:
  - i. What their biggest workplace challenges are during this pandemic. Offer some examples such as "work/life balance, lack of social interaction, burnout" etc..
  - ii. How often they see themselves coming into the office after the pandemic
  - ii. If they believe in-person office spaces are necessary to their business function and happiness

## BUILD OUT YOUR STRATEGY

With comparable historical data as well as current up-to-date information directly from your teams, it's time to build out a strategy.

- Outline specifically what your policies in relation to employee presence are going to be post-pandemic
  - i. Will your teams be offered a singular, "Work From Anywhere" policy? Or perhaps a number of preset categories such as "Remote, Flex, In Office"?
  - ii. Is this offered to all teams or a specific set of departments?
- **Automate processes** with platforms such as **Openo.io** , which will help map out office spaces for use and implement post-pandemic transition measures

# KEY TAKEAWAYS

- The expedited transition to remote work has led to key behavioral change in employees and the workforce at large
- Offices will not be going back to a pre-pandemic "normal", rather there is a "new normal" which will include a hybrid workplace model
- In setting up your custom post-pandemic strategy, leverage existing data and obtain new employee data to cultivate the best experience for your team
- Use office space platforms such as **Openo.io** which helps automate hybrid office employee management in a systematic and organized manner

VISIT [OPENO.IO](https://openo.io) TO GET YOUR OFFICE POST-PANDEMIC READY



Get your office post-pandemic  
ready

Office spaces for teams are changing worldwide. Get yours up to speed.