

# Blended *(And we're not talking coffee)*

How can employee experience practitioners support the new 'workspace'?

## TAILORING - SUITS YOU, SIR!

- ✓ REINFORCE THE IDEA THAT YOUR BUSINESS VALUES RESULTS OVER PRESENTEEISM.

**More than 75% of companies** recognised presenteeism in staff working from home **AND** when attending the workplace, showing that location doesn't necessarily affect your employees' outputs.<sup>3</sup>

- ✓ THE NEW KID ON THE BLOCK FOR BUSINESS WORKING IS THE 'HYBRID MODEL'.
- ✓ LISTEN TO YOUR EMPLOYEES! WHAT HAS BEEN WORKING FOR THEM? HOW CAN YOU HELP YOUR OWN RETENTION BY MEETING THE NEEDS OF YOUR TEAMS?

 **Only 12%** of us want to work from home full-time, post lockdown.<sup>4</sup>

## YES, WE'RE STILL TALKING ABOUT WELLBEING

- ✓ PROVIDE WAYS FOR PEOPLE TO CONNECT & TOOLS TO ASSESS HOW THEY ARE FEELING.
- ✓ ENCOURAGE MANAGERS TO MAKE THE WELLBEING OF THEIR TEAMS A PRIORITY.

**53%** of employees report their organisations are increasing their employee wellbeing support or benefits.<sup>7</sup>

**65%** of line managers bought into the importance of employee wellbeing, up from 58% last year.<sup>8</sup>

## ON THE ROAD AGAIN!

- ✓ OVER-COMMUNICATE ON YOUR BUSINESS DIRECTION.

**85% of employees** say they are more motivated when management offers regular updates on company news.<sup>9</sup>

- ✓ FIND INNOVATIVE WAYS TO SHARE THE STORY. FIND IN-THE-MOMENT METHODS TO ENSURE THAT PEOPLE GET INFORMATION QUICKLY.

## OFFICE MAKEOVER

- ✓ CHALLENGE THE NOTION OF THE OFFICE AS JUST A PLACE TO 'HOUSE THE WORKERS'.
- ✓ QUESTION THE CURRENT 'RULES' ON OFFICE LAYOUTS.

**37%**

of employees ranked in-person team collaboration as the **"most exciting"** element when returning to the office.<sup>1</sup>

- ✓ PLAN MORE SPACE FOR COLLABORATION, INTERACTION, AND SOCIALISING, BOTH DURING AND AFTER WORK.

**51% of employees** said they would be willing to trade their assigned desk for greater flexibility to choose when and where they work.<sup>2</sup>

## CAN WE CHANGE THE CHANNEL PLEASE?

- ✓ IF WE'RE PROMOTING FLEXIBLE WORKING, THEN THE COMMUNICATION CHANNELS NEED TO MATCH.
- ✓ SUPPORT YOUR MANAGERS TO SET THE STANDARDS ON FULL-TEAM COLLABORATION AND ENGAGEMENT.

**35% of organisations** are saying that increasingly tailored, hyper-personalised messages will become the norm in the next few years.<sup>5</sup>

- ✓ DIGITAL CAPABILITY WILL PLAY A BIG PART... SO YOU'LL NEED TO BE EVEN MORE BEZZY BUDDIES WITH YOUR IT COLLEAGUES.

**56%**

of organisations stated the **digital workplace** was an **"extremely"** or **"very"** important priority.<sup>6</sup>

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