



INSIGHTS DRIVEN BY DATA

2021 Global Workplace Report

Connecting your hybrid workforce

Employees are now at the forefront of workplace strategy and the global success of organizations



Employee wellbeing and EX have risen in strategic importance

90.6% recognize the value of EX as important to the organizational strategy or a crucial strategic differentiator



But capabilities lag

just 37.9% are very satisfied with their current EX capability



Understanding varies

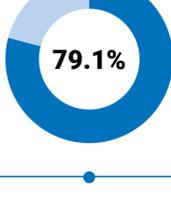
72.7% agree that parts of the organization don't understand or truly embrace the value of EX

...but there remains a lag in executing that strategy

The emergence of a hybrid workforce

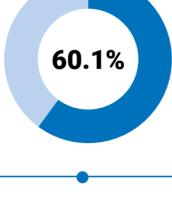
The pandemic has completely changed the way we work

When safe,



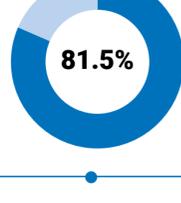
of organizations say their employees would prefer to work from an office than from home (desire level diminishing with age)

yet



of employees would prefer option to occasionally work from home

and



of organizations agree that home working has challenged organizational performance

Connectivity and communication have developed into key priorities to enable agility and protect employee wellbeing



5 data-driven insights to connecting the hybrid workforce

1

Workforce | The EX factor

Discrepancies in executive, operational and employee feedback indicate that EX needs to extend further into the enterprise.



64.4% of CEOs globally are very satisfied with their current EX capability. Just 23.3% in operations say the same



Globally, only 23.1% of employees are very happy working for their current employer



x2 Satisfaction levels on EX double in organizations who have optimized their workplace strategies

2

Strategy | Modernizing workplace strategies

For many post covid strategies still not going far enough. There remains much uncertainty...



72.0% of CEOs say strategies to modernize and digitally optimize the future workplace are defined and agreed, but only 47.2% of operations staff would agree



62.9% of CHRO's say that employee wellbeing levels have deteriorated since the start of the pandemic



Top 4 elements to enabling workforce

- 1 Connected technology
- 2 Quality of collaboration
- 3 Employee wellbeing
- 4 Systems security of the hybrid workforce

3

Work | Connecting employees

As organizations revisit their policies in light of changing workstyles, technology will need to securely support a range of employee profiles and work location preferences.



54.6% of organizations say employees have access to technology that fully enables and augments performance when working from home



56.1% have access to technology that enables and augments performance when working from company premises



#1 Technology is ranked the most important enabler of organizations workplace strategies

4

Workspaces | Digital and physical workspaces

No longer a fixed location, the modern workspace can be anywhere. The last year has seen a rise in work-from-home challenges for employers and employees alike.



58.3% of employees say that working from home is problematic



74.8% of organizations expect their hybrid workers will work half the week or more from the office



55.1% of organizations strongly satisfied company premises can support hybrid working

5

ESG | Smart sustainability

Although hybrid operating models have introduced new challenges to sustainability initiatives, this year's findings indicate many organizations are stepping up focus and efforts to drive positive change.



61.4% of CEO's strongly agree they are aligned with the UN's Sustainable Development Goals (SDGs), in support of their ESG agenda

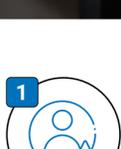


30.9% say sustainability is now part of their sales proposition to customers. 29.8% say it's part of their procurement requirements for vendors



93.2% agree that having a sustainable workplace helps attract/retain talent

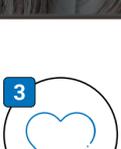
Top 5 considerations driving workplace strategies



Employee safety



Enabling hybrid & remote working



Employee wellbeing



Improved EX



Sustainability goals

Engage with us to accelerate your hybrid workplace ambitions



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