



# The Office Space Shift By the Numbers

Remote work used to be a luxury designated to a select few. Now it's a necessity for crowds of office workers and administrative staff. While hybrid work gave employees more flexibility and independence, it also added new obstacles, such as difficulty in collaborating with coworkers. When people return to the office, it will likely be for meetings and other forms of collaboration—but some of the team will remain remote.

And that presents new challenges. It's difficult to collaborate in a hybrid workplace. As research demonstrates, many companies are looking for ways to help their teams work better.

## Meet the Challenges

### Workers Are Considering Their New Workplace Options

Work environments will change as employees return to the office under a potpourri of different hybrid scenarios. However, just because they *can* work remotely doesn't mean they always *want to*.

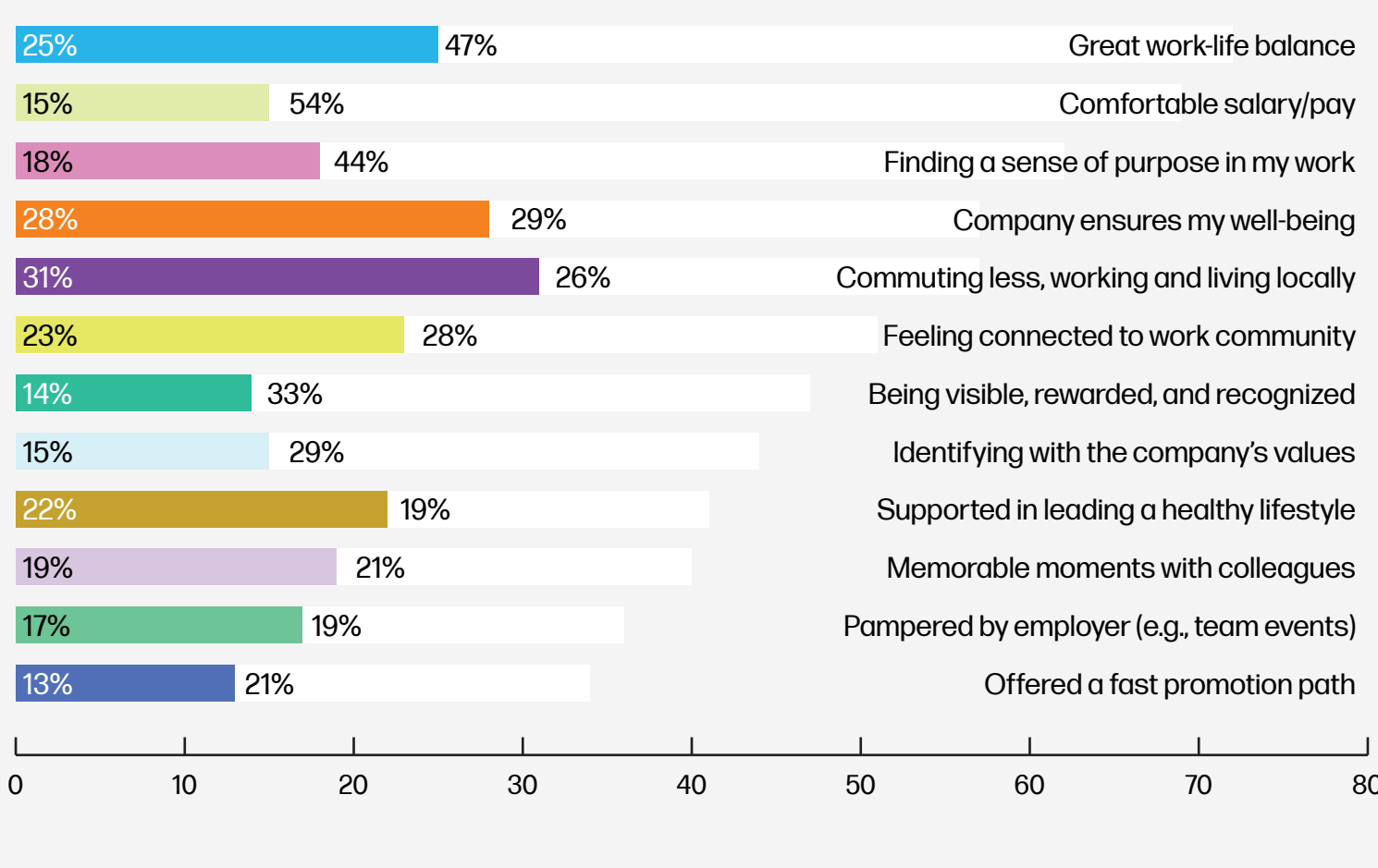
### Where Do Workers Want to Work?<sup>1</sup>



19%	All remote
8%	Almost entirely remote (4 days remote)
17%	Mostly remote (3 days remote)
12%	Mostly in office (2 days remote)
22%	Almost entirely in office (≤ 1 day remote)
21%	N/A - The nature of my work does not allow me to work remotely

### Workers' Expectations Are Changing

Employees now reprioritize what they need from the workplace, giving more weight to factors such as better work-life balance. JLL Research asked respondents how their priorities changed in light of the current crisis.<sup>2</sup>



# Remote Workers Want to Be Heard and Seen ...both literally and figuratively



### Meetings Make a Difference

One way these issues show up is in collaboration—which, these days, is in online meetings.

“When you’ve got some [employees] in the office and some remote, the inequalities can begin to creep in. Over many years, I’ve heard people say, ‘If I’m remote, and everybody else is in the office, it’s almost as if I don’t exist.’”

PENNY PULLAN, Virtual and hybrid team leadership expert<sup>3</sup>

“While remote participants need to see who is talking and what’s taking place in the meeting room, great audio is actually more critical. Yet while a lot of attention is paid to the visual aspects of meetings, audio is often overlooked until the last minute.”

HARVARD BUSINESS REVIEW<sup>4</sup>

# Now is the Time to Figure Out the Remote Office

Every company is doing its best to plan for a hybrid work environment. But nobody is confident about the way forward. After all, the temporary adjustments made during the pandemic were also accompanied by external stresses that won't continue as the world opens up again.

Most companies don't have a plan yet. If you aren't sure what to do, you aren't alone.

### The State of Post-COVID-19 Office Planning<sup>5</sup>

4%	Haven't started thinking
32%	Concepts being discussed but no aligned vision or plan
32%	High-level vision being aligned among top team
21%	Detailed vision in place and aligned but not communicated
11%	Detailed vision in place and communicated, pilots started



### Develop Consistent Hybrid Work Policies

There isn't a single answer. Different hybrid work models include asking employees to come into the office for part of the week or letting some employees be fully remote while others show up in person.

But many companies still approach hybrid work inconsistently. It's hard for workers to make long-term plans without clear direction from their employers.

# So What Should You Do?

### Implement Long-Term Strategies

Even during the pandemic, companies including Twitter, Facebook, Square, Box, Slack, and Quora announced longer-term—and in some cases permanent—remote work policies enabling at least some employees to work remotely.<sup>6</sup>

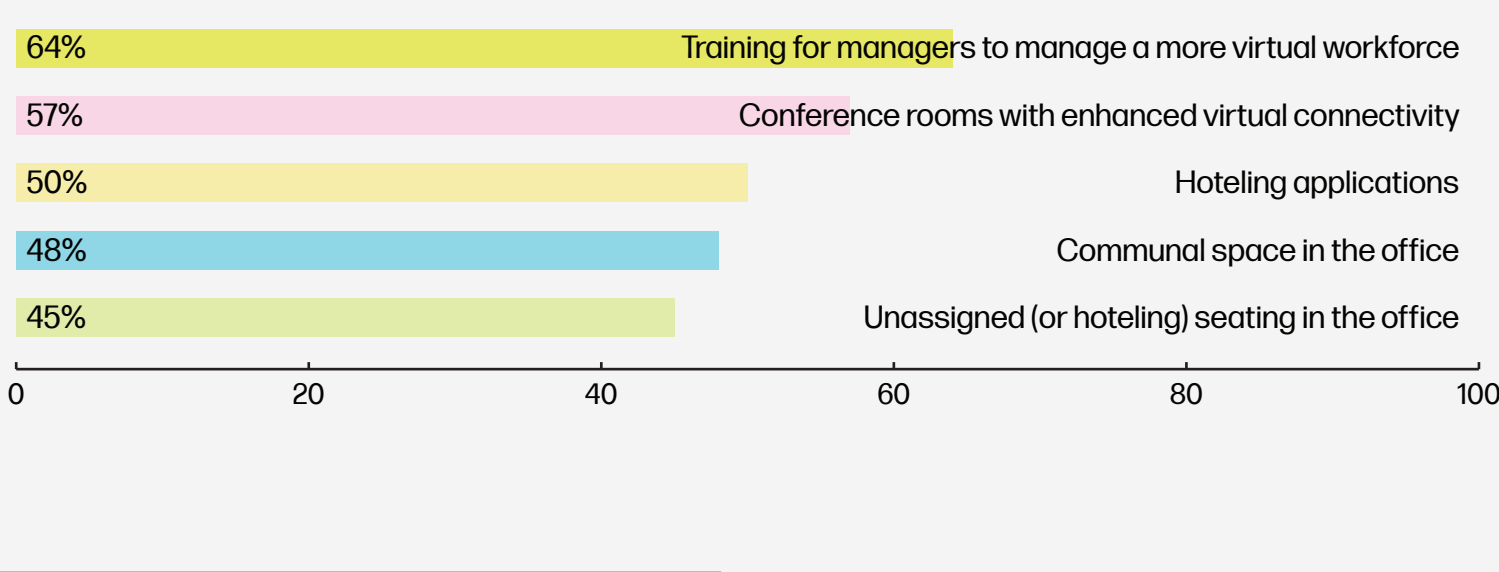
### Redesign the Office

With in-office collaboration in mind, most companies are looking at redesigning their offices for remote and hybrid work.<sup>7</sup>

**66%** of Leaders say their companies are considering redesigning their offices for remote work.<sup>8</sup>



### US executives planning new investment to support hybrid work<sup>1</sup>



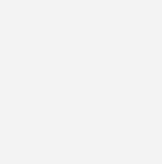
### Prioritize Meeting Room Solutions

New meeting room tools such as HP Presence improve collaborative work between teams in offices and online participants. New technology enables people to work together better, with features including HP Auto Frame, dynamic sound leveling, and AI noise reduction. It helps remote workers engage in in-office conversations, and lets them see and hear their in-office colleagues.

Business leaders who want to keep their workforce happy—as well as to encourage real collaboration and innovation—need to consider actionable tasks.

For instance, the way we conduct meetings has changed, from body language cues to videoconferencing hardware. In our e-book “Stuck in the Waiting Room: Meetings for Modern Times,” get professionals’ advice on how to get participation from everybody involved—and ensure that all voices are heard.

If you're ready for people to be seen, be heard, and feel like part of the office, visit [hp.com/presence](https://hp.com/presence).



<sup>1</sup> PwC, The Future of Work: What Boards Should Be Thinking About, accessed October 28, 2021, <https://www.pwc.com/us/en/services/governance-insights-center/library/covid-19-returning-workplace-boards.html>

<sup>2</sup> Jones Lang LaSalle (JLL), “Global workforce expectations are shifting due to COVID-19,” 2020, <https://www.us.jll.com/en/trends-and-insights/research/global-workforce-expectations-shifting-due-to-covid-19>

<sup>3</sup> Computerworld, “How to Make the Hybrid Workplace a Success,” 2021, <https://www.computerworld.com/article/3625452/how-to-make-the-hybrid-workplace-a-success.html>

<sup>4</sup> Bob Frisch and Cary Greene, Harvard Business Review, 2021, “What It Takes to Run a Great Hybrid Meeting,” <https://hbr.org/2021/06/what-it-takes-to-run-a-great-hybrid-meeting>

<sup>5</sup> McKinsey & Company, “What executives are saying about the future of hybrid work,” 2021, <https://www.mckinsey.com/business-functions/organization/our-insights/what-executives-are-saying-about-the-future-of-hybrid-work>

<sup>6</sup> Yang, L., Holtz, D., Jaffe, S. et al., “The effects of remote work on collaboration among information workers,” Nature Human Behaviour, 2021, <https://www.nature.com/articles/s41562-021-01196-4>

<sup>7</sup> Microsoft, The Next Great Disruption Is Hybrid Work: Are We Ready? 2021, <https://www.microsoft.com/en-us/worklab/work-trend-index/hybrid-work>

<sup>8</sup> Joan C. Williams, Rachel M. Korn, and Mikayla Boginsky, “Don’t Lose the Democratizing Effect of Remote Work,” Harvard Business Review, 2021, <https://hbr.org/2021/08/dont-lose-the-democratizing-effect-of-remote-work>

