

The big hybrid working discovery

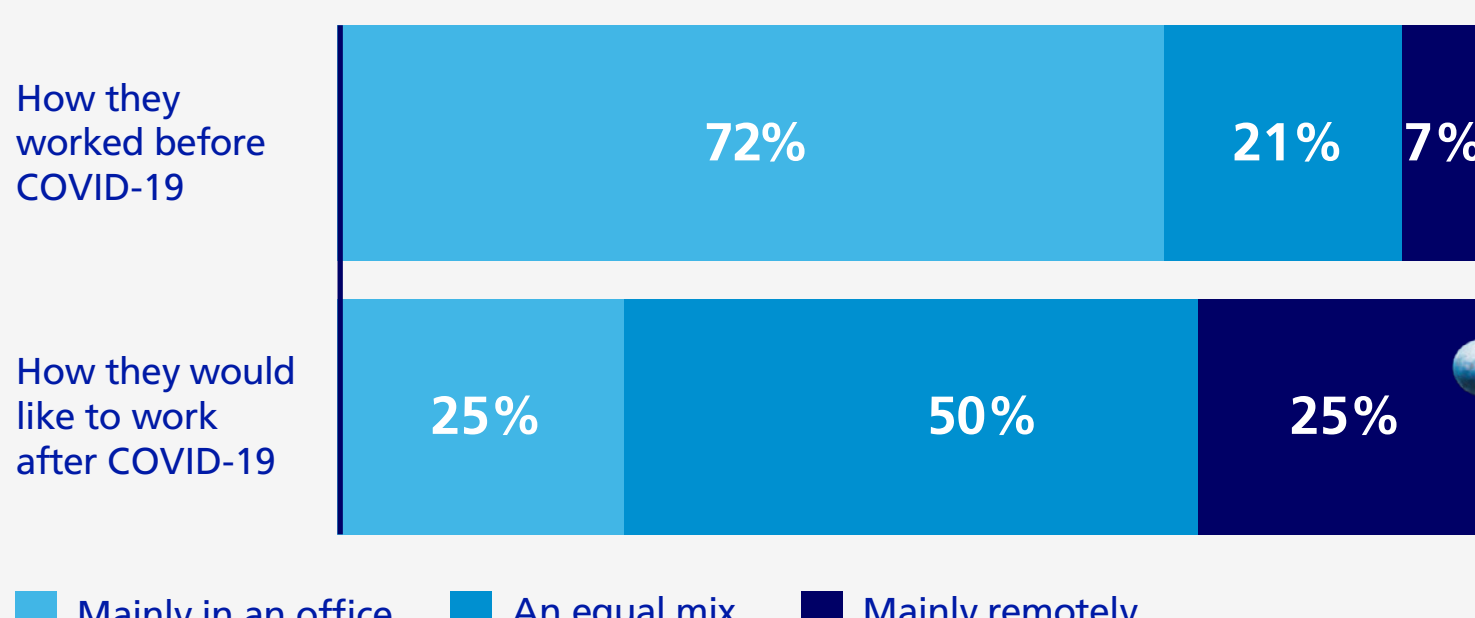
Flexible working is here to stay, make it work to your advantage. Read on to find out how.

You've flexed your business to allow people to work from home. Now, it's time to achieve even more flexibility and productivity, as we help you move into the next phase of working from anywhere.

We've discovered four ways you can get the most out of hybrid work

Tip 1 Give your employees the option of a hybrid work environment

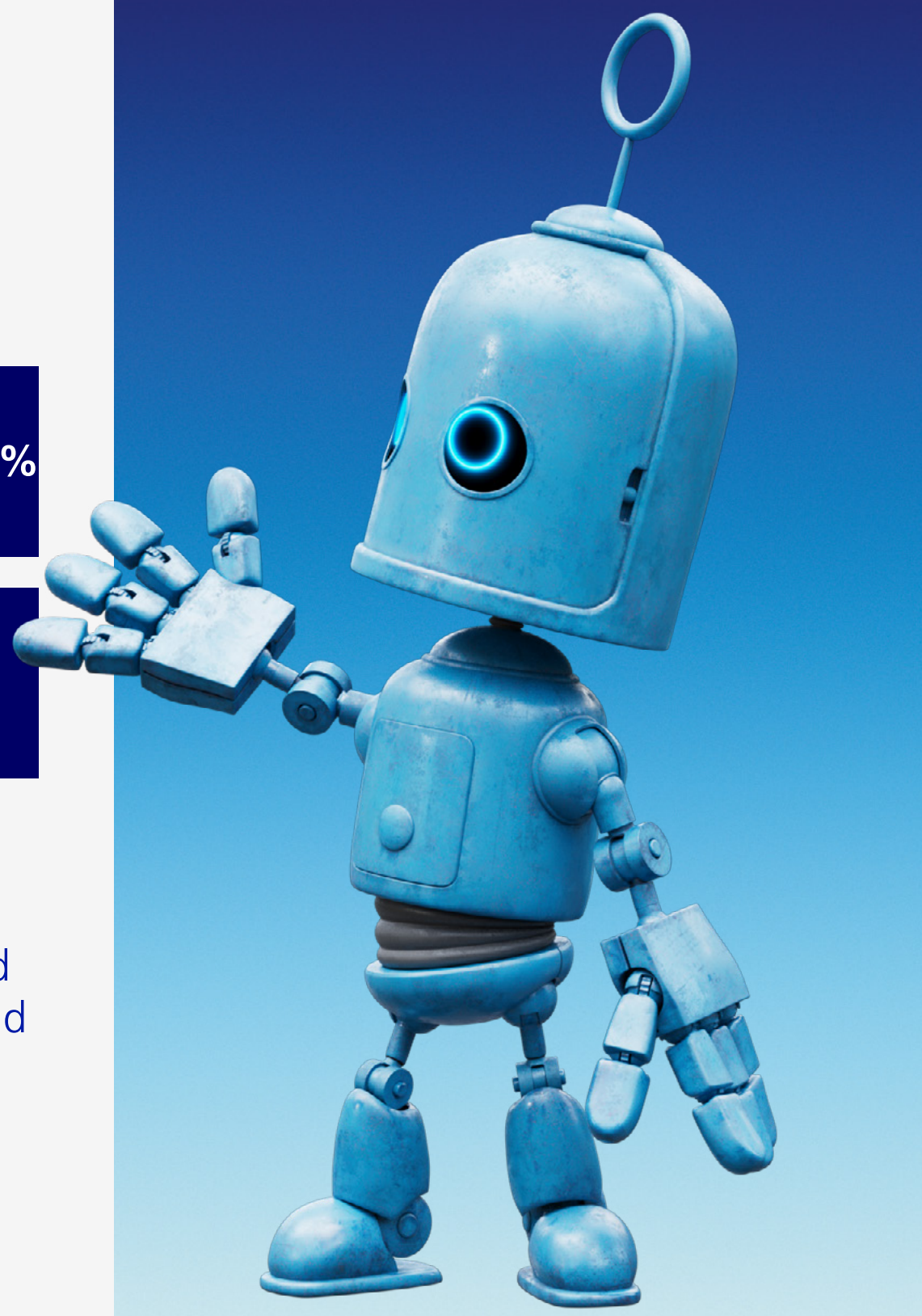
Typical working location before COVID-19 vs. where they would like to work after the pandemic



■ Mainly in an office ■ An equal mix ■ Mainly remotely

48% Nearly half the people we asked (48%) said they would be more productive if they could choose their preferred way of working.

Before COVID-19, most employees worked in the office. Now they want to work remotely or a mix.



Tip 2 Some aspects of work are better kept remote, others are better in person

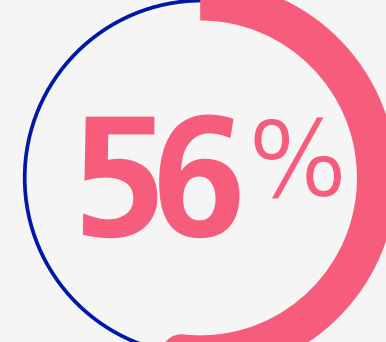


■ Remotely (via video or teleconference) ■ Face-to-face

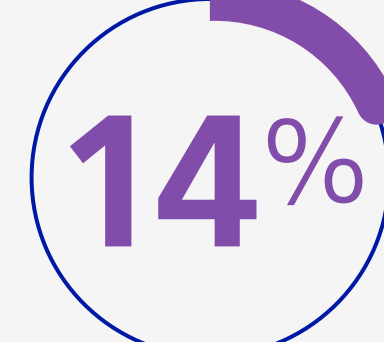
The majority of people prefer that everyday meetings stay remote, which allows for maximum flexibility.

Training, brainstorming and external meetings are roughly balanced between remote, face-to-face and no preference.

One thing is clear. People prefer to socialise face-to-face.

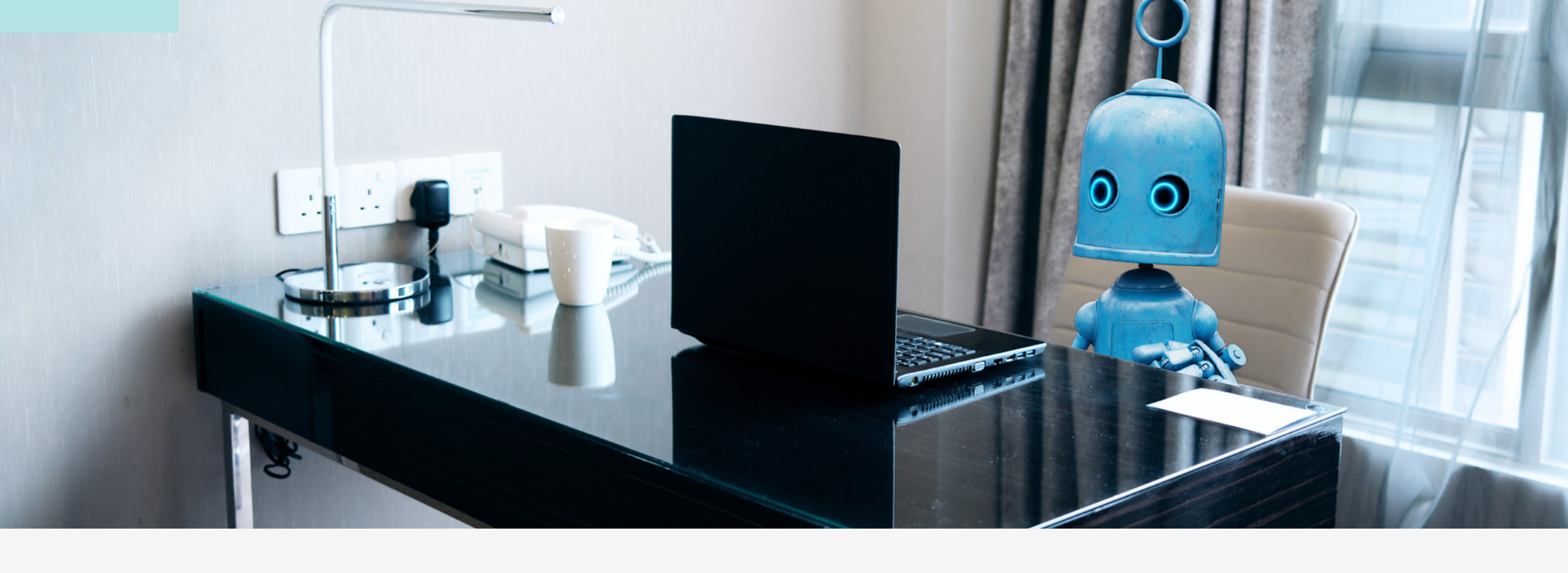


56% want office parties in the real world



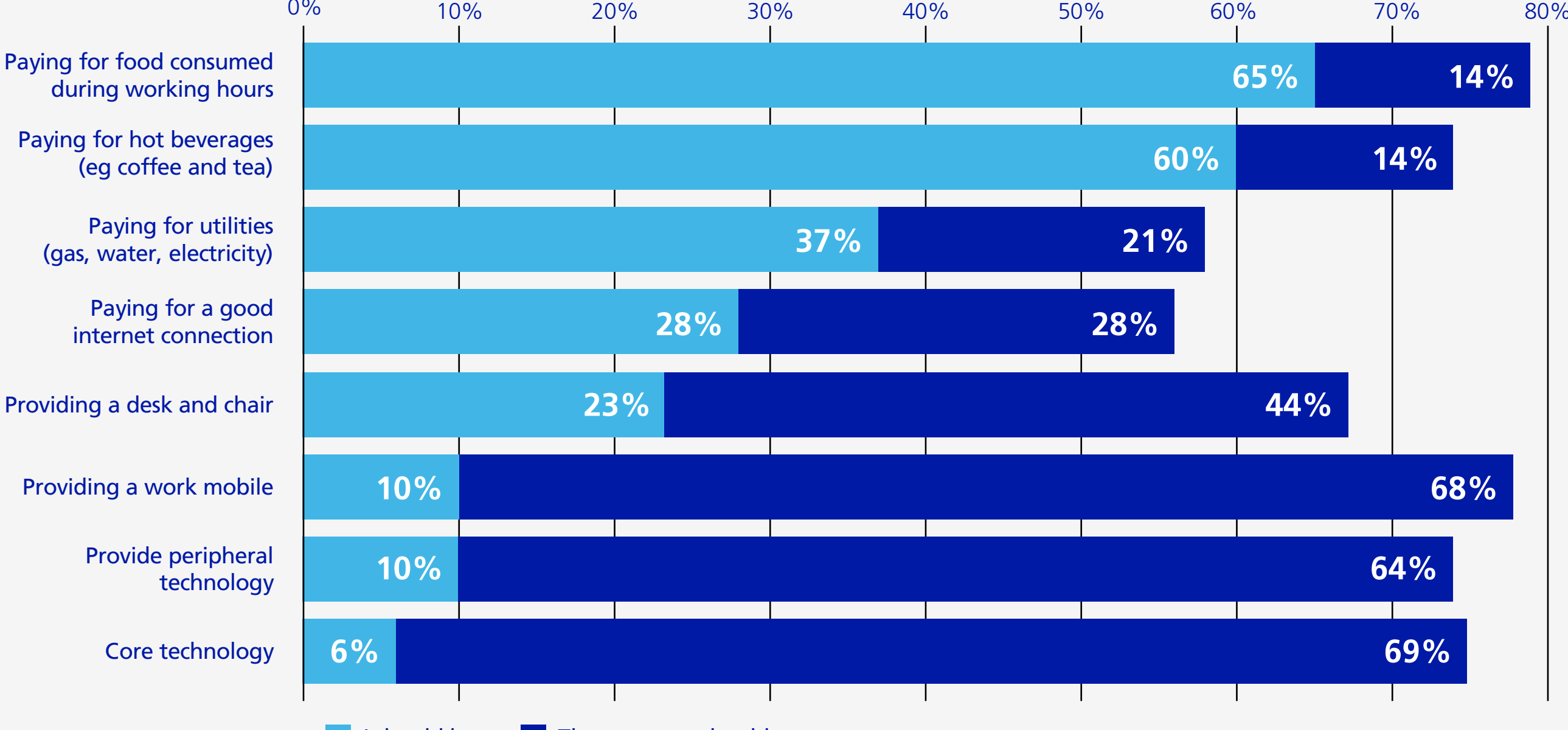
Meanwhile only 14% prefer remote team socials

Tip 3 Get the right technology in place for more productive work at home



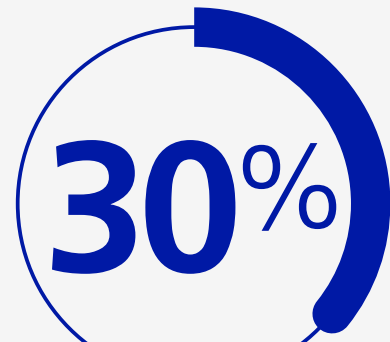
Over two-thirds of people think their employer should provide technology such as laptops, monitors, mouse, keyboard and mobiles.

Responsibility for providing or paying for

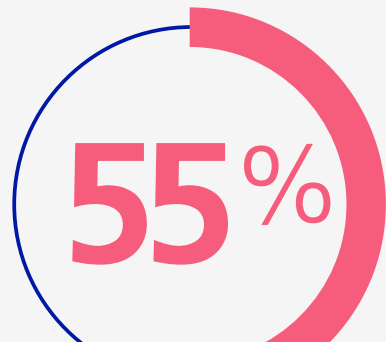


■ I should be responsible ■ The company should be responsible

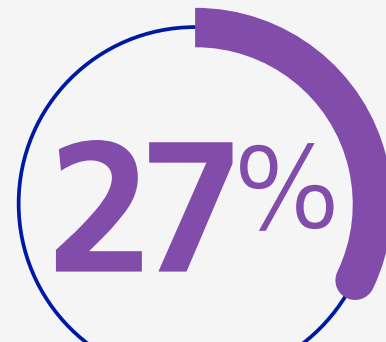
However



have unreliable connectivity at home



do not have a desk to work from, when homeworking



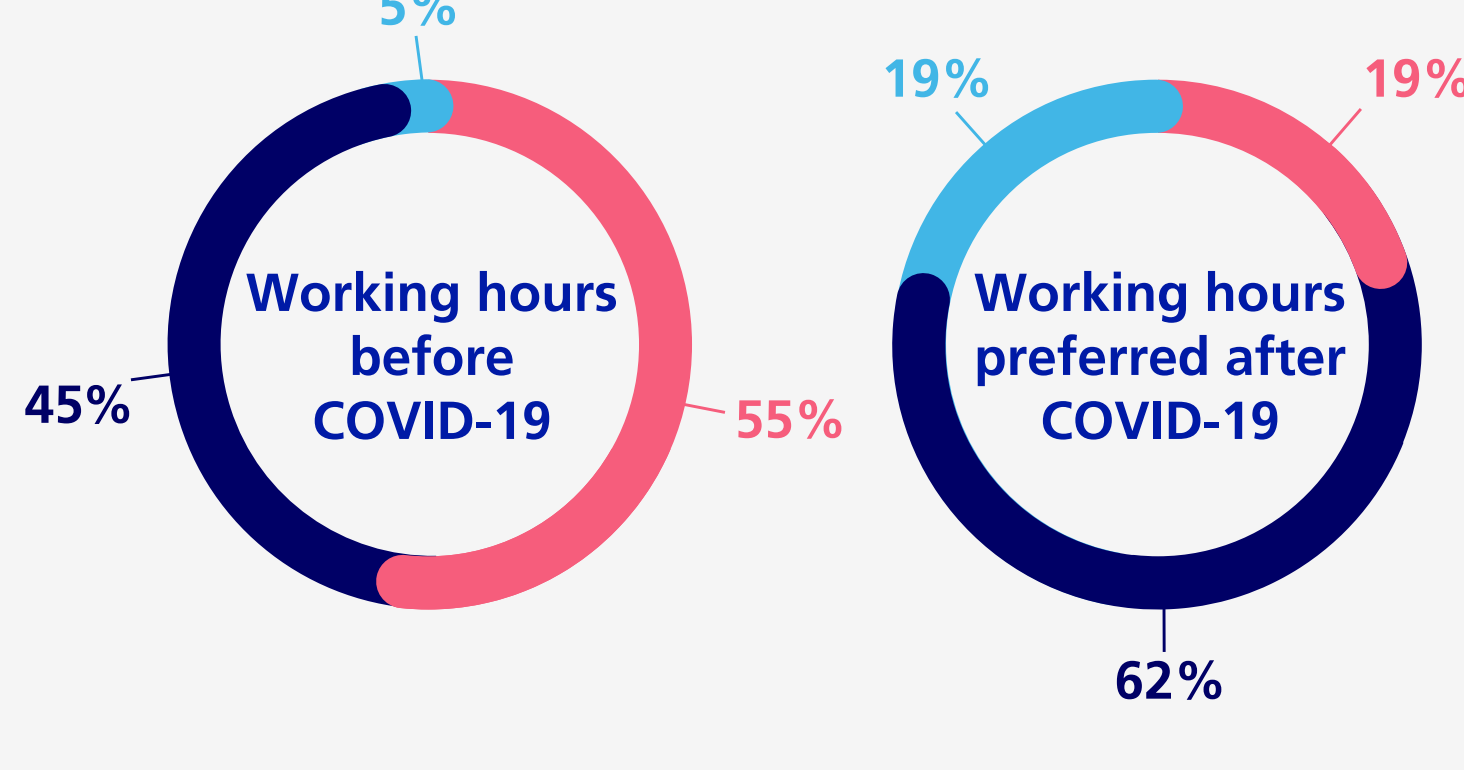
have an ergonomic chair



Making sure people have the right technology to work from home is not only vital for long-term productivity, but is also important for improving employee experience, health and wellbeing.

Tip 4 Find a time that works best for everyone

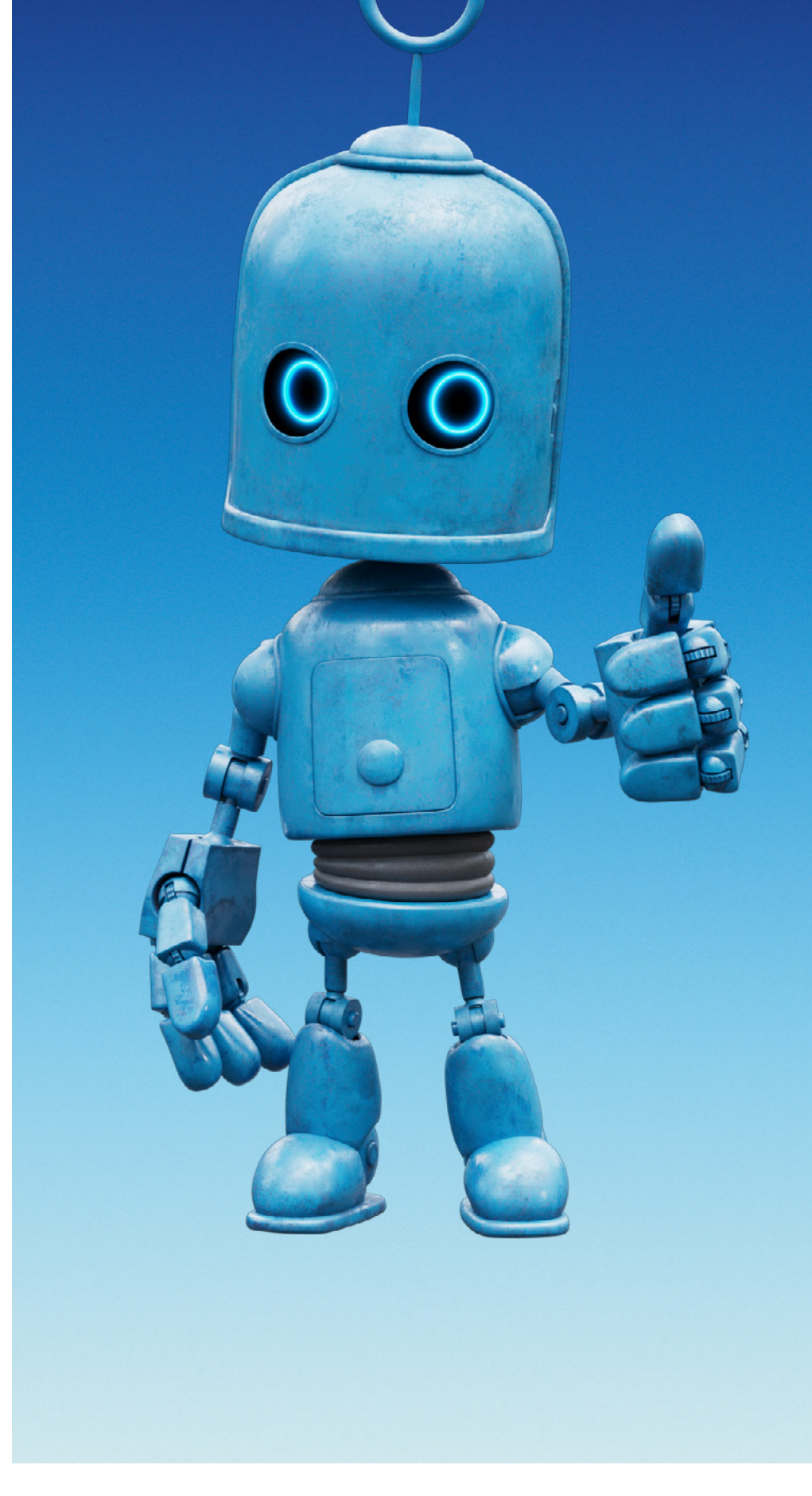
People work best when they're able to focus, and when they have more control over how they work. The benefit of a flexible workforce is that people have more choice, which can improve productivity.



■ Rigid ■ Semi-flexible ■ Fully flexible

Before COVID-19, 55% of people worked rigid hours. 45% of people were semi-flexible with the hours they could work, whereas 5% were fully flexible.

Now, 19% of people would prefer to be fully flexible, 62% semi-flexible and only 19% would like to keep their fixed working hours.



Hybrid working thrives on flexibility

In the new world of hybrid work, more flexibility leads to more productivity. Speak to one of our Account Managers for advice on how we can improve your connectivity and infrastructure to help your people work more effectively, wherever they are.