

Work from Anywhere



Of workers polled:

50%

like having no commute

45%

enjoying flexible hours

44%

miss human interaction
with colleagues

58%

miss the office
(65% among young
professionals)

Source: JLL

Why the Office

The office originated as a production place for knowledge workers. It transformed to a workspace powered by hard-wired technology—and the center of work. Mobile devices and Wi-Fi allowed for increasing flexibility. Previously, we came to the office to work—now we can work anywhere.

Why do people value being in the workplace? To collaborate, create, and innovate. To connect socially. To leverage the teams, networks, and processes that help them perform their best. To be inspired. Its purpose has shifted from where we had to work to a place that's more dynamic and experiential than ever.

Current State

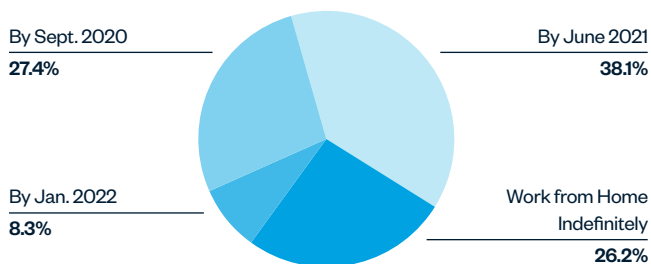
The digital age enabled organizations to work virtually—and then the coronavirus pandemic forced us to embrace it. For months, approximately 85 percent¹ of global employees were working at home. Now, organizations around the world are reactivating their office spaces while thinking through what's next. The future state is one that reflects an ecosystem approach, which includes work in the office and in a multitude of spaces—home is just one of them.

70% of people want to
work in the office the
majority of their week.
— Gensler

1. Leesman, 50k research

Work from Anywhere Executive Summary

Estimated Time for Employees* to Return to Their Usual Workplace



*90% of the workforce

Source: Fortune 500 CEO Survey, April 2020

In the pre-COVID environment, 63% of respondents indicated their company had no full-time remote work; today, only 10% expect no remote work policies in the future.

— CBRE

50%

of the workforce will likely be working across a Total Workplace Ecosystem balancing office, home, and third places.

Source: Cushman & Wakefield, *The Future of Workplace* report, 2020

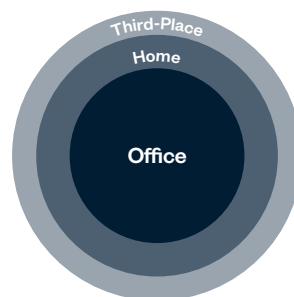
It's Not Home or Office—It's Work from Anywhere

When given the choice, people are drawn to the places that make them feel the most comfortable and productive. What we previously knew as the “office” was already evolving into a place of social context—more collaborative than ever. After all, interaction with colleagues makes us happier and more engaged at work. These restorative activities are just as critical to the creative process as high-focus work—and significant for innovation to occur.²

Work from Anywhere Ecosystem



Work is likely to be done in more than one location. It is an integrated ecosystem balancing three primary physical locations: office, home, and third places.



Functional groups focused in creativity and client-facing activities were not supported from home as well, compared to other functions.

Source: Leesman Research, *Haworth Global Study*

Work from Anywhere is the ecosystem that gives organizations and employees choice in where and when work occurs. This flexibility also serves as an attraction/retention strategy for talent, offering improved work/life balance through flexible work schedules. The Work from Anywhere ecosystem supports organizational culture and employee well-being—so people can work fluidly.

Work from Anywhere Executive Summary

“Workplace design will evolve to support distributed teams that function like binary stars—orbiting the central hub and organically creating the correct connections.”

Jeff DeGraff

Professor of Management and Organizations
Ross School of Business, University of Michigan

Three Critical Areas of Focus

Haworth has identified three areas of focus when considering an ecosystem that supports Work from Anywhere.



Culture & Innovation

Preserving your unique culture to empower your workforce and leverage your space is essential. This includes building community and empowering teams to perform and innovate.



Well-Being

Supporting people's physical and psychological health builds confidence and enhances performance. Minimizing stress, promoting movement, and enhancing human performance are the themes emerging from our research.



Flexibility/Adaptability

People are empowered to work fluidly in an ecosystem that includes office, home, and third places. This flexibility lets them choose the right space for the right task, with the resources and technology that support both.

71%

said they want their company to offer some sort of flexible office provision.

44%

said working from home once a week would be the optimum level in future.

34%

said more than once a week would be ideal.

Source: BisNow, 2020
*200 readers surveyed

Organic Workspace

In this new ecosystem, the workplace floorplate needs to respond—creating environments that provide connection and adapt for occupancy levels. Organic Workspace is Haworth's perspective and process for understanding the work environment and how people use it. We start by looking at the entire ecosystem—where interaction and collaboration take place—right down to the individual workpoint—whether in the office, home, or third place. Then we help our customers create solutions that ensure people perform their best, support organizational culture, and leverage their existing products, enabling reconfiguration with ease and reduced cost.

Finding the Right Balance

The office is the epicenter of what makes work happen, to help people perform their best. Starting with the office, we'll explore with you the right balance for your ecosystem. We can provide solutions that will accommodate a continuous flow of work in multiple environments, allowing people to be effective and real estate to be efficient.