

THE NEW ERA OF HYBRID WORK

Hub – Home - Spoke



Steelcase

T H E

B I G 5



HEALTH, SAFETY AND WELLBEING



REMOTE WORK + WORK FROM HOME



BUSINESS RESILIENCY



PURPOSE OF PLACE



ENVIRONMENT, SOCIAL + GOVERNANCE

MINDING THE GAPS

Acknowledging the factors to address beyond
"returning to the office"



WELLNESS



SUSTAINABILITY



INFLEXIBLE SPACE



SOCIAL INEQUITY



CLEANLINESS



LIQUID WORKFORCE



INNOVATION



SOCIAL CONNECTION



TECHNOLOGY

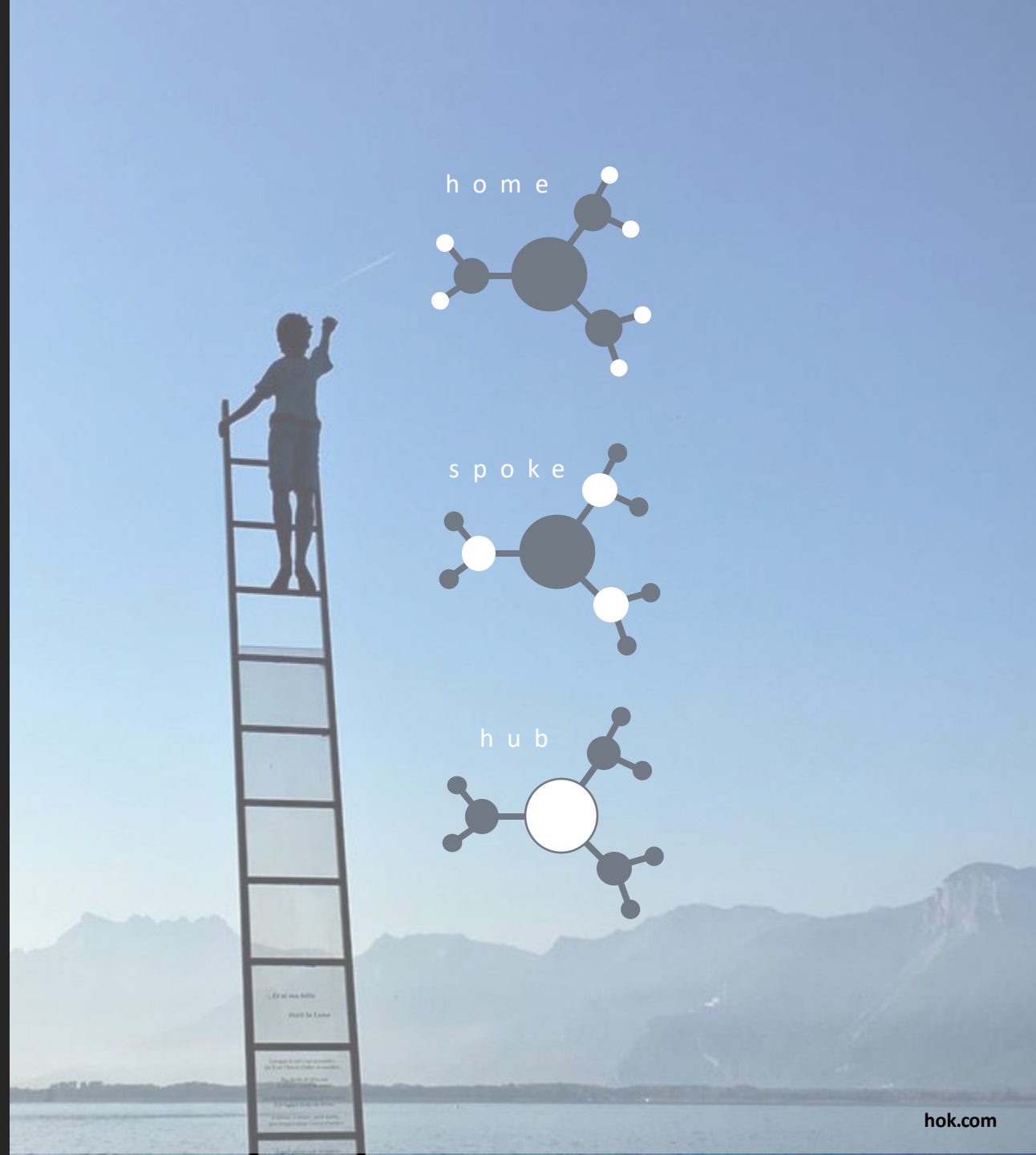


KEY FINDINGS

- 1 Returning to the office of yesterday is not the answer
- 2 We need a new system – an ecosystem of spaces
- 3 We need to empower people
- 4 We need to shift from fixed to fluid
- 5 We need to rethink the purpose of place
- 6 Access is the new ownership
- 7 We need to leverage technology more effectively
- 8 We need to go beyond sustaining when addressing environmental and human health and wellbeing.
- 9 We need to rethink the way we deliver space
- 10 We need to design for all

REIMAGINE THE POSSIBLE

Acknowledging the factors to address beyond
"returning to the office"



What We're Learning

Hybrid Future

Leaders are embracing hybrid. They now expect more in-office heavy and less all work from home.



26%

In Office



71%

Hybrid

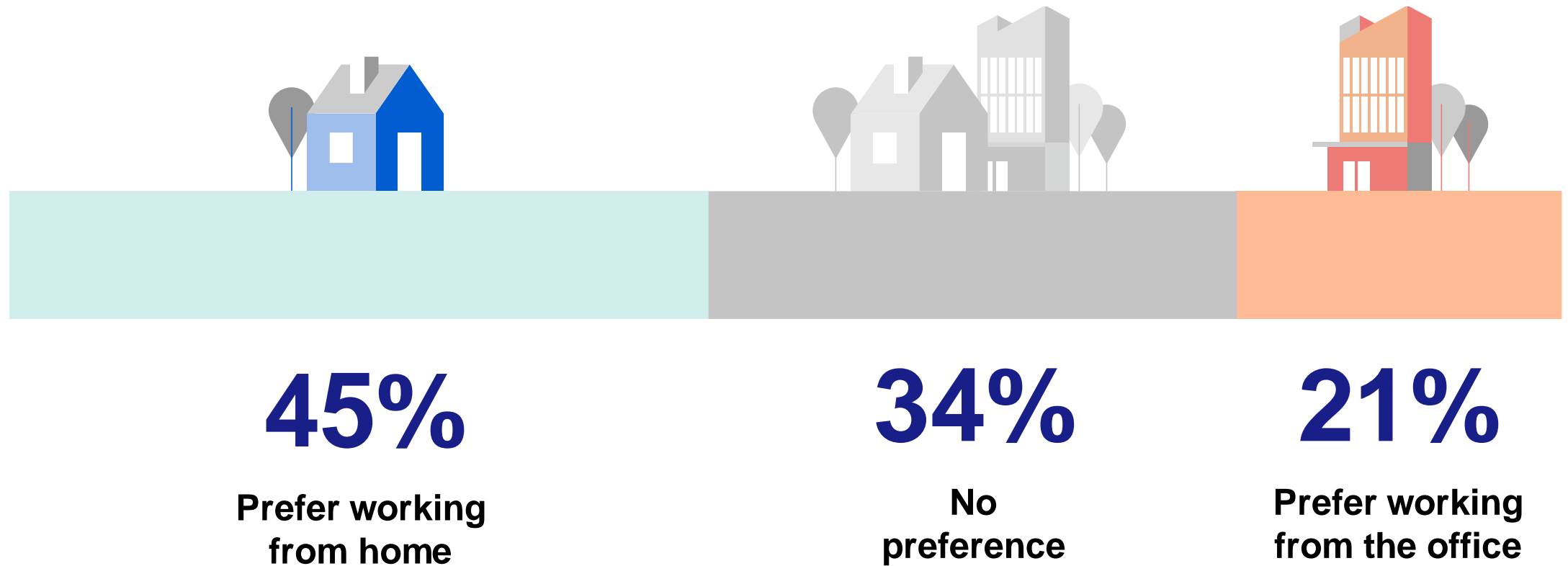


3%

Work From Home



Yet, people prefer working from home. Why?



What We're Learning

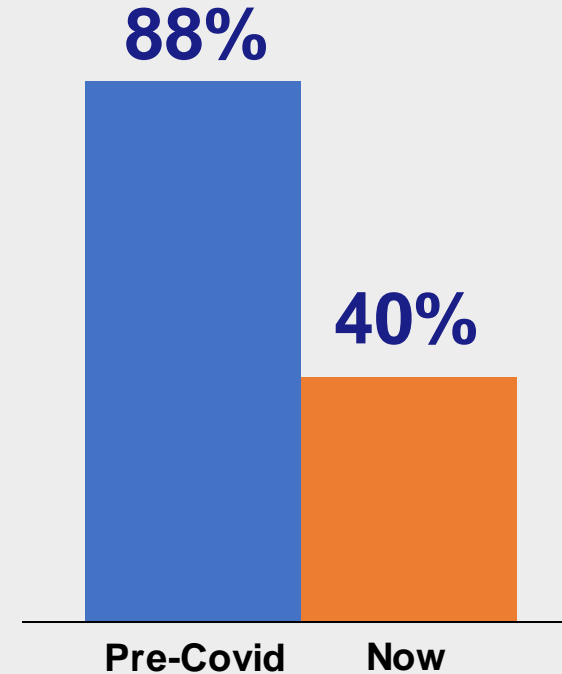
70% of people have a dedicated workspace at home.



What We're Learning

Right now, more organizations are moving to unassigned desks – removing elements of comfort + control.

People with workspaces assigned only to them

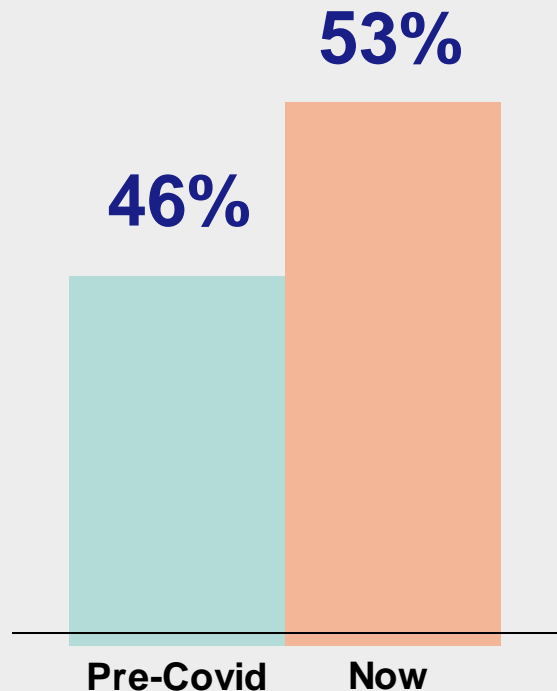


What We're Learning

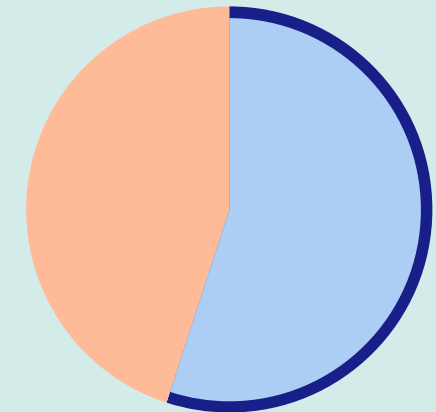
Spaces Shifting Toward Collaboration

Leaders are adding more collaboration spaces, yet people still need to focus.

% of floor plan for collaboration is rising



Yet, people do more individual work



55% Working Alone
45% Working Together

What Matters Now

What People Need And Expect Now

Belonging

A sense of community, trust, and shared purpose

Control

More choice and control over where, when,
and how they work

Productivity

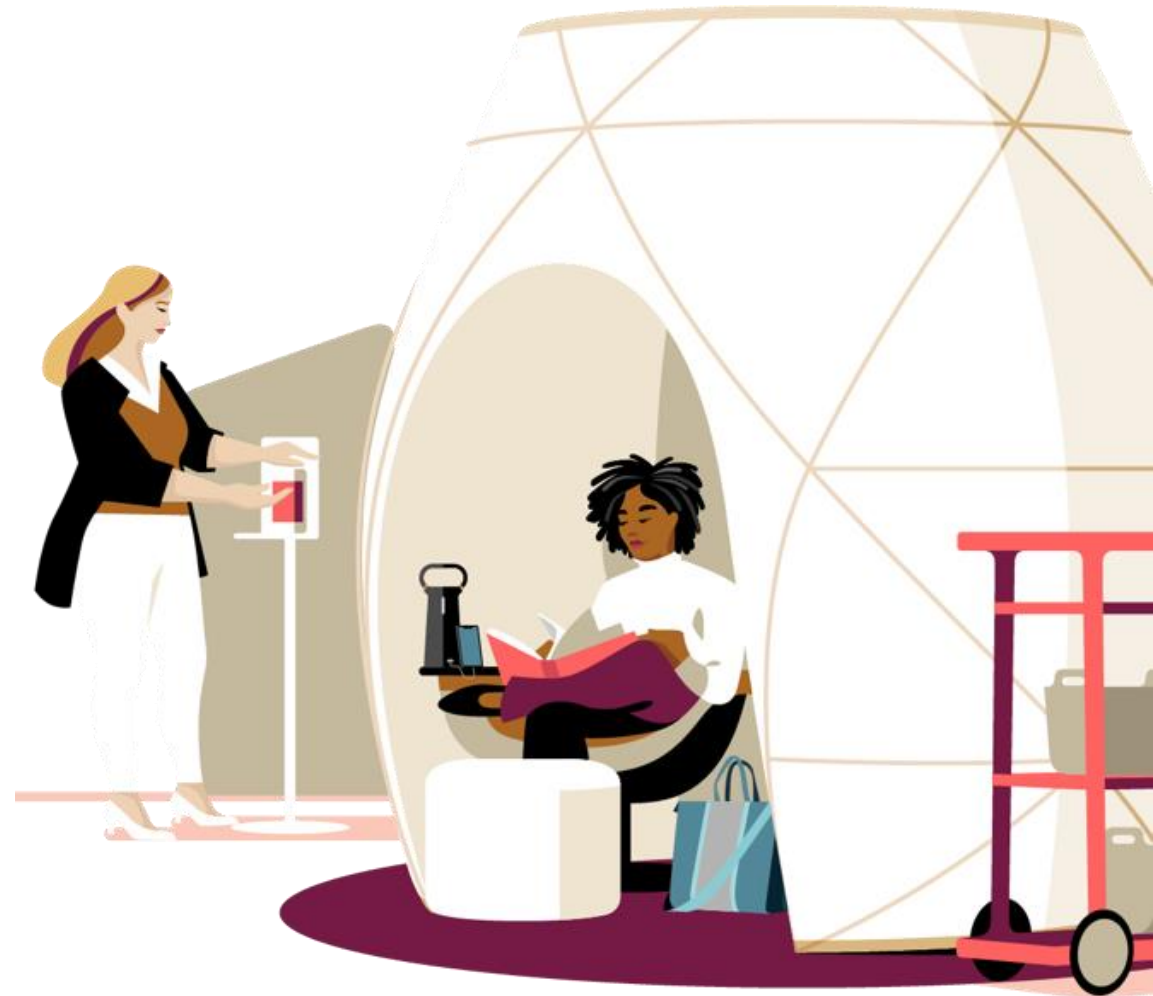
Support in-office and remote workers more
equally to focus, collaborate and build relationships

Comfort

Places to rejuvenate and support wellbeing

Safety

Be and feel physically and psychologically safe



What We're Learning

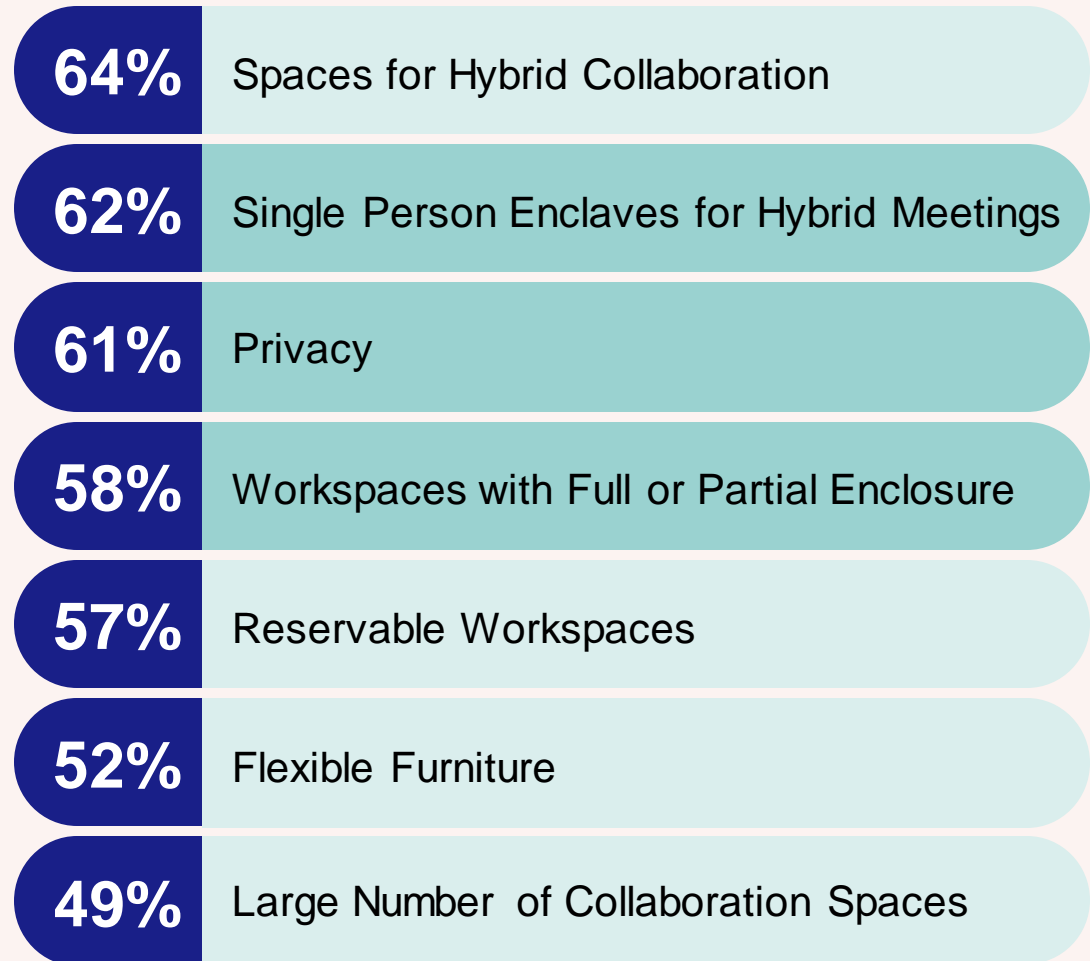
People Want To Collaborate + Focus

**We asked employees:
What matters more in
the office now?**



Steelcase Research
Global Return to Workplace Study

Three of the top four relate to access private spaces



HOME.

BENEFITS

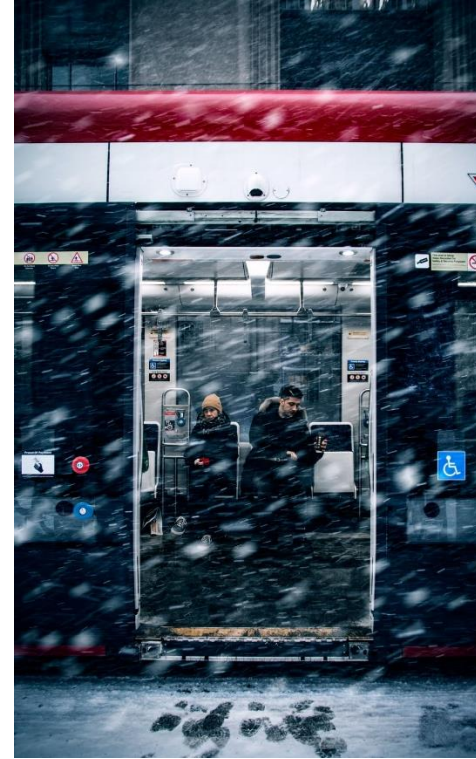
environmental impact & no commute

dedicated individual space

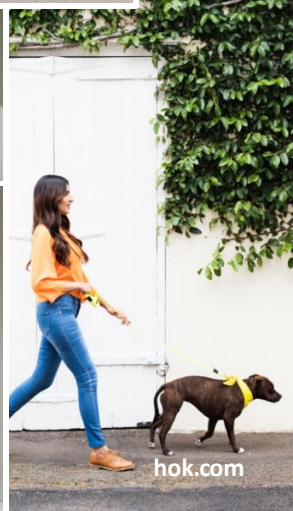
increased productivity

choice & flexibility

access to outdoors & daylight



HOME



SPOKE.

BENEFITS

environmental impact & short commute

professional environment

acoustic privacy

affordable real estate

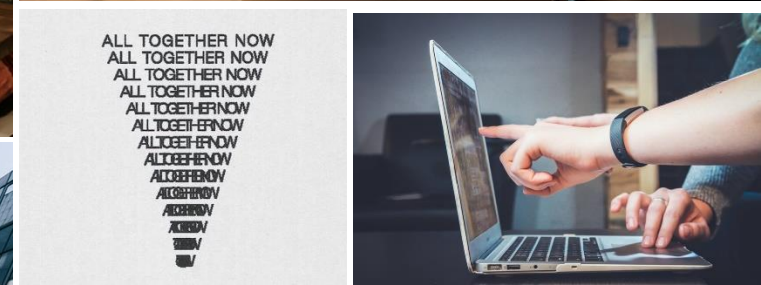
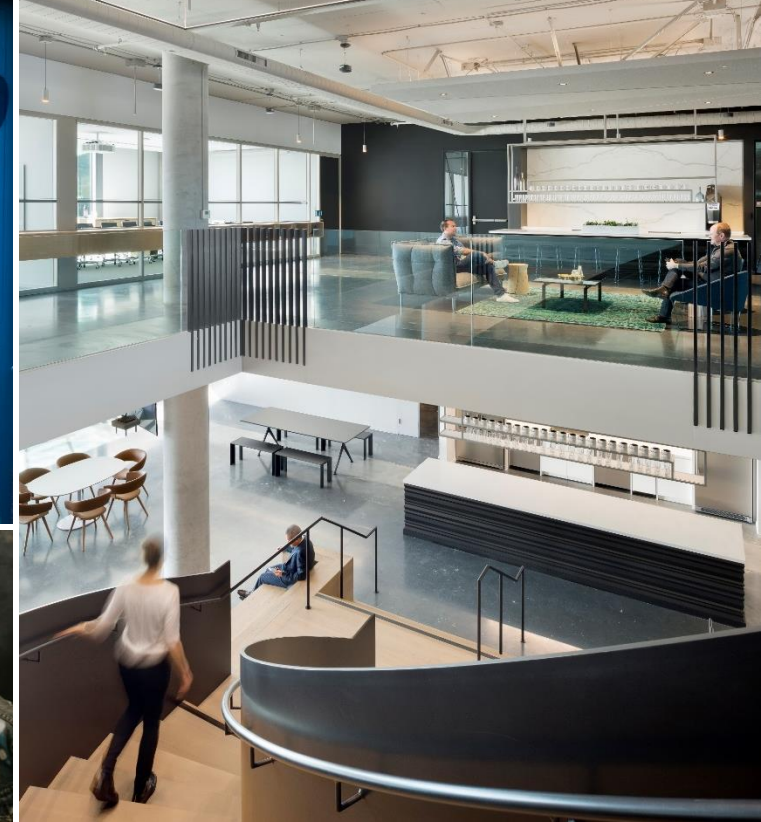
access over ownership



HUB.

BENEFITS

connection, community, mentorship
professional environment
innovation and co-creation
specialty technology
access over ownership

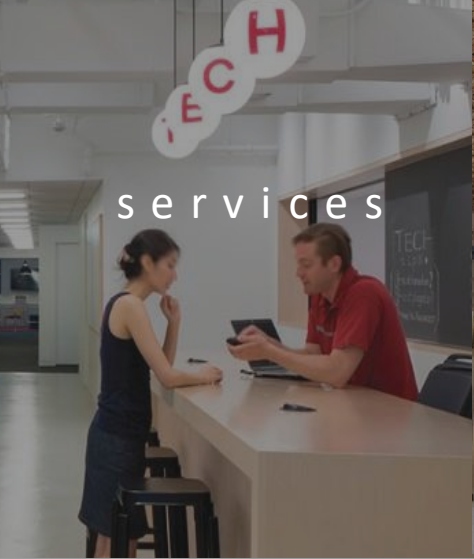




PURPOSE OF PLACE

what you can't get at home

LOOK AFTER
EACH OTHER



services



ergonomics



amenities



connections



enhanced tech and tools



energy

LOOK AFTER EACH OTHER



escape



POWER OF PLACE

added benefits of togetherness

LOOK AFTER
EACH OTHER

STAND-UP MEETINGS



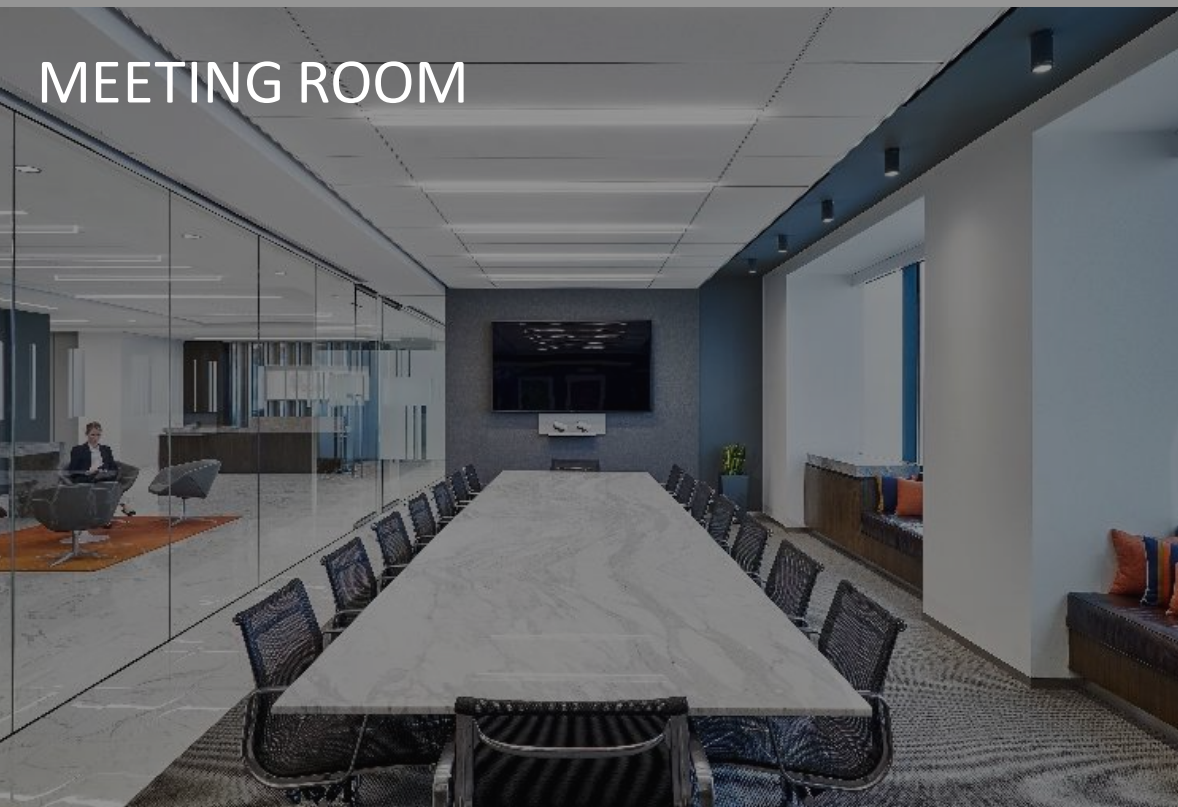
CASUAL



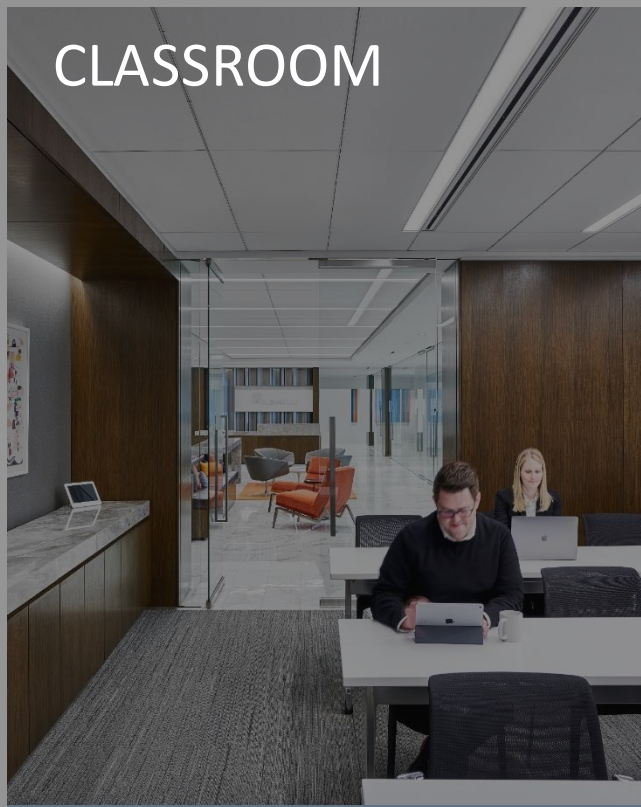
EXPERIENCE CENTER



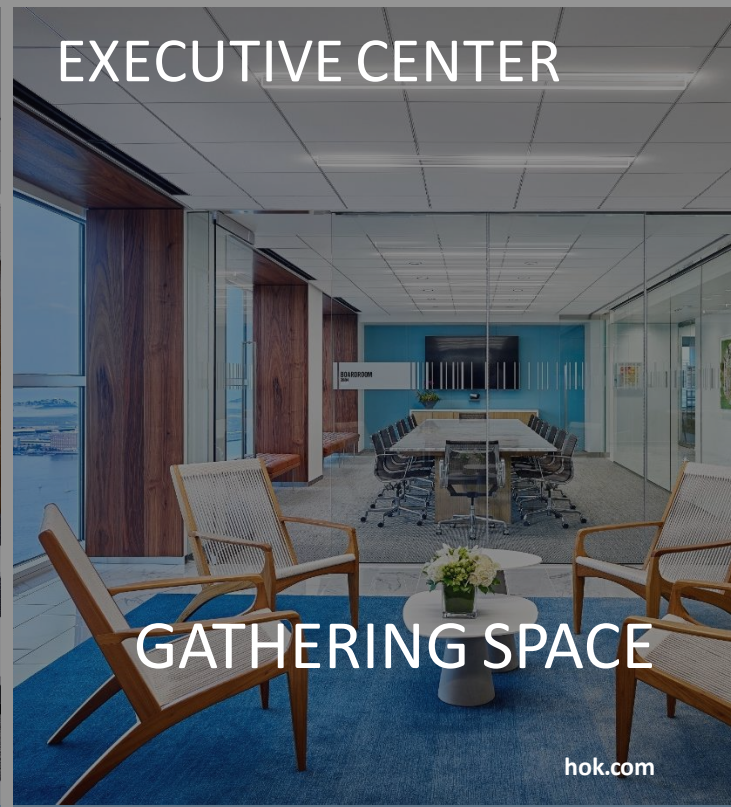
MEETING ROOM



CLASSROOM



EXECUTIVE CENTER



GATHERING SPACE

SOCIAL GATHERING



ASSEMBLY



VIRTUAL



MEETING



TEAM AREAS



STADIUM STAIR

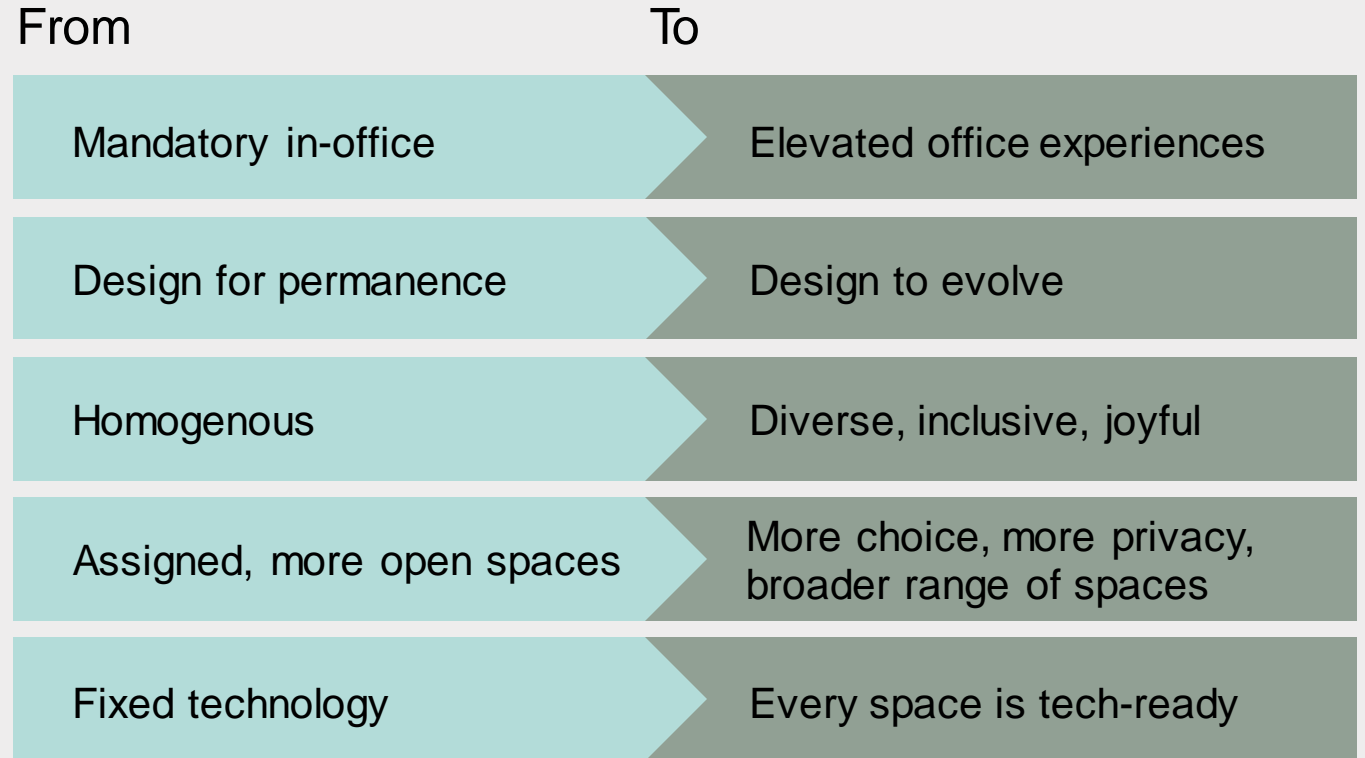


GATHERING SPACE

Ready For Hybrid Work?

Workplace Shifts

The office needs to evolve from a place people are required to attend to one that captures people's attention.





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We are no longer designing
environments...

we are designing the
experience.

THANK YOU

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