

WHY WORKPLACE

Who needs them
What purpose do they serve
How should they change



Provide the data and insights
**to help you build better
workplace ‘systems’**



Planning for the future

Q1. Which of the following best describes the status of your organisation's post-pandemic workplace strategy?

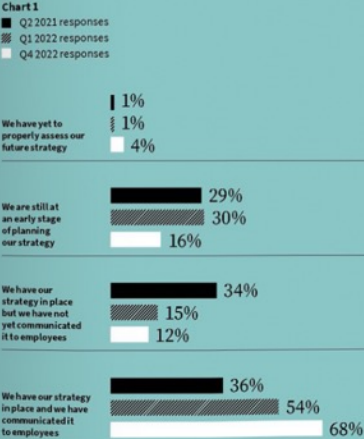
This heavy-weight question has been a key indicator in each of the previous deployments of the poll. With Covid still casting a long shadow over 2021 and 2022, we were keen to see if opinions were changing as an end to the pandemic phase seemed to be materialising.

Indeed it appears uncertainty is dissipating, with the latest results showing an encouraging fall in the proportion of organisations still at 'an early stage of planning their strategy'. Chart 1 shows that just 16% of respondents indicated they were at this stage, compared to almost 30% in Q2 of 2021.

The proportion of respondents who have not communicated their post-pandemic workplace strategy to their employees has also dropped consistently over the 2 years that the poll has run. From over a third of respondents in Q2 of 2021 to 12% in Q4 of 2022.

It follows therefore that we see a strong and stable increase in the proportion of organisations who have communicated it to employees, from 36% in Q2 of 2021, to nearly 54% in Q1 of 2022 and now 68% in our latest poll.

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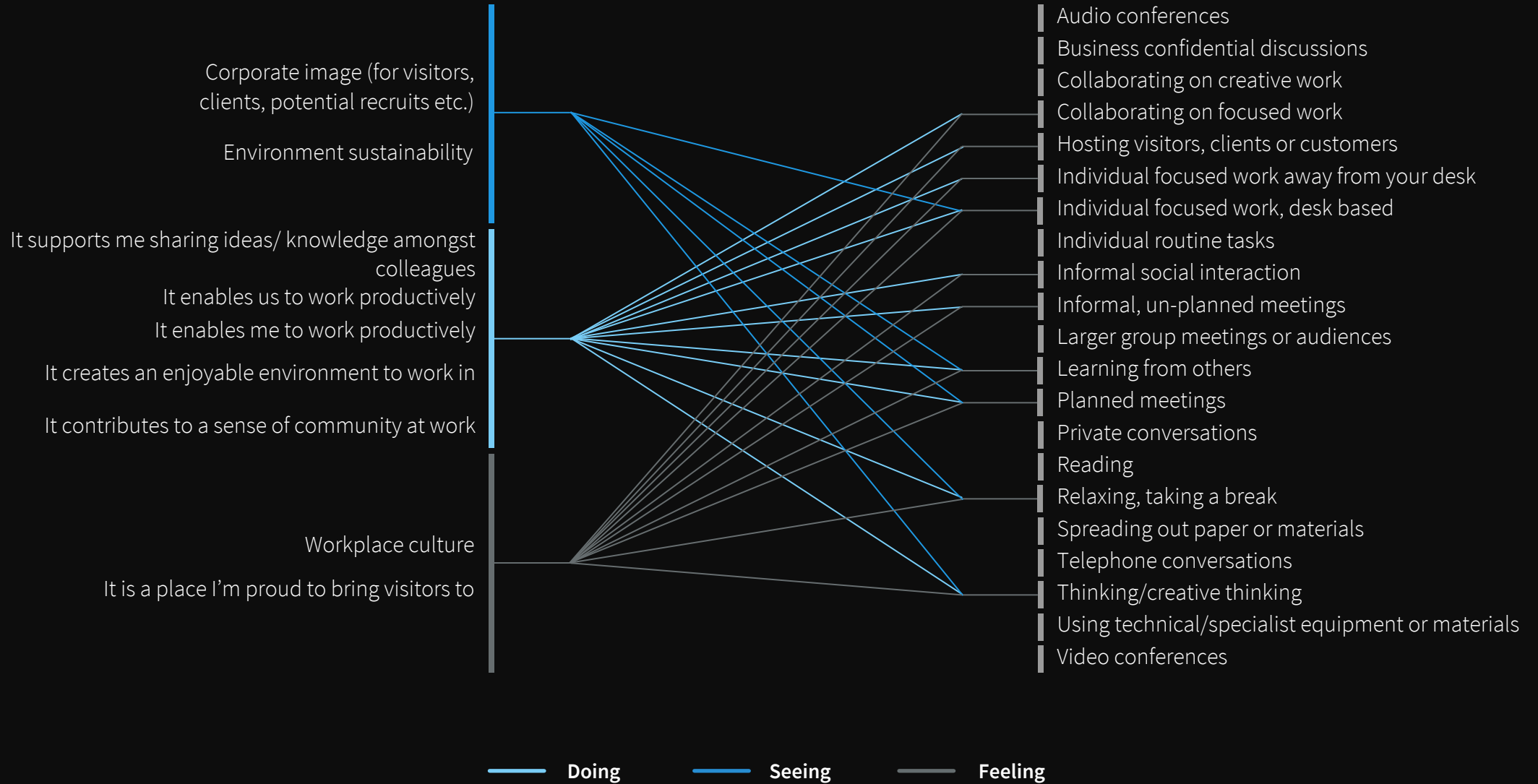
Leesman Corporate Real Estate Leaders Poll Q4 2022



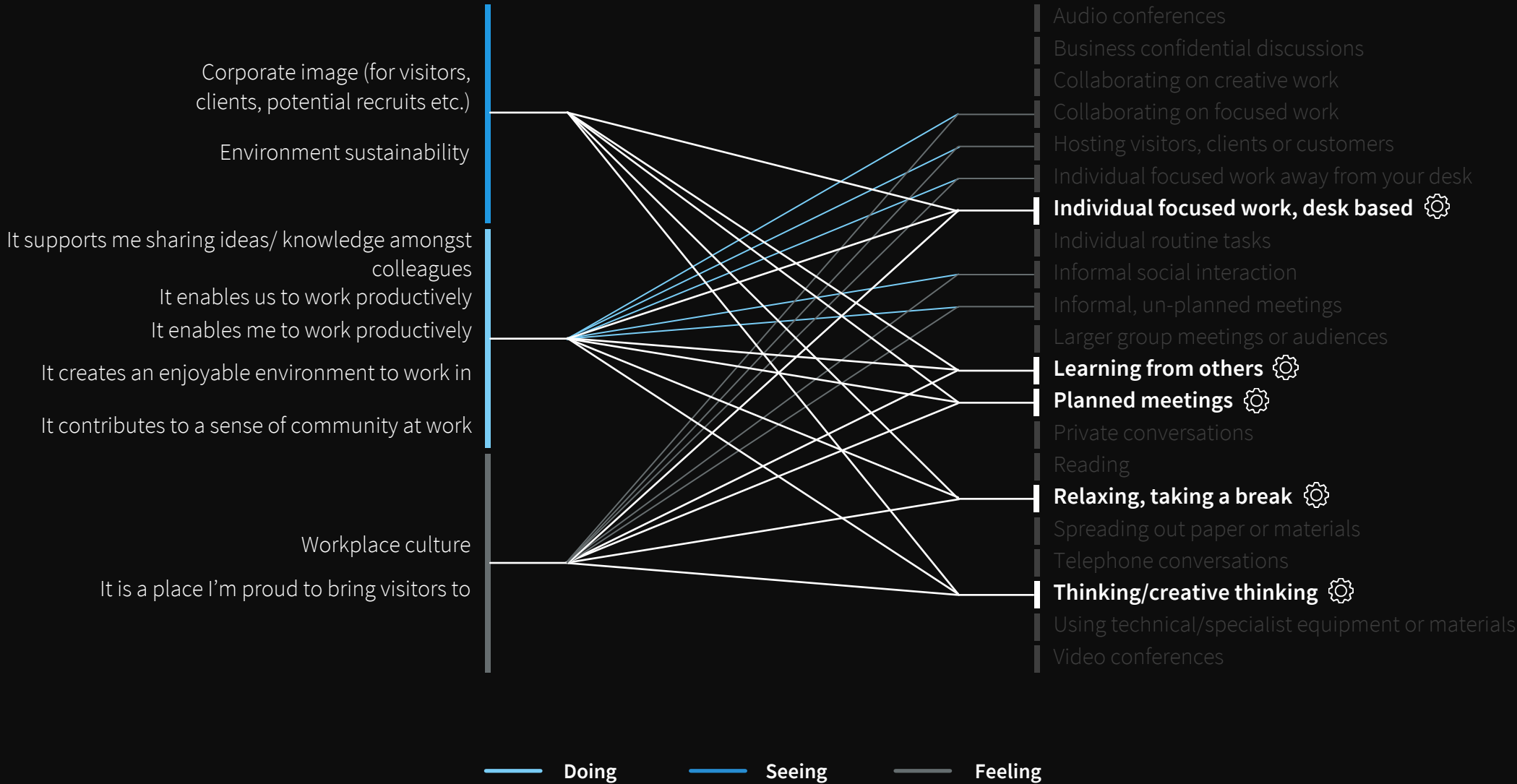


1,083,469

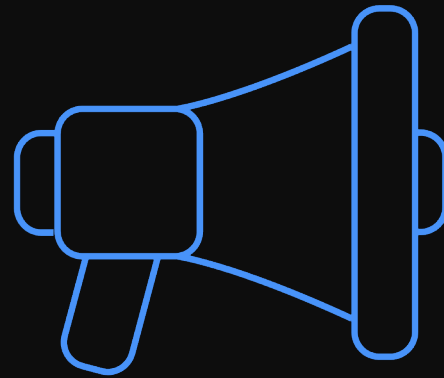
Leesman office
respondents



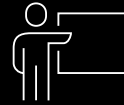
⚙️ Sentiment super driver



Thirteen statistically proven sentiment super-drivers of workplace experience



Employee sentiment “super-drivers”



Workplace Activities

Planned meetings
Thinking / creative thinking
Relaxing / taking a break
Learning from others
Individual focused work desk based



Service Features

Tea, coffee & refreshment facilities
Toilets / WCs
General tidiness



Physical Features

Noise levels
General decor
Desk
Meeting rooms (small)
Informal work areas / break-out zones



342,754

Leesman office
respondents



342,754

Leesman office
respondents

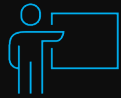


387,265

Leesman home working
respondents

Unique ability to compare how homes support
employee role compared to offices

Leesman Office



Activities x 21

Which activities are important and how well these are supported when working from the office

Leesman Home



Activities x 21

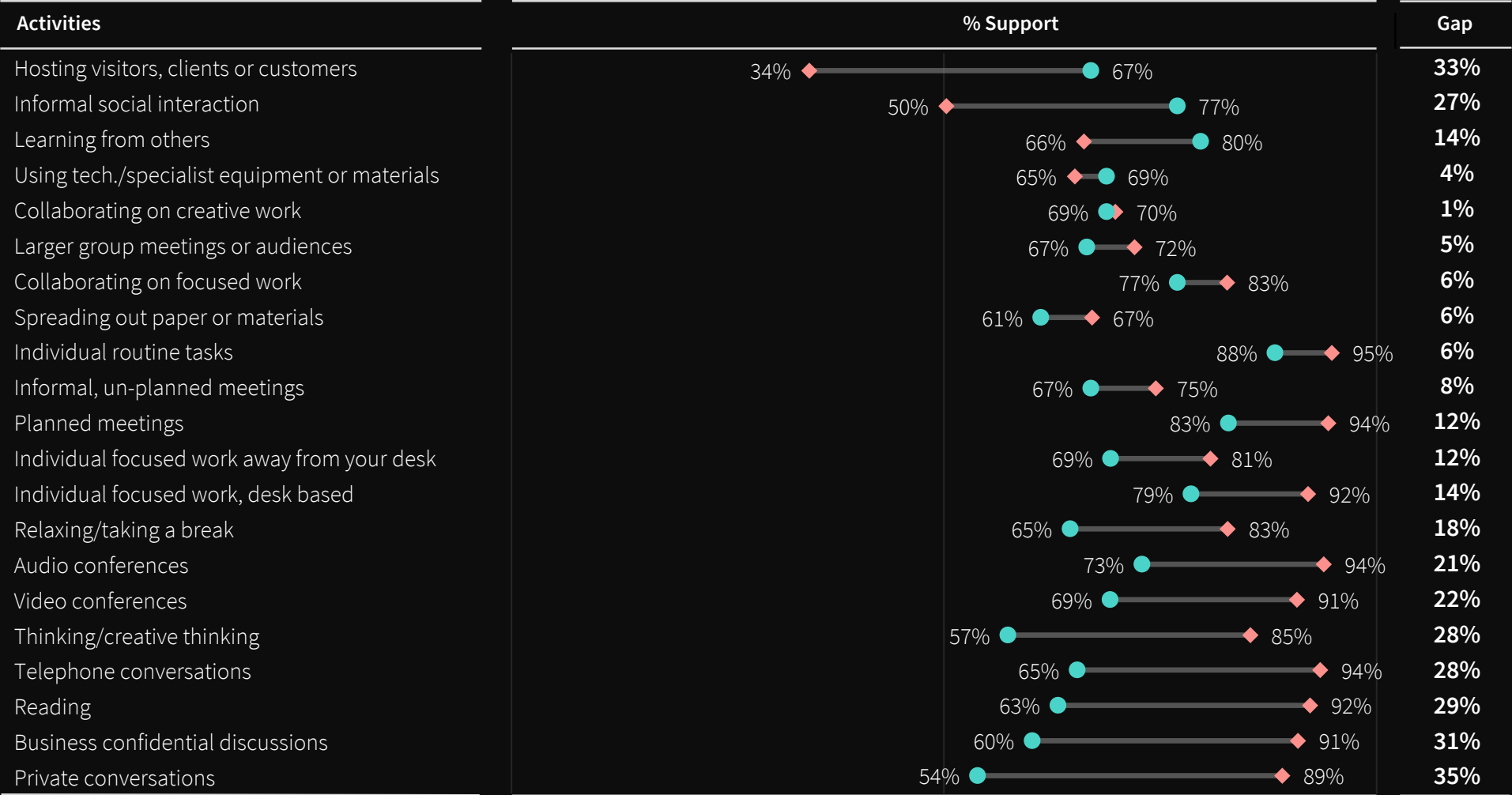
Which activities are important and how well these are supported when working from home

Unique ability to compare how homes support employee role compared to offices

Work activities – office and home

Better
at office

Better
at home



◆ Global home support ● Global office support ⚙ Sentiment super driver

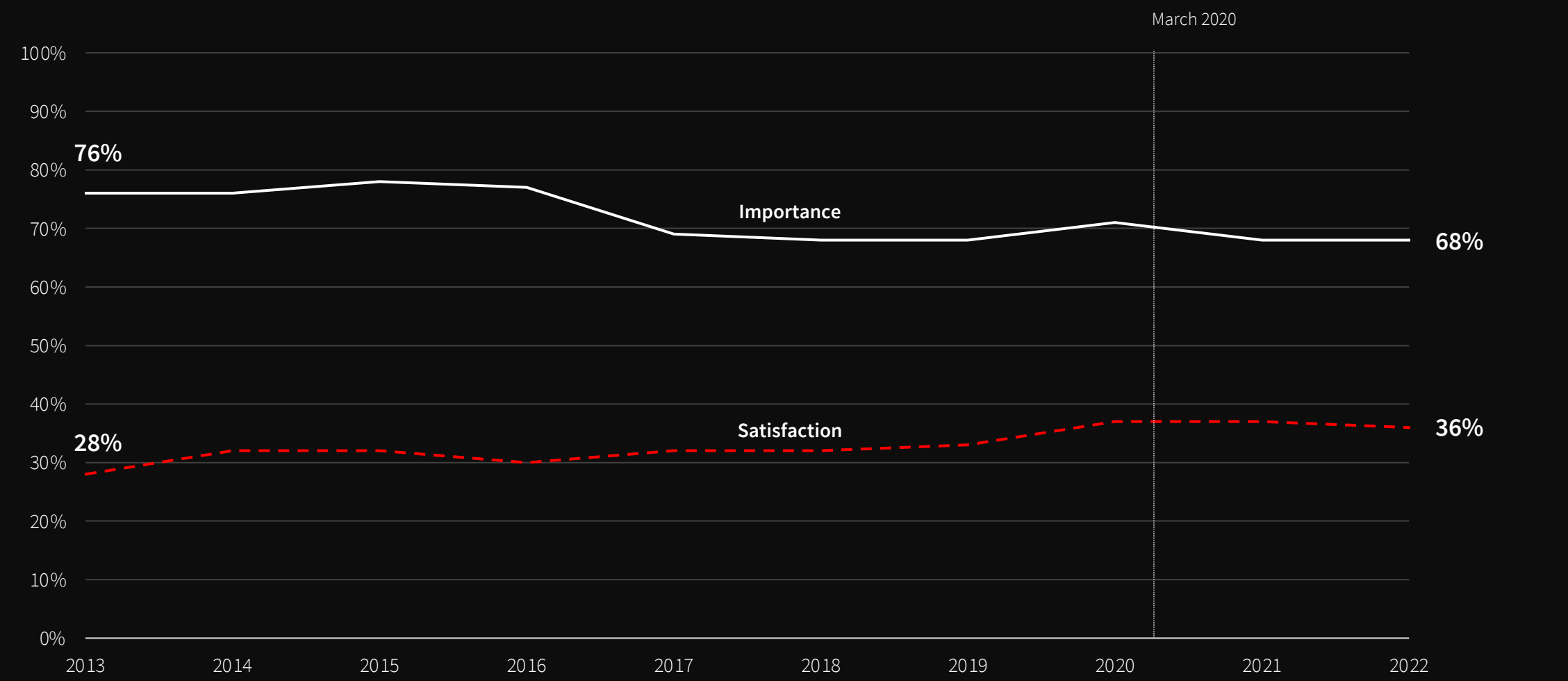
Work activities – office and home



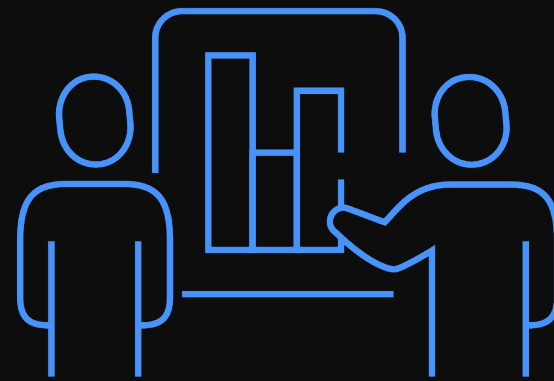
Dissatisfaction with noise levels kills productivity



Noise levels – importance / satisfaction



Focused work is the foundation of collaborative work



A photograph of three people sitting on wooden benches in a modern, dimly lit office or cafe. A woman with short brown hair, wearing a grey sweater and a brown beanie, sits with her back to the camera. In the center, a man with a beard and a grey beanie, wearing a white long-sleeved shirt, sits with his hands clasped, looking towards the woman on the right. On the right, a woman with long blonde hair, wearing a dark blue sweater and olive green pants, sits facing the man. A silver laptop is open on the bench in front of the man. There are bowls of popcorn and glasses of water on the benches. The background features a dark wall with string lights and a wooden shelf with various items, including a potted plant and coffee-making equipment.

The undeniable rise of hybrid working

What is hybrid working?

I have choice over...

when

I work

how

I work

where

I work

Flexible

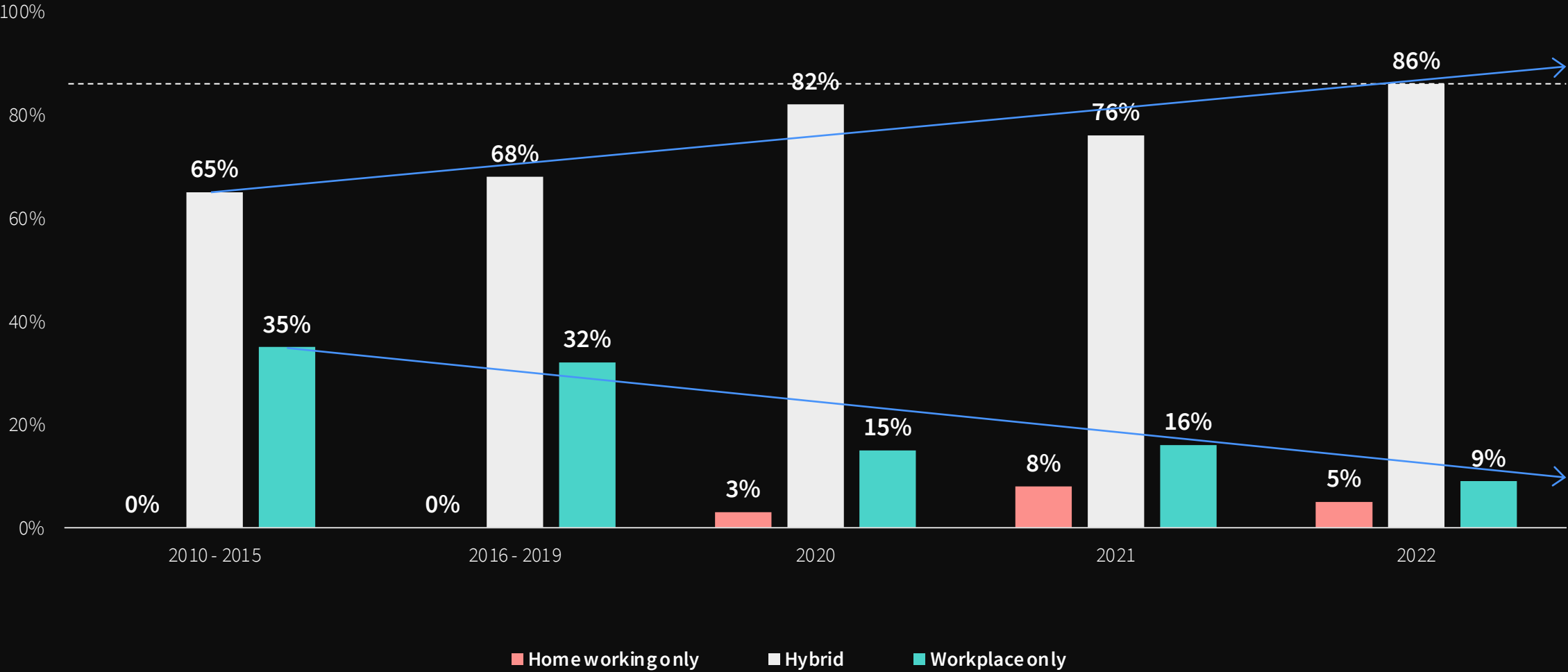
Agile

Hybrid

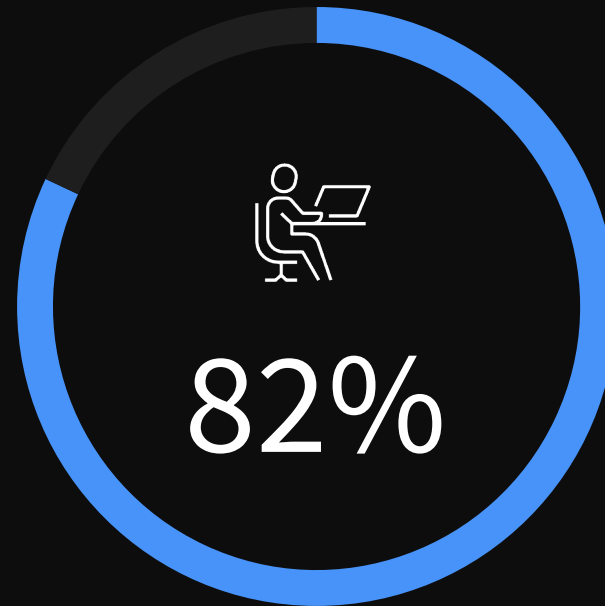


Freedom

The growth of hybrid

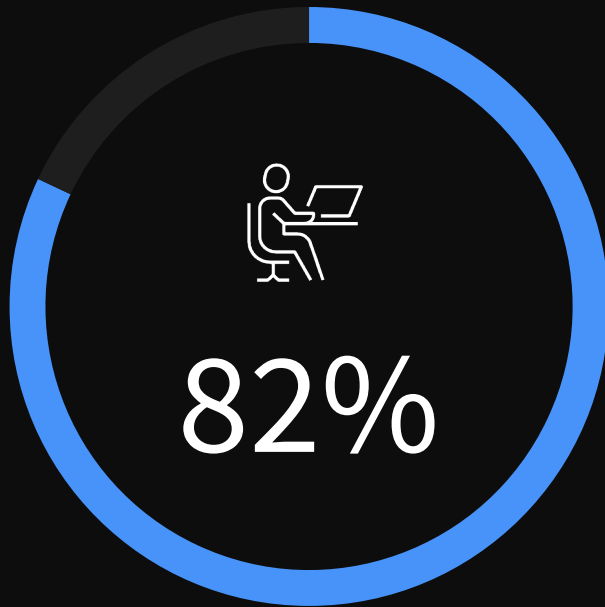


I have freedom over

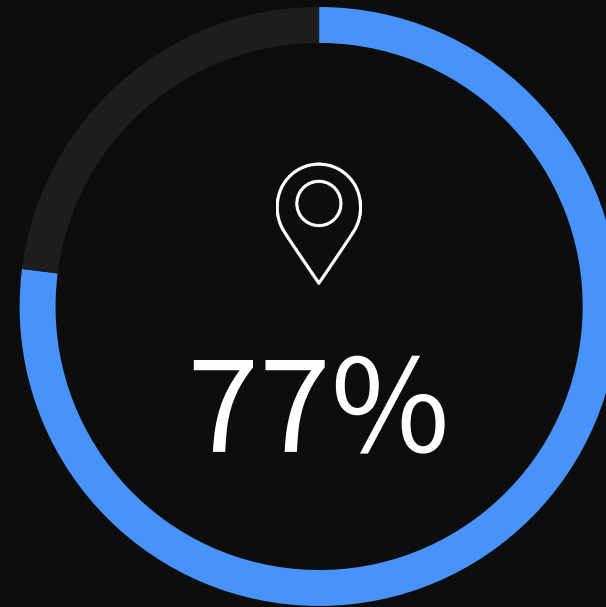


How I do the work
related to my job

I have freedom over

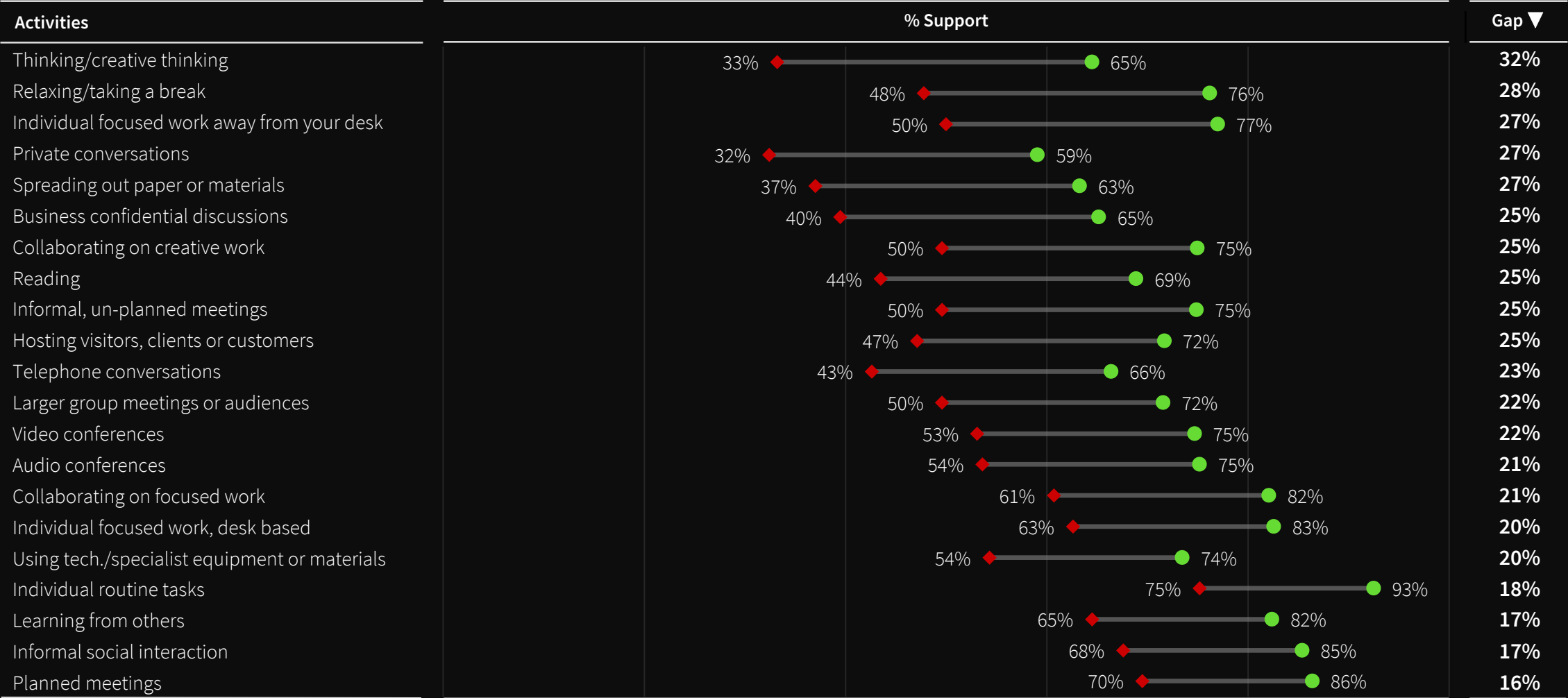


How I do the work
related to my job



Where I do the work
related to my job

I have freedom over where I do the work related to my job



‘I have freedom over where I do the work related to my job’ ♦ Disagree ● Agree

Workplace impact – biggest gaps in high freedom vs low freedom



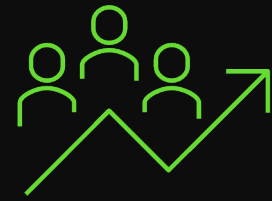
+33%

It creates an enjoyable
environment to work in



+31%

It enables **me** to work
productively

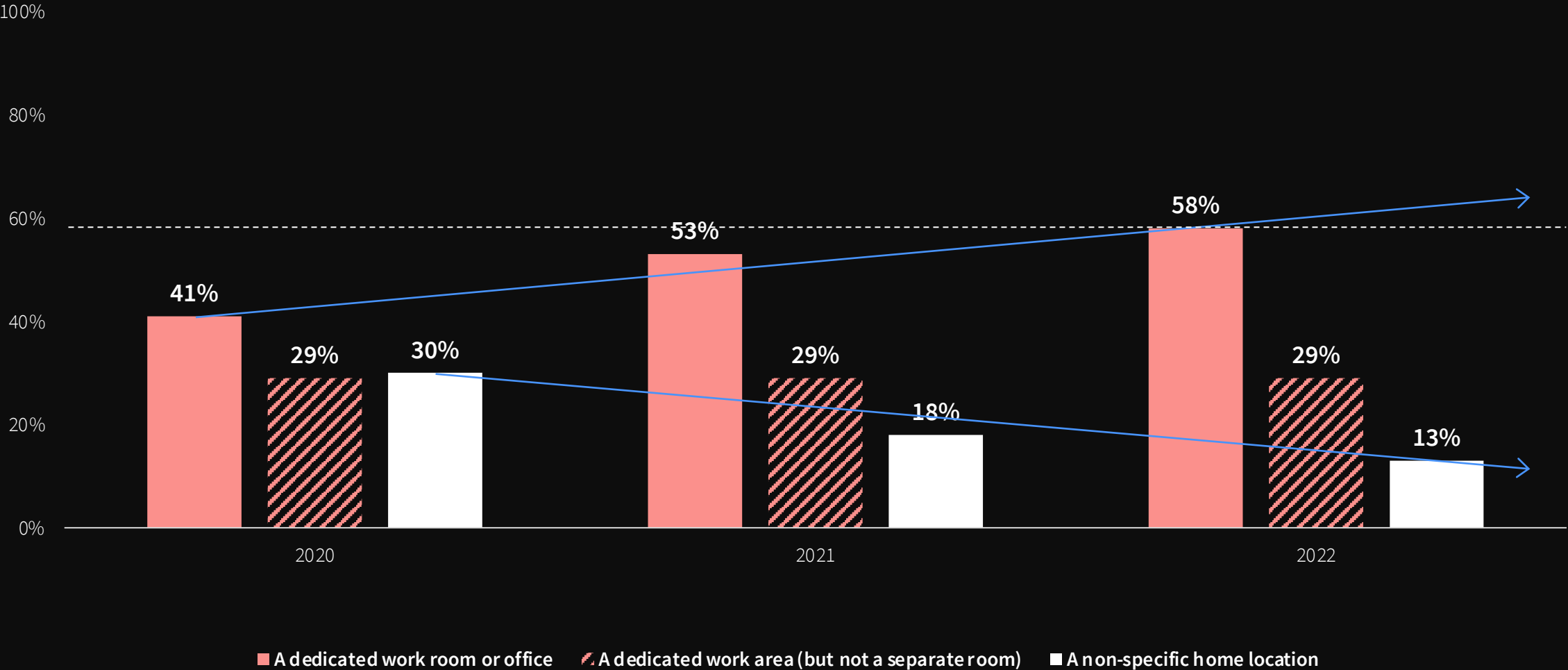


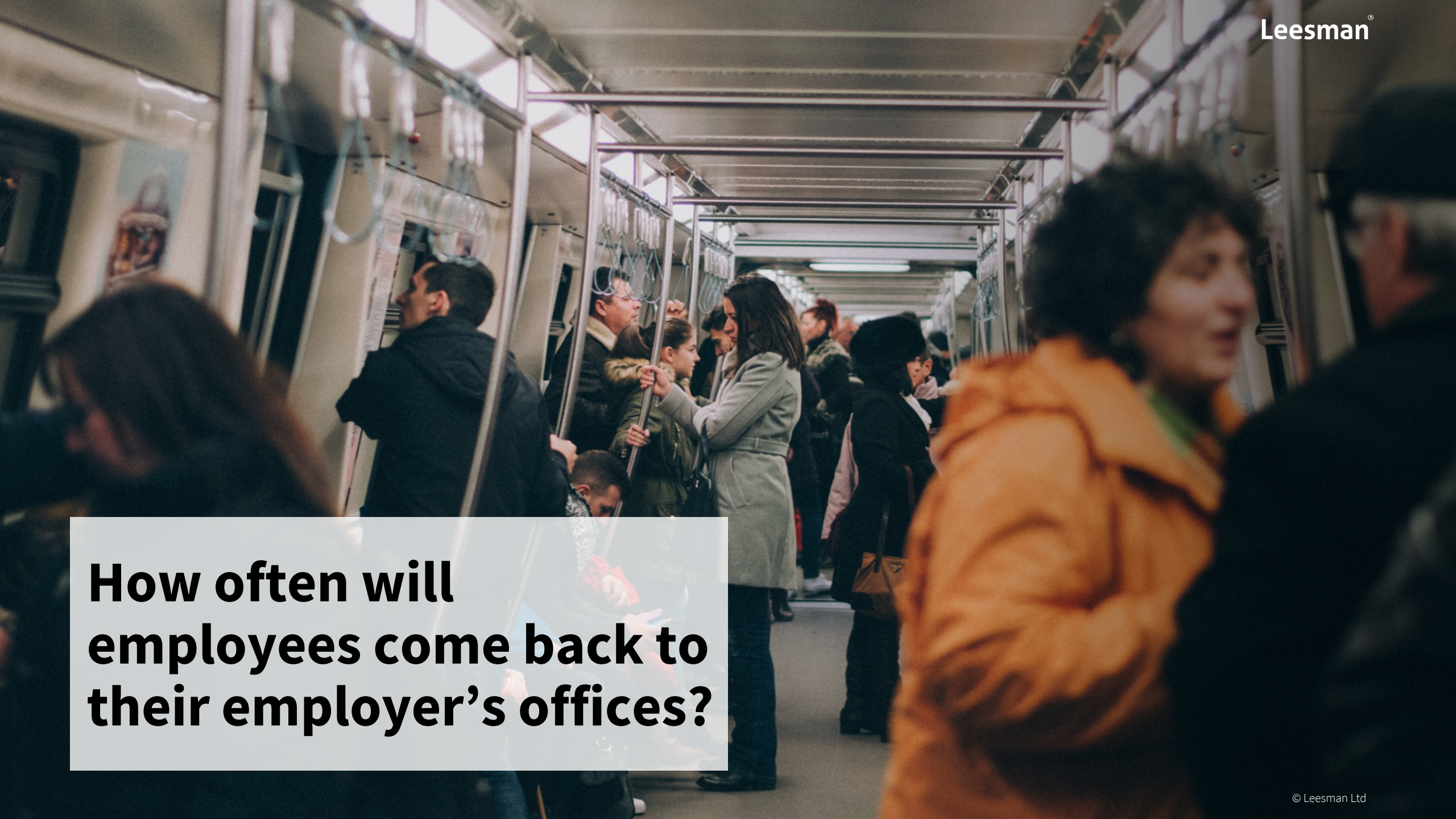
+31%

It enables **us** to work
productively

**What are employees
doing to support their
home working?**

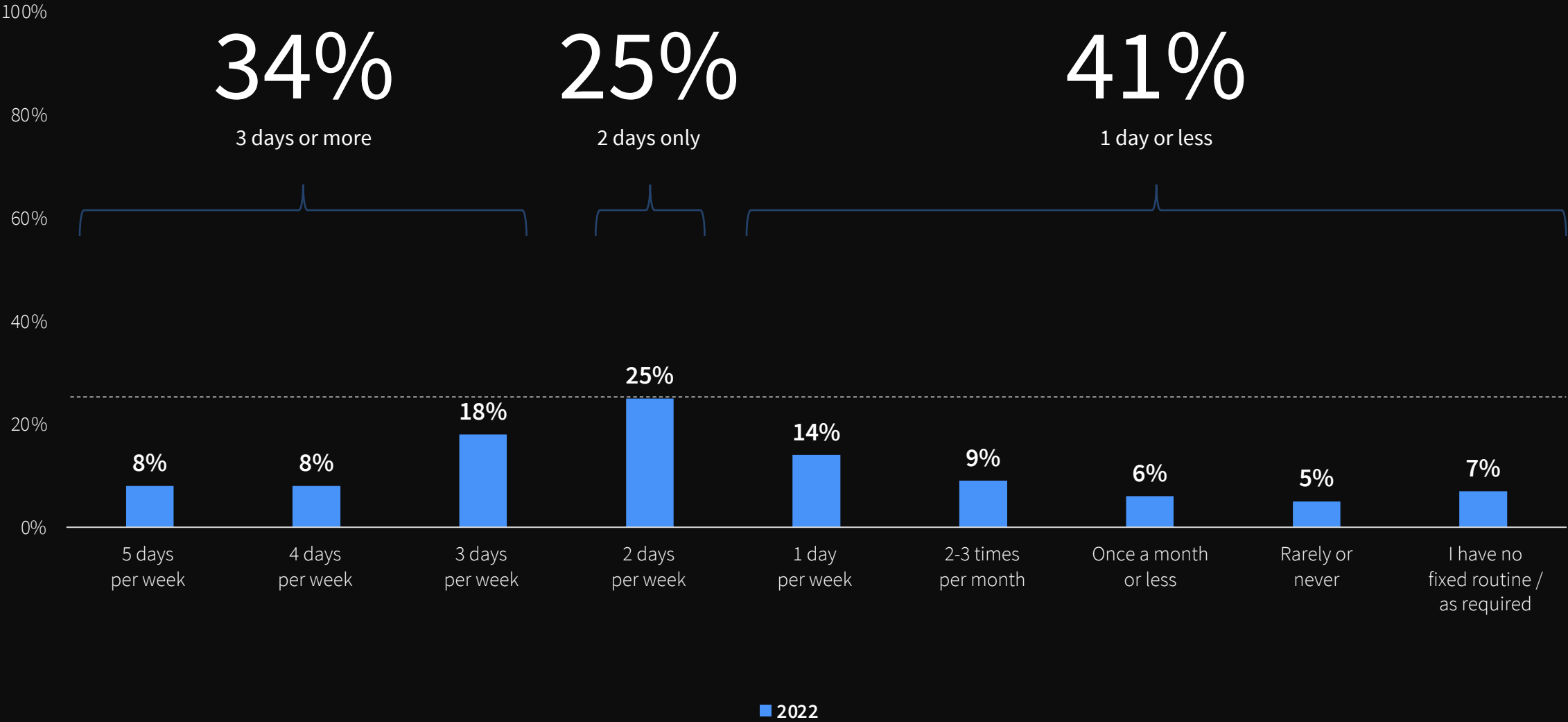
Working from home, what type of work setting do you use most often?



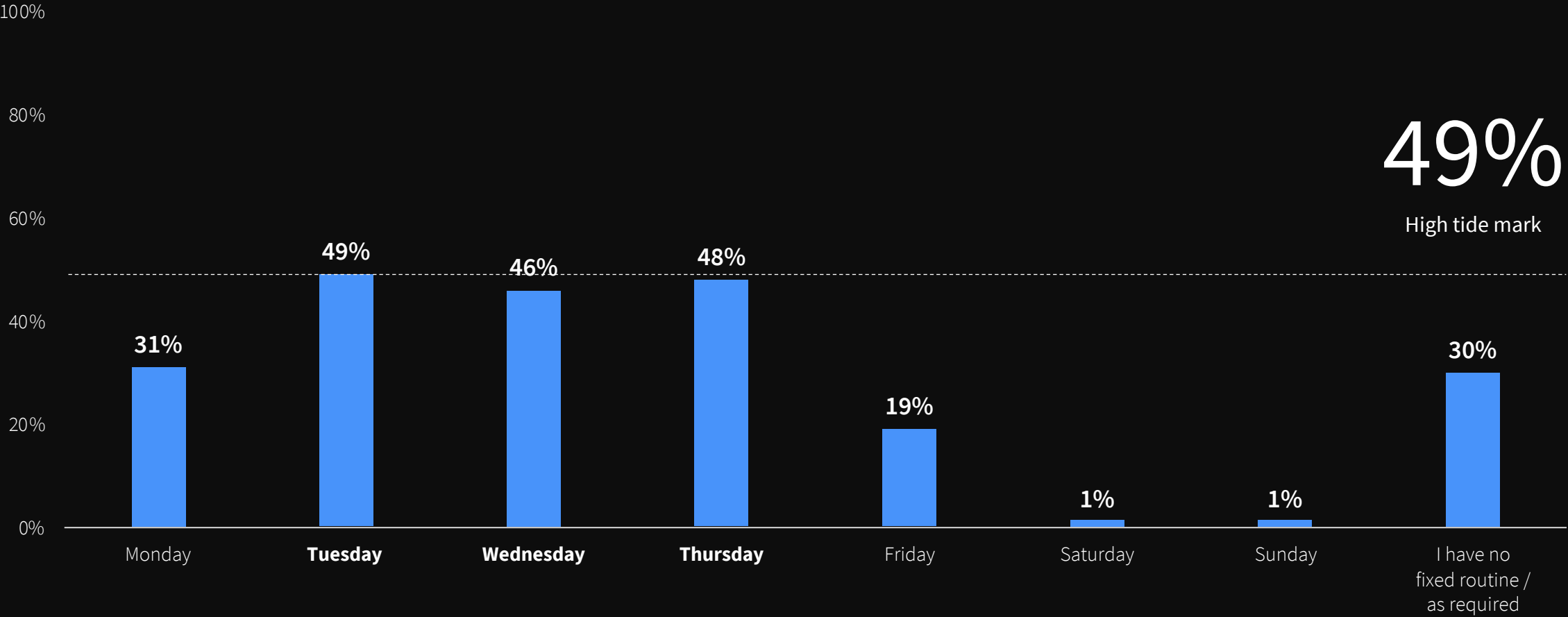
A photograph of a crowded subway train. Passengers are standing close together, holding onto vertical poles and horizontal bars. The train is moving, as evidenced by the slight blur of the background. The lighting is typical of a subway station, with overhead lights visible.

**How often will
employees come back to
their employer's offices?**

How often are you likely to work in your organisation’s workplace?

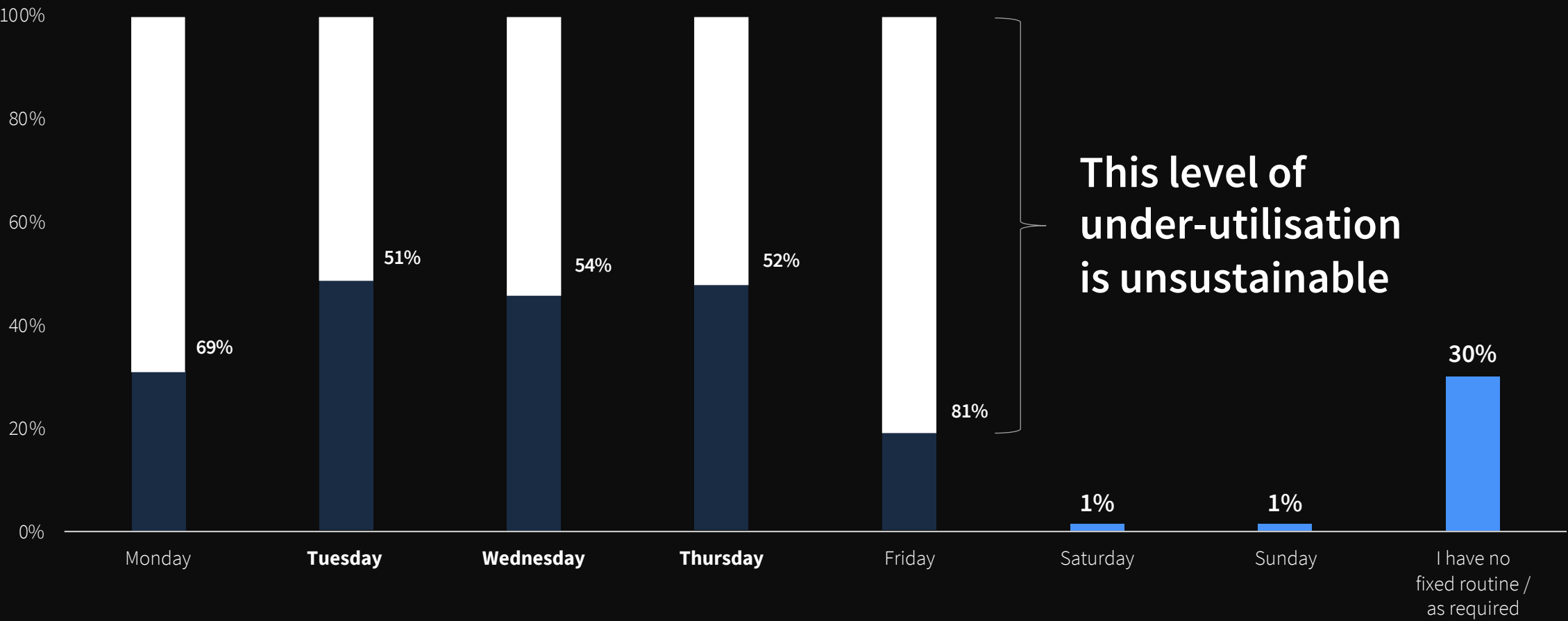


Which day(s) are you likely to work in your organisation's workplace?



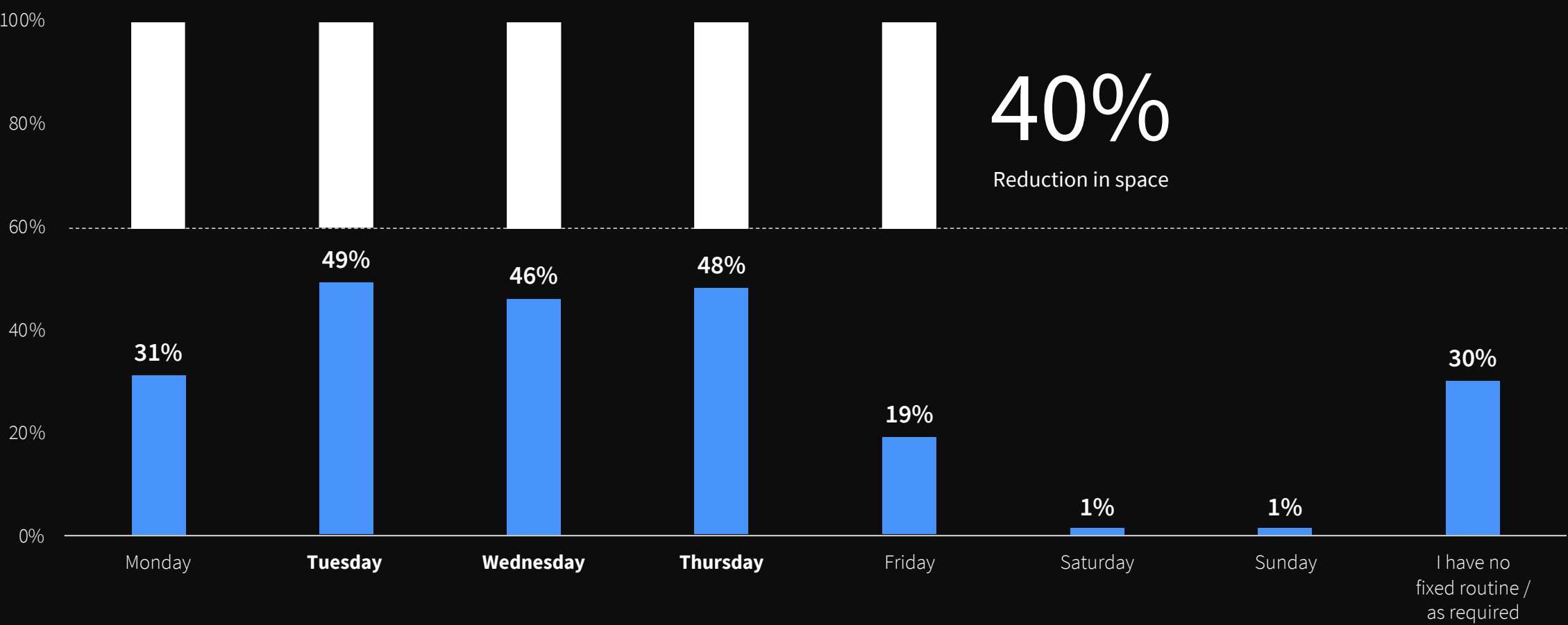
2022

Which day(s) are you likely to work in your organisation's workplace?



2022

Which day(s) are you likely to work in your organisation's workplace?

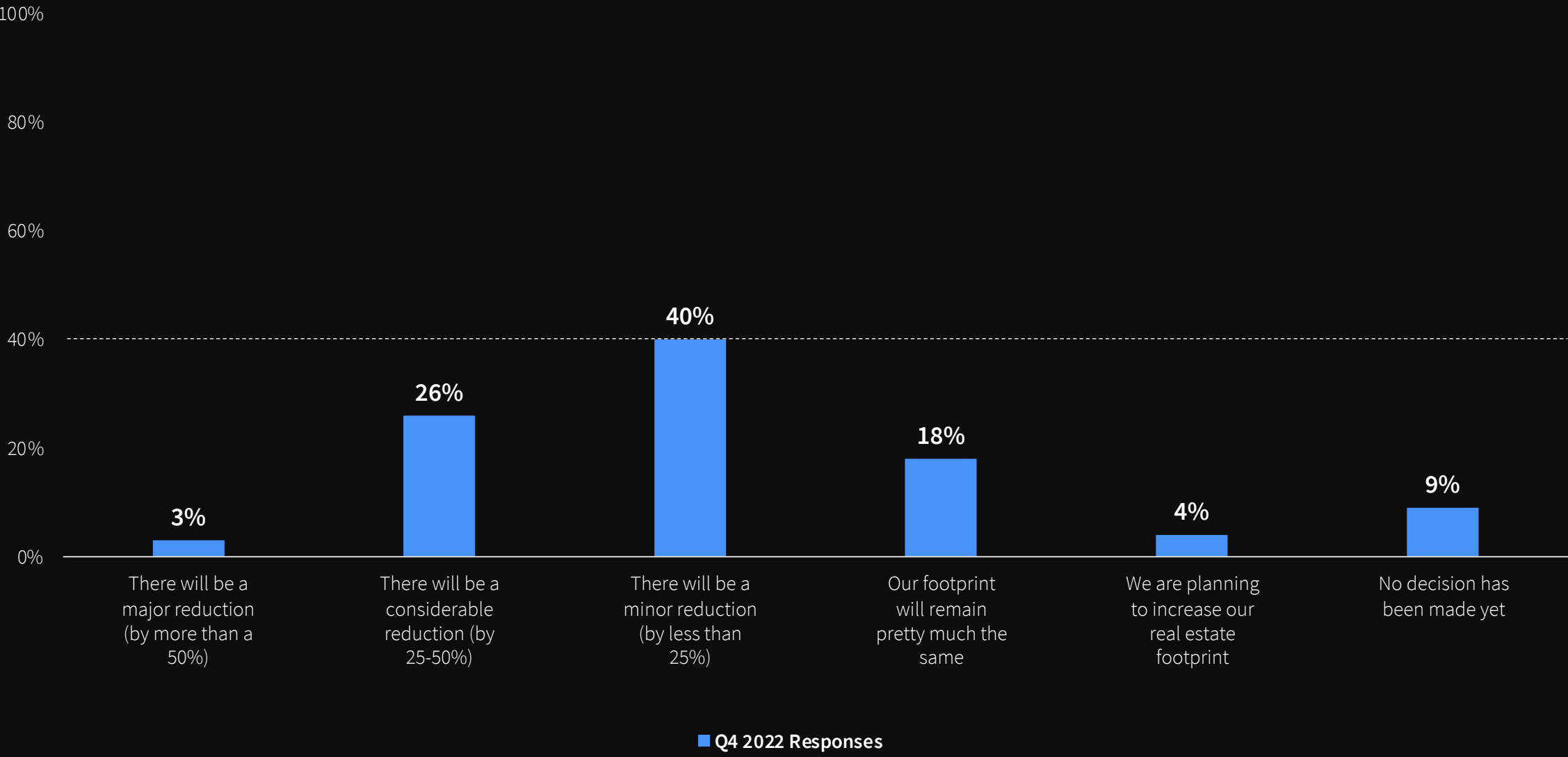


2022

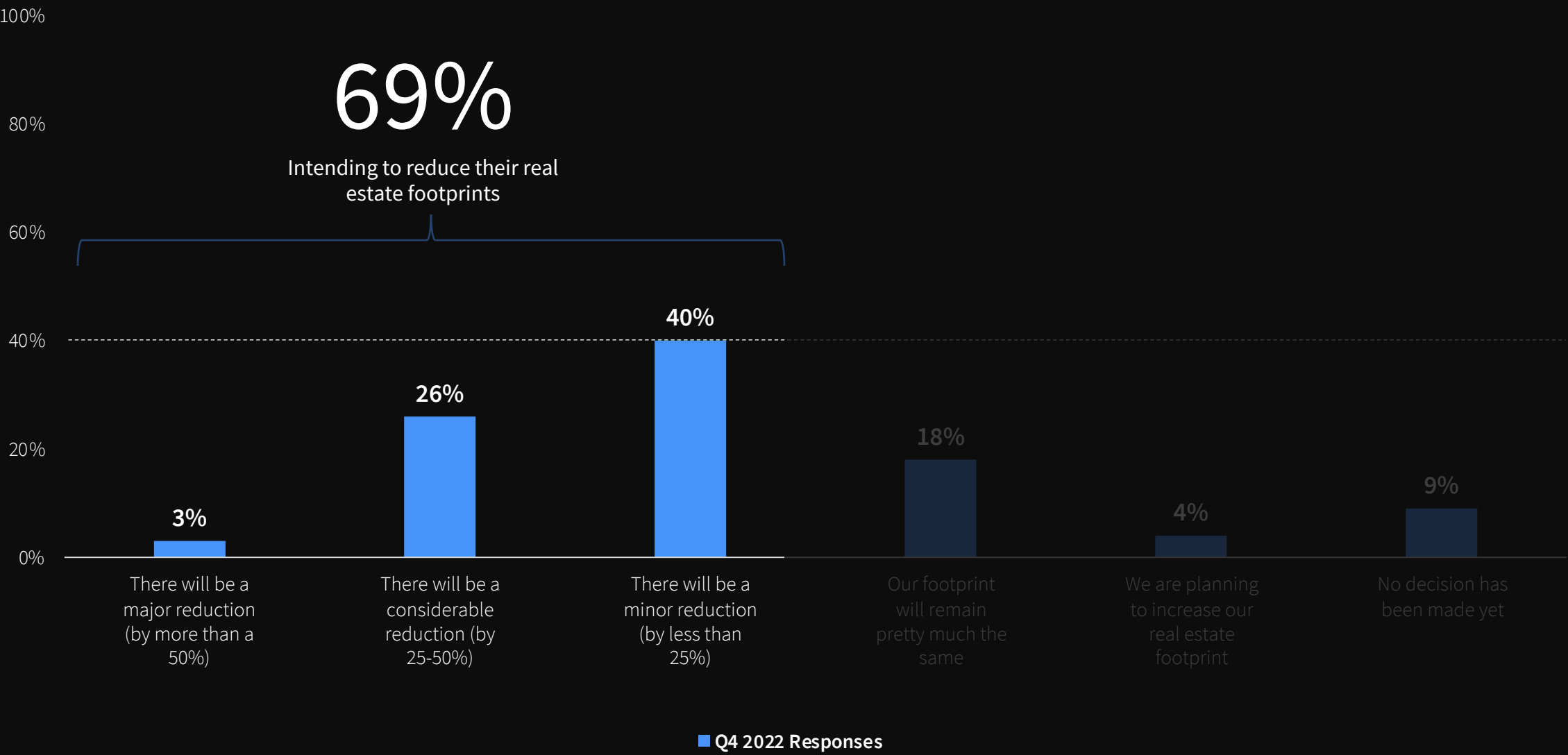


What are employees
being invited back to?

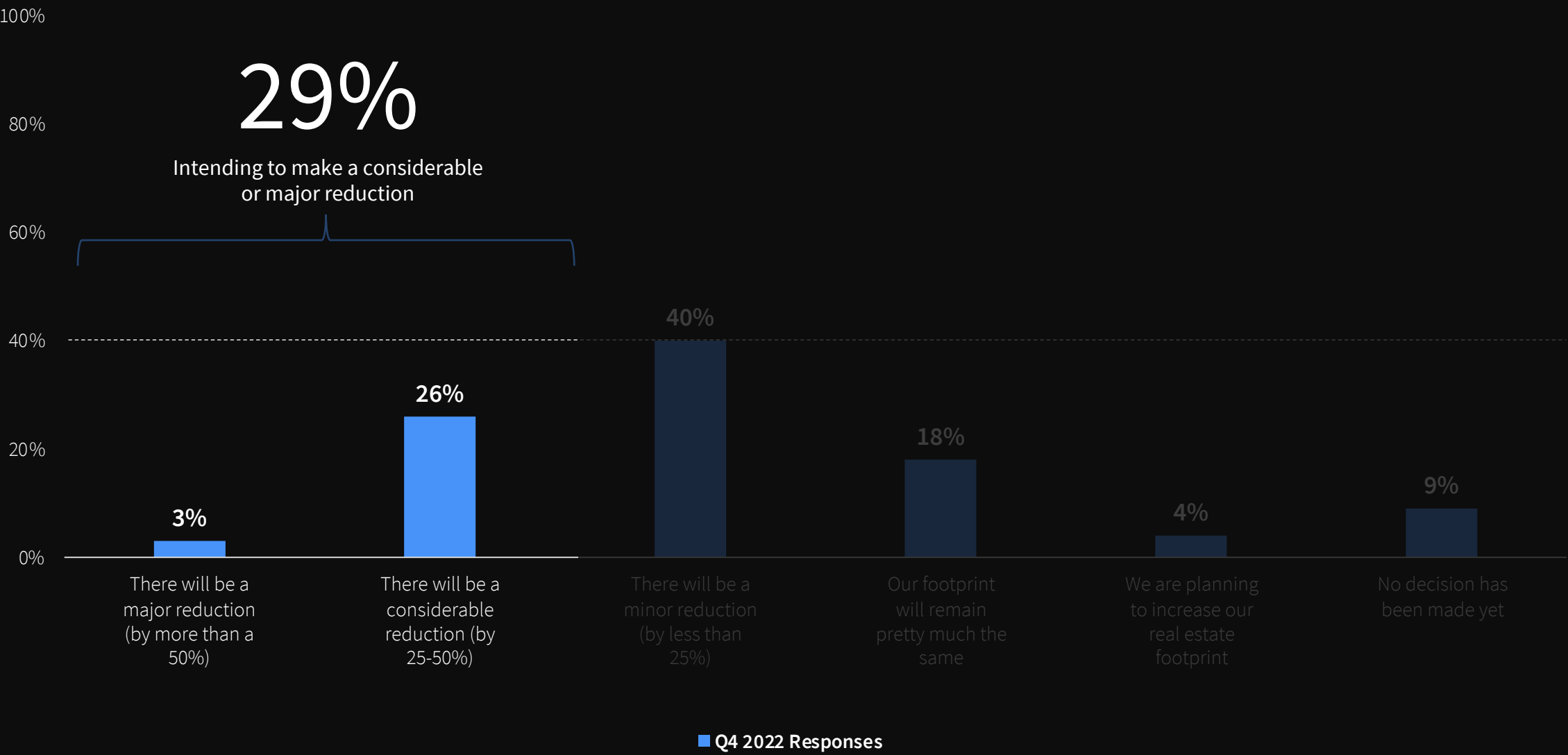
Changing real estate footprints



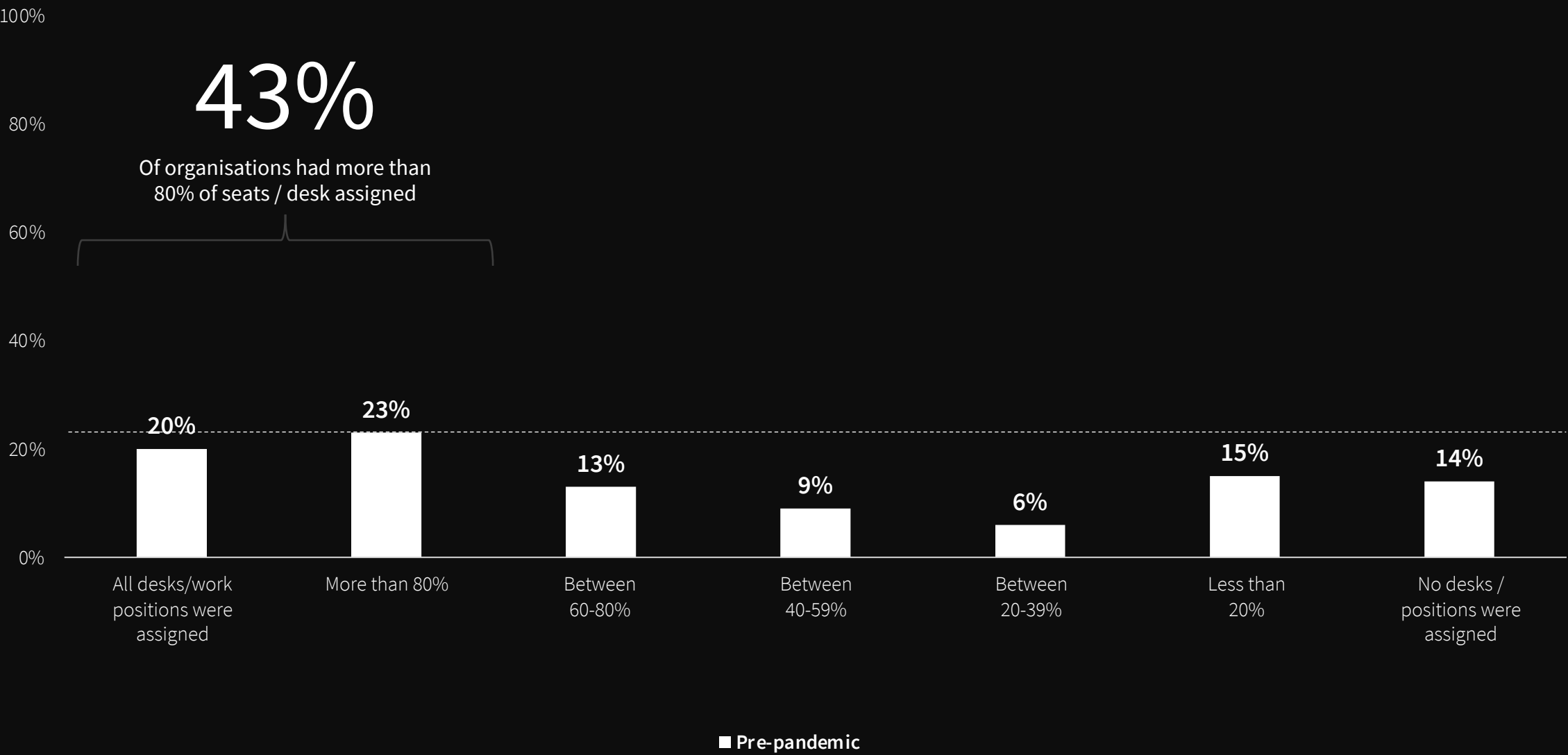
Changing real estate footprints



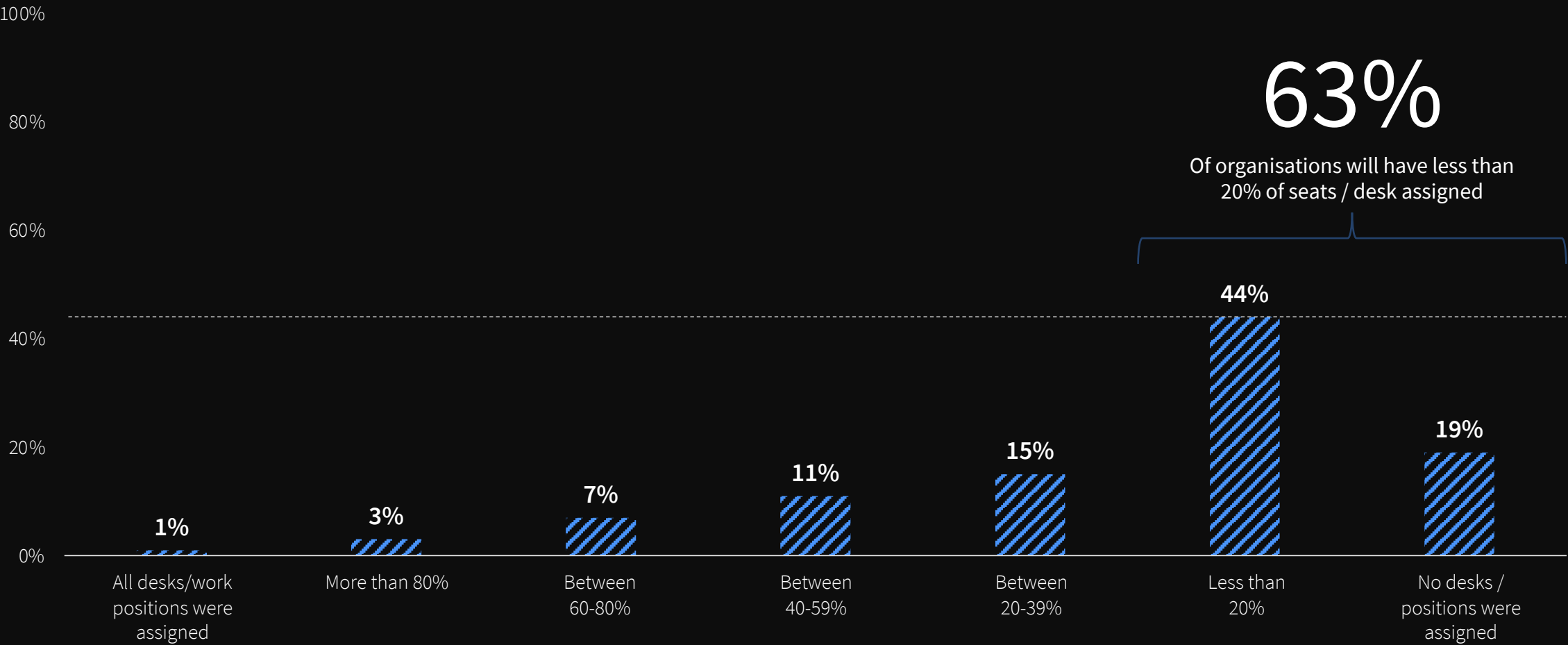
Changing real estate footprints



What proportion of desks / work-points were assigned / unassigned?



What proportion of your desks / work-points will be assigned?

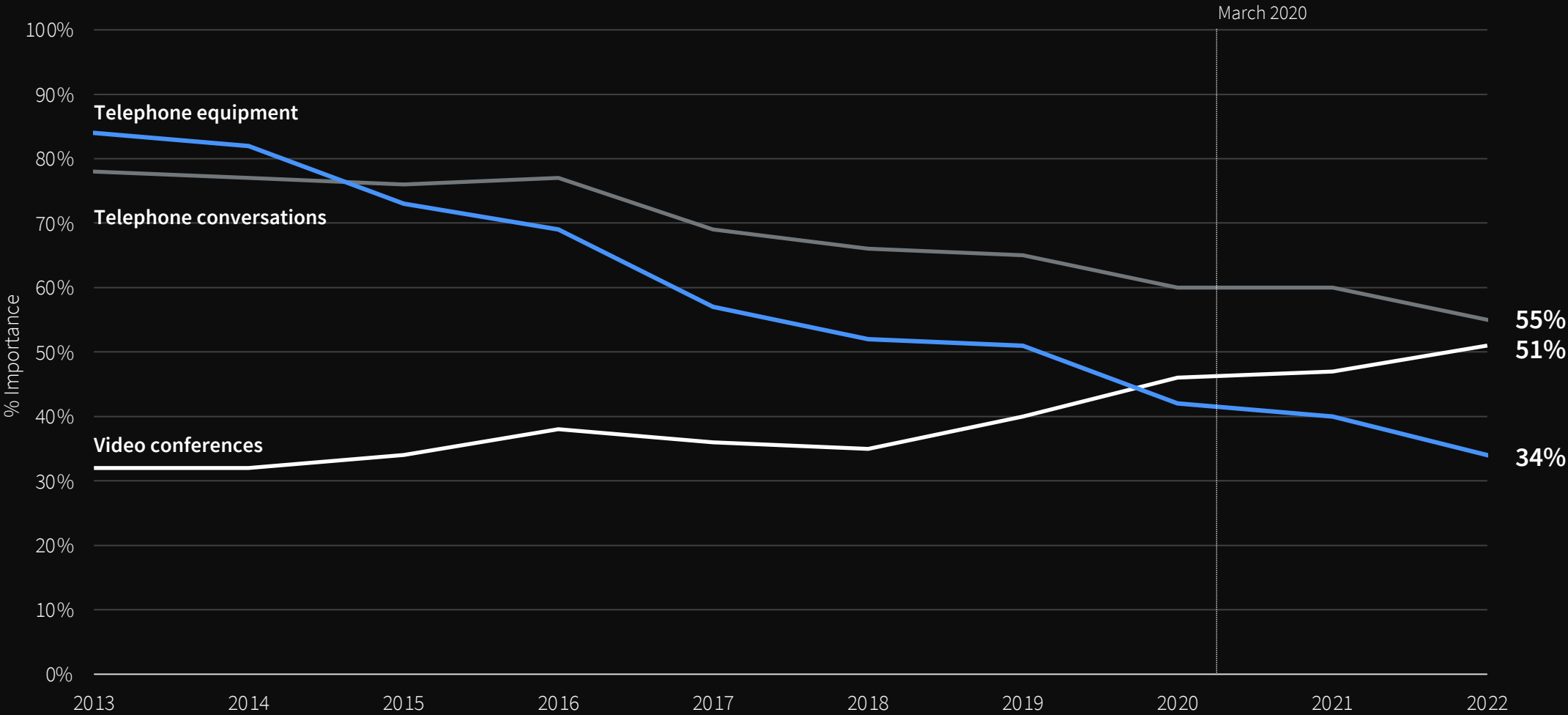


Next 18 months

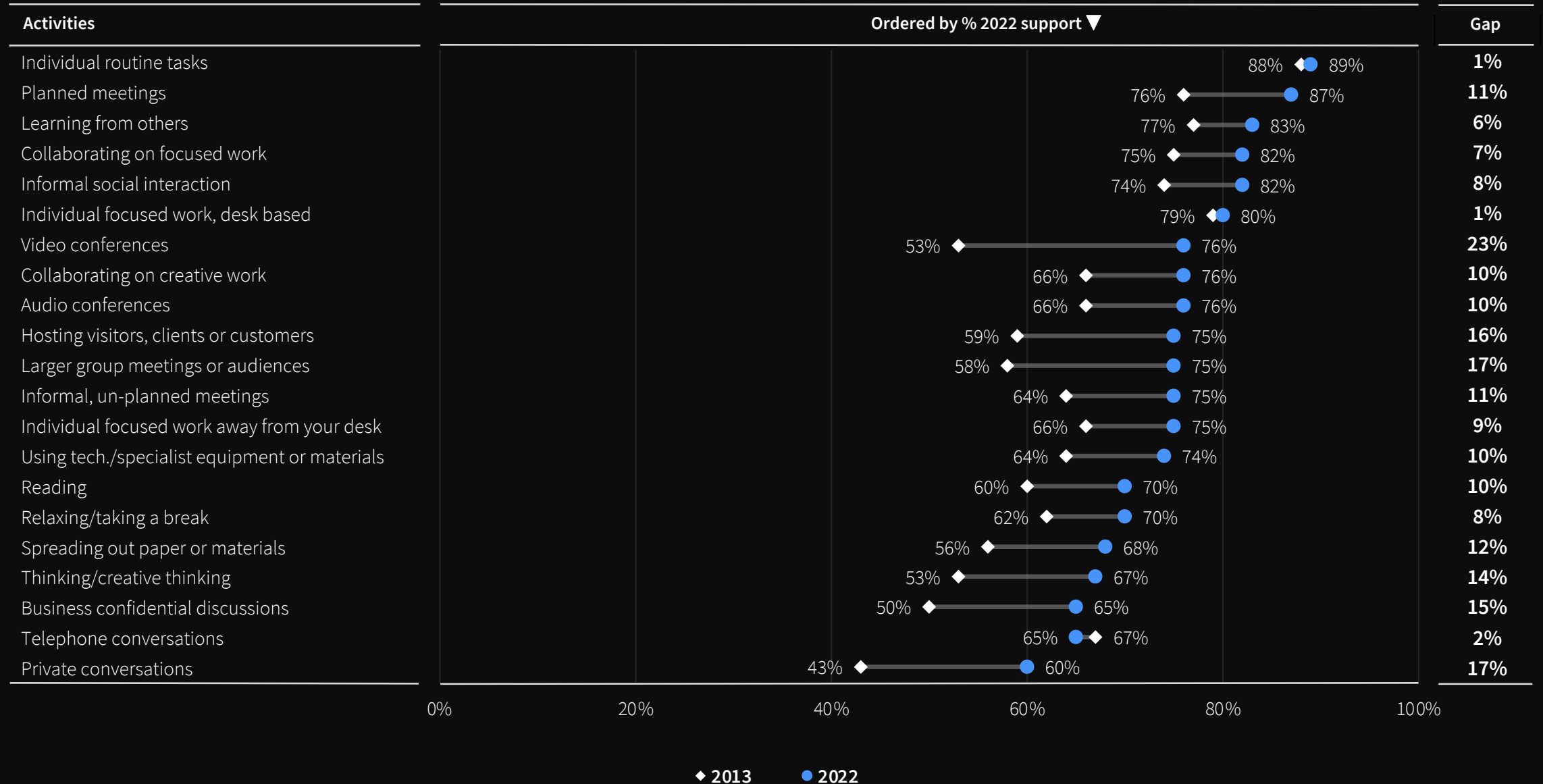


What's changed?

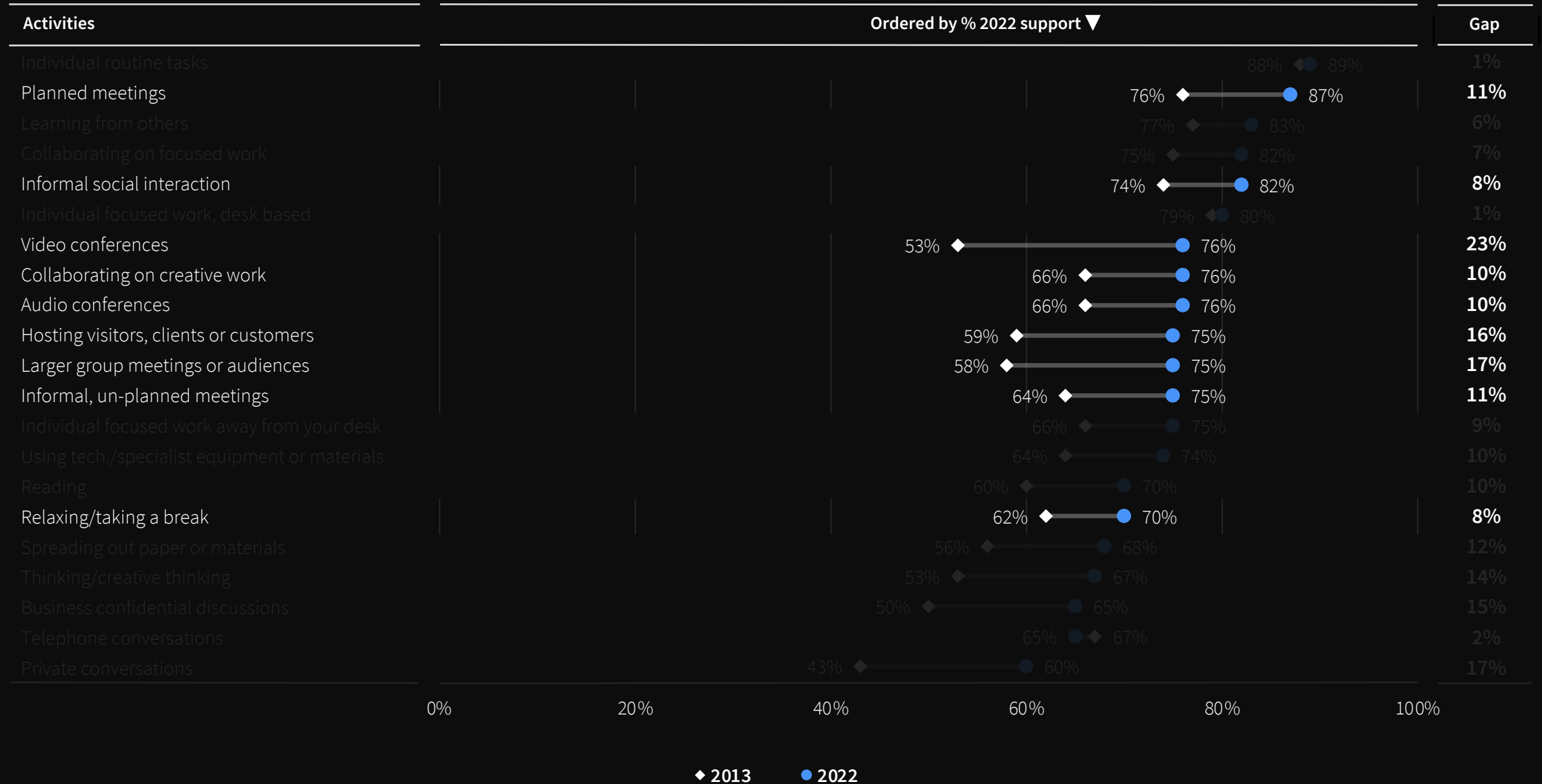
Change in importance – activities / features related to communication



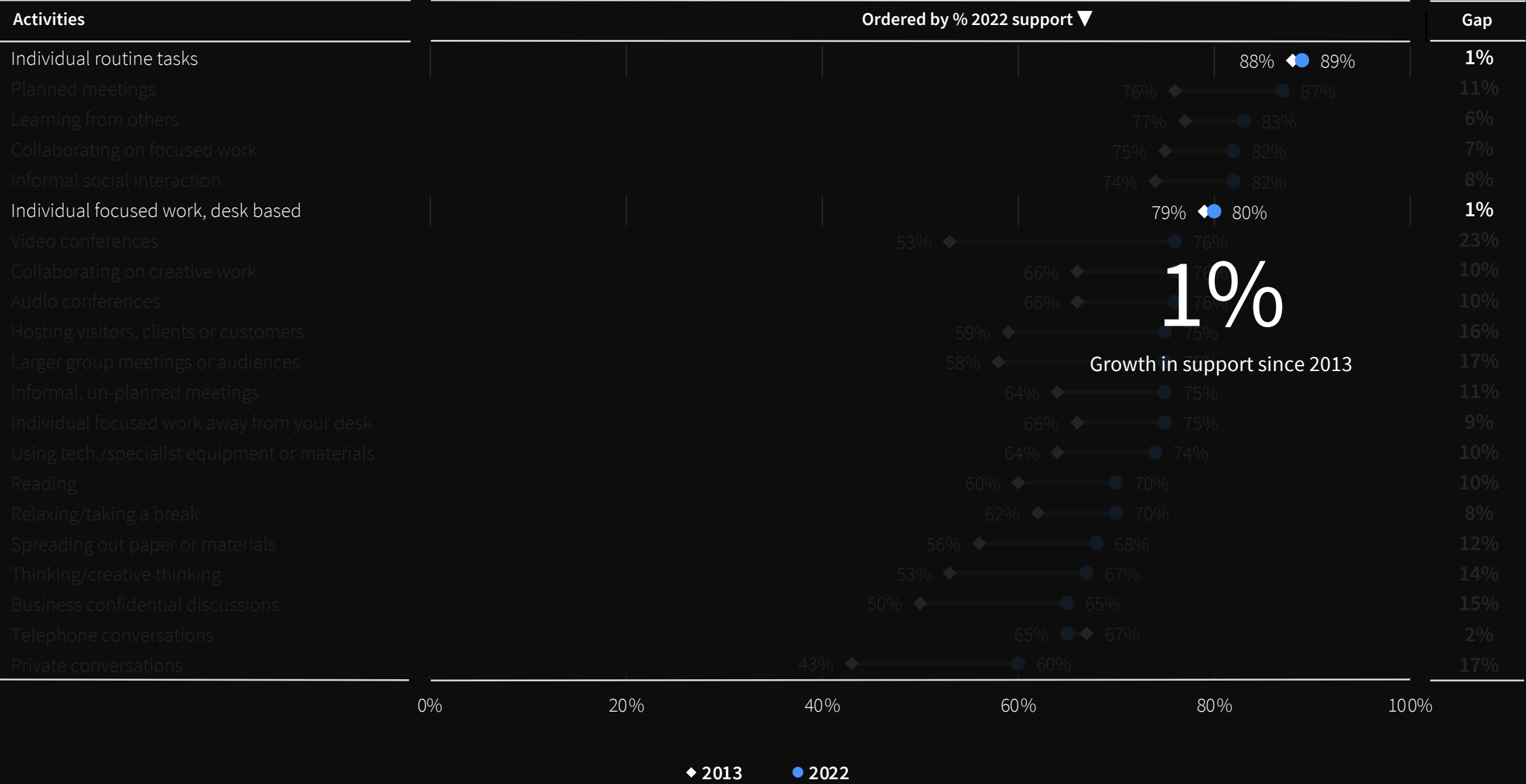
Pandemic did not worsen employees' experience – support agreement



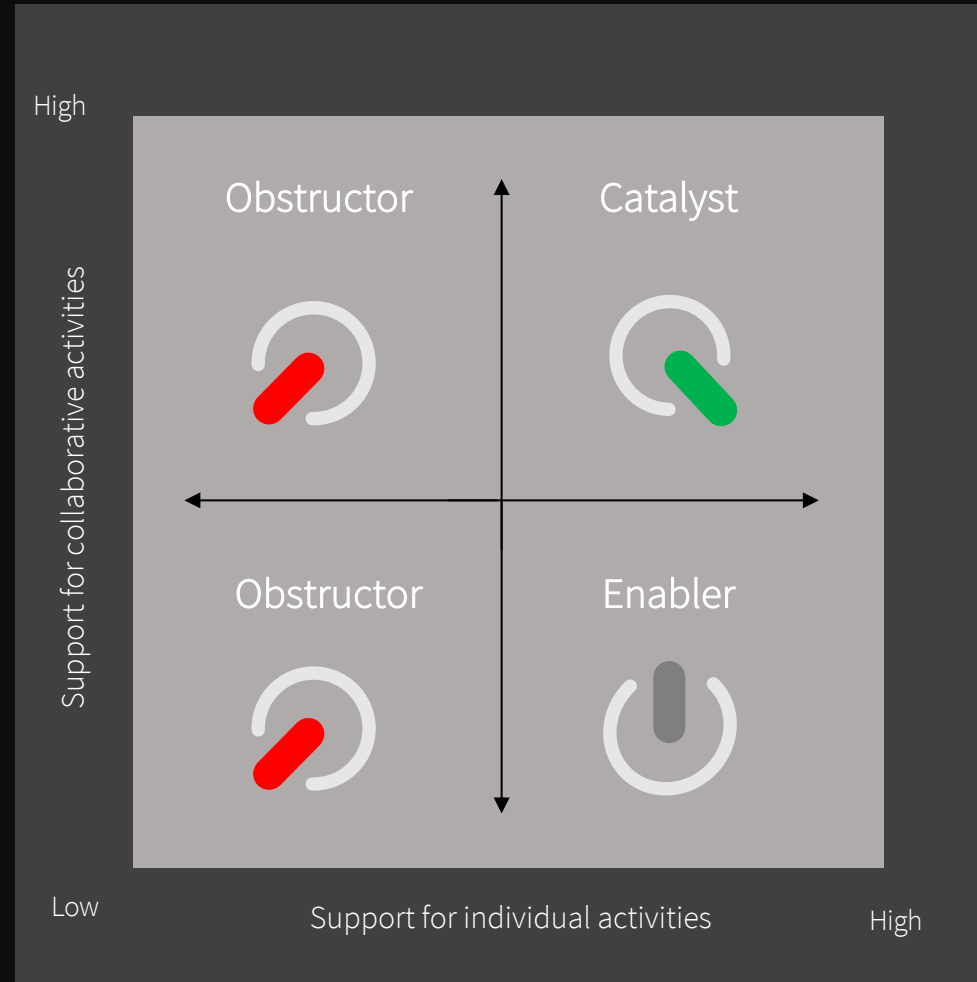
Pandemic did not worsen employees' experience – support agreement



Pandemic did not worsen employees' experience – support agreement



The “hygiene” factor is whether individual work is supported.



WHY WORKPLACE

