

How Hybrid and Remote Work Are Reshaping Our Spaces

Work can now be done from everywhere, which presents new freedoms and new challenges when designing spaces. Here are the insights driving the workplaces of the future, from office to home and beyond.

Home Offices Will Be Self-Contained



In contrast to the in-person workplace's experiential focus, the home office will be all about productivity. This will take the form of a small office space separated from the rest of the house to avoid distractions—a quiet, focused area that's personalized to suit individual preferences, which may include:

- Digital whiteboards, walls, and surfaces for creating personalized environments
- Adaptable décor—lighting, ambiance—that responds to a range of working styles

An Office (or Zen) Space on Wheels

Autonomous driving and Internet of Things are transforming cars into roving multipurpose spaces, with technology that offers passengers the chance to catch up on work or simply relax on the commute home.



Annual growth rate for the global self-driving vehicle industry¹



Percentage of small businesses that believe they are going to have a fully autonomous fleet within the next two decades²



How Car Design Will Change To Accommodate Work

Gas pedals and steering wheels that are available for leisure use and disappear during autonomous use

Surrounding screens that are 5G-connected to enable video collaboration, work, or entertainment

Customizable interiors that transition from seats into worksurfaces as needed

Hotel Rooms Will Become Remote Hubs

15.5

Number of Americans who identified as digital nomads in 2021, an increase of 119 percent from two years earlier, according to one study.³ To accommodate these location-independent workers, hotel technology may soon offer innovative amenities like the following.

Giant screens that partition off sections of a hotel room or meeting space to offer privacy

Face-recognition technology to protect spaces and devices from unwanted intrusion

AI assistants that preload active whiteboards and picture walls for a personalized space.

Remote Collaboration Tools Will Foster Inclusion—Without Them, Employees Are More Likely to Leave

For some employees, hybrid work can deliver an inclusive experience that isn't always available onsite. Without it, they may be more inclined to take a job elsewhere. According to a 2022 industry report⁴:



4. <https://www.mckinsey.com/capabilities/people-and-organizational-performance/our-insights/hybrid-work-making-it-fit-with-your-diversity-equity-and-inclusion-strategy>

Workspaces Will Suit Specific Tasks

From office to home, workspaces will be designed around specific tasks. Generation Z, for instance, rejects the office solely as an instrument of career advancement. Instead, they view it as a place to collaborate, build relationships, and have unique experiences.



Offices Will Be Designed To Inspire



Percentage of millennials who want opportunities to learn and grow to be a top workplace priority, and will stay longer at companies that offer those opportunities, according to a workplace study.⁵

As a result, the office of the future will offer unique experiences and a physical layout found nowhere else, designed to gain insights from the time employees spend together. Aspects might include:

- **Private booths** with data integration that allow workers to move around easily
- **Permanent and flexible desk spaces**
- **Breakout zones** that support virtual and in-person collaboration
- **Intuitive touch displays** that let employees control their Webex collaboration devices, check workspace availability, book a meeting room, manage peripherals, and run third-party applications for wayfinding, digital signage, and other elements of the workspace experience

Office Culture—Not Space—Will Be Key to Keeping Talent



of employees say flexible work policies affect their decision to stay with a current employer, according to a 2022 report.⁶



of a company's workforce may decide to leave if their organization goes back to a fully on-site arrangement, according to the report.

As hybrid work becomes mainstream, the office needs to become a destination not only for in-person collaboration but also for socializing and building community, catering more directly to connectedness and changing needs.

“The general directions for work are flexibility and personalization. Employees don't want to tie themselves down to a specific place. They want workplace personalization and collaboration tools based on where they want to be.”

—Anna Tavis, professor at NYU's School of Professional Studies

5. https://www.gallup.com/file/workplace/238073/Gallup_Millennials_Full_Report.pdf 6. <https://www.gartner.com/smarterwithgartner/9-future-of-work-trends-post-covid-19>



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