

Rethinking the Workplace

Planning and Implementation of a New Approach to the Workplace

Organisations have learned much about themselves, their workforce and their business during the COVID-19 Pandemic. For many, there was a forced shift to working from home. While those employees who cared for children or other relatives struggled to some extent, most employees shifted to working from home seamlessly. Nevertheless, there are organisational stressors and concerns for a more long-term absence from the office.

Previously seen as an “employee benefit” to work from home periodically, recent experience shows there can be benefits to the employer as well. As employees have proven they can be just as productive remotely as in the office, there is a significant move to shift to a more flexible long-term strategy for the workplace. Organisations that fail to make this shift risk getting left behind.

82% of managers expect to offer more flexible work from home policies post-pandemic, according to a recent survey commissioned by Microsoft.

Key Considerations as You Rethink the Workplace

Organisations across industries see an opportunity to rethink how they work rather than just get back to the way it was. There are some challenges and opportunities to address as you develop your future workplace strategy.

Normal work rhythms have been disrupted and a new normal will form. **Is it better for your organisation to shape it deliberately to ensure its healthy and productive?**

Working remote has impacted work/life balance, as well collaboration and connectedness. **Are you focused sufficiently on managing culture and engagement?**

The success of remote working has caused leaders to reassess the value of the office. **Do you know the “why” of your office and implications for your future office needs?**

Employees feel they and their companies have benefitted from remote work. **If you don’t continue it in some form, what additional turnover might you experience?**

Adoption of collaboration technologies has been robust, but still underutilised with untapped potential. **How much more productivity could you drive by expanding adoption?**

The Pandemic forced organisations to transform the way they work overnight. **How can rethinking the workplace contribute to achieving greater organisational agility?**





Establishing more than just a policy change or new workspace within any function, organisations need a strategic solution to address all the challenges across functions to transform the workplace for the future.

Creating the new normal for how work gets done is a complex challenge. Protiviti brings a highly integrated, cross-functional team with expertise in business transformation, change management, human capital management, data privacy and security, and facilities management. This diverse group enables us to develop a 360-degree solution that helps clients adapt and succeed in this changing environment.

Our High Performing Teams Methodology is anchored in change management principles which ensures alignment of the future state vision with the organisation's mission, vision and values. Further, it covers communications, collaboration, innovation and performance management.

How We Can Help

Design and Implementation of hybrid/ Remote Work Models

- Work model implementation playbook and prioritisation matrix
- Policy development
- High performing teams model to maximise performance regardless of work location
- Design thinking sessions to develop a workplace model for the future
- Culture assessment and new approaches to employee engagement



Rethink the Office and Technology

- Workplace of the future development and design
- Evaluate approaches for reducing office spend and/or monetising unused space
- Office redesign and remodelling
- Review data protection with remote work
- Improve adoption of remote collaboration tools
- Remote work technology optimisation
- Enhanced digital innovation and collaboration tools



Create Greater Organisational Agility

- Redesign of labour model, onboarding and training
- Introduction of flexible labour models to increase flexibility and agility
- Financial analysis of operational transformation



Contact the Business Performance Improvement Team for a Discussion



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