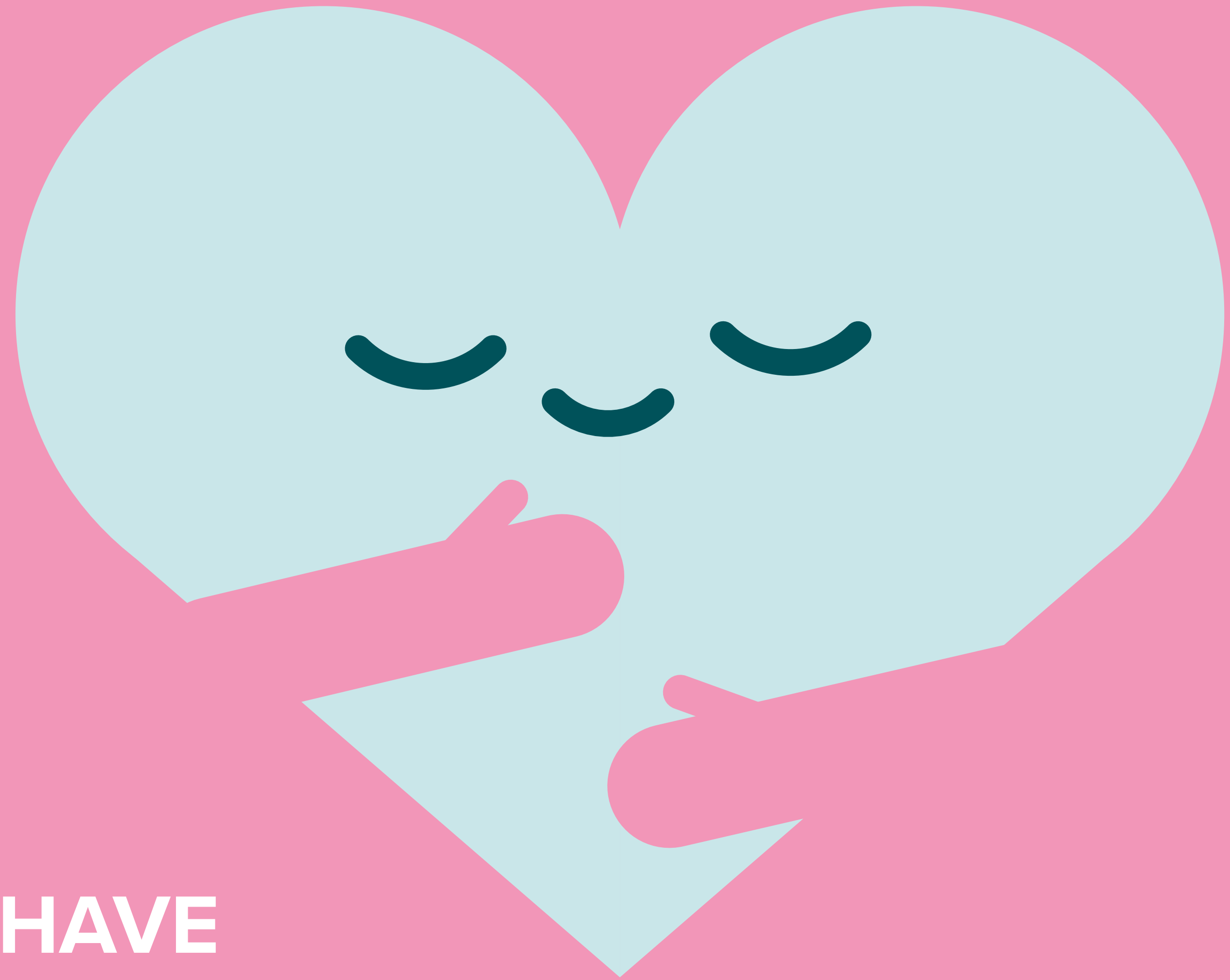


INCLUSIVE WORKPLACES

DOES THE WORKPLACE YOU HAVE
SUIT THE WORKFORCE YOU WANT?

Make sure everyone feels welcome.



A WORKPLACE FOR ALL...



The office is the OG of collaboration tools. According to [Microsoft 2022](#), in the same way collaboration tools have changed with the pandemic, the office needs to be redesigned too if you're a company that wants employees to come back to the office.

"Physical work spaces are essential for functions like team building and bonding, establishing ties with other colleagues, connecting people to the company mission and culture, and more. But people are still learning how to use it in these new ways: when it comes to hybrid work, 38% of employees say their biggest challenge is knowing when and why to connect in person." [Microsoft 2022](#)

The future work space should;

- Be flexible
- Support hybrid working
- Champion wellness
- Enable accessibility
- Deliver delightful working experience

We think accessibility is a key principle for 2023 – and although accessibility when referring to physical spaces is mostly associated with mobility or vision or hearing disabilities, it can include considerations about mental health, neurodiversity, and individual work style.

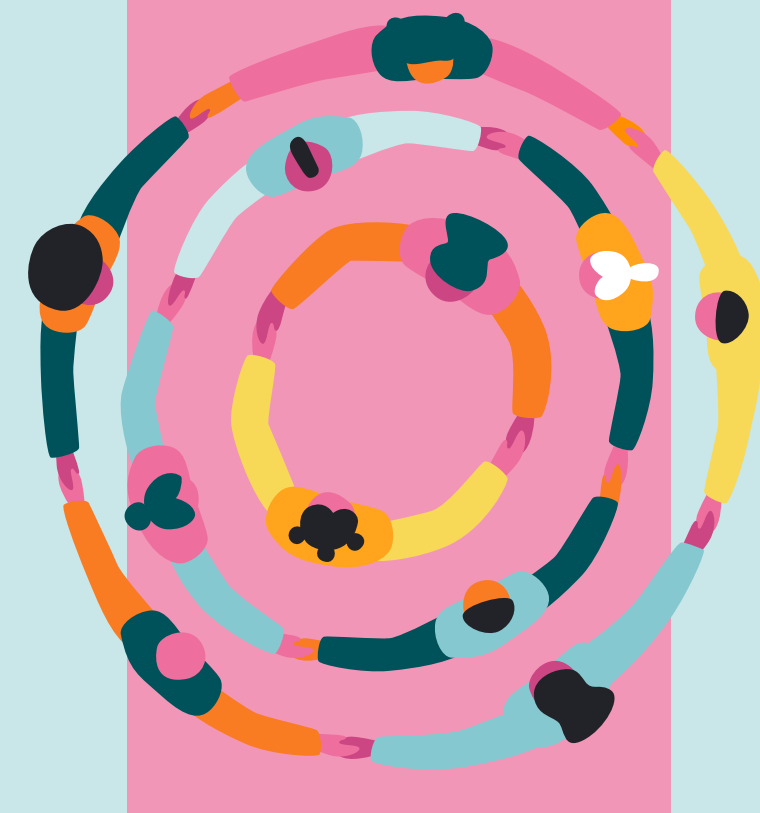
We know that increasing diversity in the workforce is on a lot of companies agendas; nearly 80% of talent professionals ranked "diversity hiring" as the most important trend in the recruiting industry for 2022 ([Forbes, 2022](#)), and that's expected to continue into 2023. Plus it's important for prospective talent too - 76% of job seekers and employees report that a diverse workforce is an important factor when evaluating companies and job offers." ([Glassdoor, 2021](#)) But all too often, the facilities in the office environment are overlooked, and struggle to meet the needs of the diverse workforce being recruited.

Re-onboarding new hires you made during the pandemic (as well as staff who haven't used the office since) will also be key to ensuring a inclusive workplace, helping employees transition to the redesigned workplace, reducing anxiety, creating opportunities for connections and getting the most benefit from them coming to the office.

Is your workplace meeting the collaboration needs of your workforce? Are you being considerate of individual's work styles? Do you offer an inclusive workspace that meets the needs of your employees?

76%

of job seekers & employees report that a diverse workforce is an important factor when evaluating companies and job offers





DID YOU KNOW...?



Nine in 10 remote-capable employees prefer some degree of remote-work flexibility going forward,



and six in 10 specifically prefer hybrid work (Gallup, 2022)



Connecting with colleagues is a key motivation for working in person.

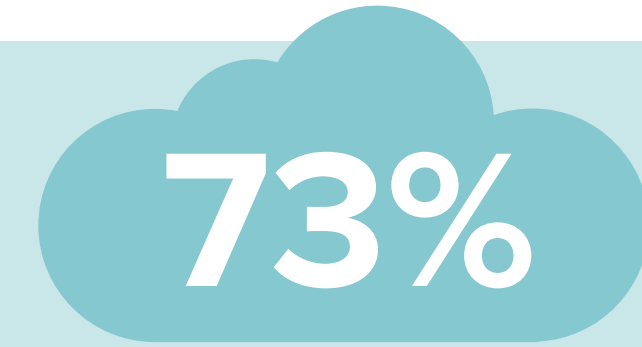
84% of employees would be motivated by the promise of socialising with co-workers

85% would be motivated by rebuilding team bonds

Employees also report that they would go to the office more frequently if they knew their direct team members would be there (73%) or if their work friends were there (74%) (Microsoft 2022)

A traditional office building will become primarily a culture space, providing workers with a social anchor, facilitating connections, enabling learning, and fostering unscripted, innovative collaboration.

(Harvard Business Review, 2021)



73% of employees say they need a better reason to go into the office than just company expectations

(Microsoft 2022)



“

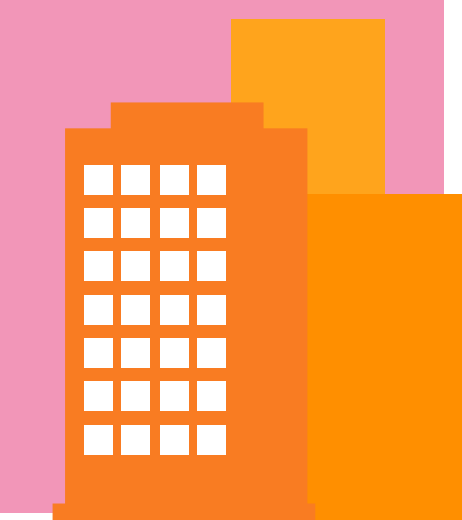
Work is no longer just a place. It's what people do, no matter where they are and how they come together to get the job done. (Microsoft, 2022)

”



32% of the workforce feel the poor design of their workspace is having a negative effect on their physical and mental wellbeing.

(Office Principles, 2021)



Leaders must acknowledge that a point of no return has been reached and there must be deeper and more concerted investments in culture, communications, technology, workplace policies, and infrastructure to thrive in the new hybrid working future...

organisations must rethink how they see their office space, why employees will need it, and how they use it. (Cisco, 2022)

FIND OUT MORE

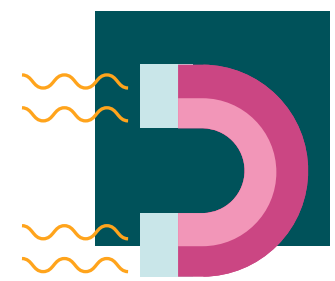
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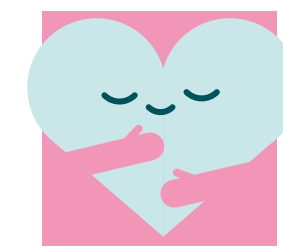
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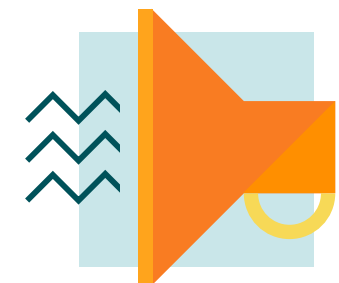
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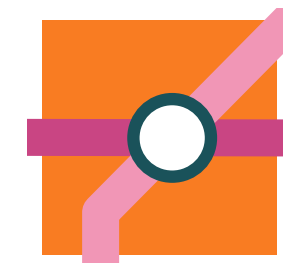
ATTRACTION AND RETENTION



INCLUSIVE WORKPLACES



EMPLOYEE ADVOCACY



CHANGE COMMS MANAGEMENT



MANAGERS



EMPLOYEE EXPERIENCE TOOLS



LEADERS



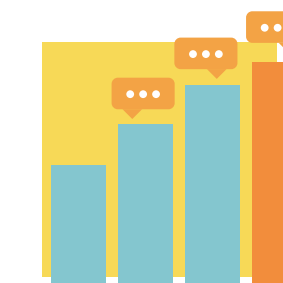
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