

# rethinking workspace fast and slow

With [half of U.S. adults](#) vaccinated against COVID-19 and many employees returning to the office, companies face some tough choices about what the post-pandemic workplace looks like. CEOs have a lot to consider as they decide whether to bring employees back to the office, allow them to continue to work remotely, or to adopt a hybrid approach.

[PwC's US Remote Work Survey](#) shows the majority of employees enjoy working from home and want to continue. Three-quarters of executives expect half of their employees back in the office this summer, while 61% of employees expect to spend just part of the time in the office. And there's no agreement on the right balance of days in the office and at home.

## preserving the benefits of home and office

As CEOs decide what comes next in where and how work gets done, experts advise keeping these 4 things in mind:

### 1 employees want flexibility

Harvard Business School professor [Prithwiraj \(Raj\) Choudhury](#) says the desire for flexibility has reached a tipping point for younger workers and especially for working women and mothers, who struggled with job losses and childcare during the pandemic. As companies compete for top talent, he says companies need to carefully weigh the risks and benefits of returning to offices.

### 2 there's no one-size-fits-all answer

As employers consider where to work should take place, [executive coach Ron Carucci](#) cautions against binary choices, such as remote or on-site. These decisions tend to focus on individual personal preferences (of employees or leadership). Instead, the best answer will take into consideration the needs of teams or departments.

### 3 hybrid is a spectrum

Publicis Group [Chief Growth Officer Rishad Tobaccowala](#) says that hybrid is not as simple as some days at the office and some days at home. Instead, the "unbundled workplace" will combine four spaces:

- Home, a foundational space where the bulk of work gets done
- Work pod, sub-leased space that enables teamwork outside the home
- Periodic events/experiences, allowing distributed teams to get together at a location of their choosing for collaboration and relationship-building
- Legacy office, a downsized central office for senior management, training and/or client meetings

### 4 flexibility requires a framework

Georgia Commute Options' [telework expert Elham Shirazi](#) says it's important to make the rules of engagement clear so everyone understands why certain decisions are being made. Developing clear policies can help create an assessment process that accounts for job duties and performance, employee readiness, technology access, manager training and more.

**Leading companies are rethinking where, when and how we work for a better, more resilient future. [Learn how GCO can help prepare you for what comes next.](#)**

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