

WHITEPAPER

Return To Office
Resistance



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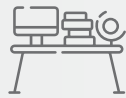
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Background

01



The modern workplace has undergone a transformation from the pre-pandemic era of constant in-person interaction, to a more flexible remote work culture. With the gradual decrease in Covid-19 cases, organizations are starting to return to office work.

02



However, the sudden shift to remote work in response to the pandemic has created a need for a new work dynamic that balances the benefits of both in-person and remote work. The upcoming changes will have a profound impact on both employers and employees, and it's crucial to prepare for this new era of work

03



Bringing together top Human Resource Professionals, the BrighterMonday Office Warming Event provided a platform to address the challenges of returning to in-person work and develop strategies for a seamless transition

The Problem

Priorities for a successful return to office include increased flexibility and a hybrid workplace model for both employers and employees. Research confirms this as a common expectation.

How do organisations keep up with these expectations during the return to work transition?

HR Views

As employers consider their preferred work model, a multitude of factors are being taken into account. At a recent event, HR professionals provided valuable insights into the themes surrounding remote and hybrid work models.

During the event, HR representatives shared their experiences and perspectives on the challenges and benefits of both working from home and hybrid work models. These discussions offer valuable guidance for employers as they navigate the complexities of work model selection.

Key Concerns



Employers

- Organizational Culture
- Employee Performance
- Operational Costs
- Company Health
- Innovation



Employees

- Work life balance
- Expenses
- Mental Health
- General Health

Challenges of Work from Home and Hybrid setups on Employees and Organizations



- a Disconnection from professional networks
- b Balancing family and work becomes challenging with continuous work demands.
- c The lack of physical interaction leads to decreased cohesion among team members
- d Dwindling performance hence there is a constant need for performance reviews
- e Decreased performance leading to ongoing need for performance evaluations.
- f The erosion of workplace culture
- g The isolation from their colleagues can lead to feelings of depression and stress for employees
- h Reduced employee efficiency and output.
- i Employee vulnerabilities become more evident, especially in cases of job redundancy.

Strategies for Success: Solutions and Recommendations for Seamless Hybrid Work Implementation

The HR leaders in the room shared their insights and recommendations on smoothing the transition from remote work to in-office or hybrid setup. They offered practical solutions to overcome challenges during the shift.



Suggested Solutions Human Capital Leaders

- a** Encourage innovation acquired from different sources to grow your organization

- b** Set up creative spaces to allow for productivity

- c** Co-create work spaces with employees

- d** Have a wellness program that will factor in physical, mental, spiritual and diet wellness

- e** Use inhouse counsellors to deal with mental health issues

- f** Factor in a results only work environment to monitor outputs and not hours worked

- g** Line managers should set up clear objectives and key results to improve performance

- h** Managers should clearly define an output

- i** Upskill managers to manage remote workers

- j** Create a remote safe space for employees

- k** Have inciting offers e.g Monday breakfast on the office to encourage return to office



YOUR STUDY ABROAD JOURNEY STARTS HERE

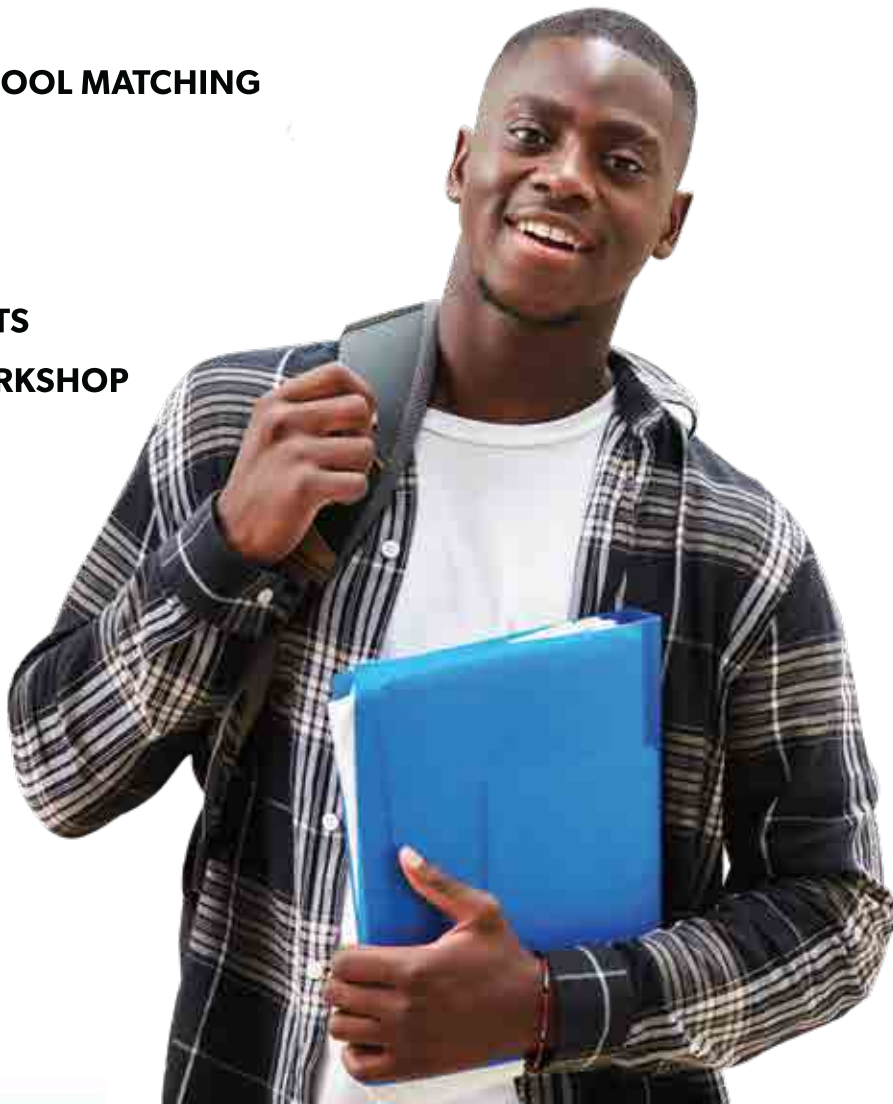
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BrighterMonday Kenya Findings

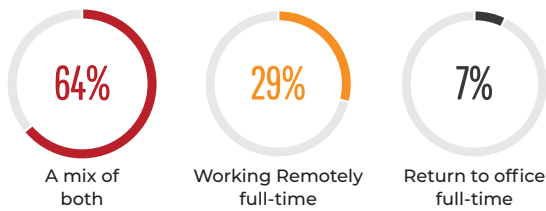
Our internal survey of 14 employees showed a preference for a hybrid work setup. The majority cited cost savings and more time for personal commitments as their reasons for this choice. This highlights the importance of offering flexible work arrangements to meet the evolving needs of today's workforce.



BrighterMonday Findings Social Media

We conducted polls on LinkedIn and Facebook to gauge opinions, and the results are in. Here are the findings:

If your employer lets you decide, which one would you prefer?



64% of the 1393 respondents preferred a hybrid model

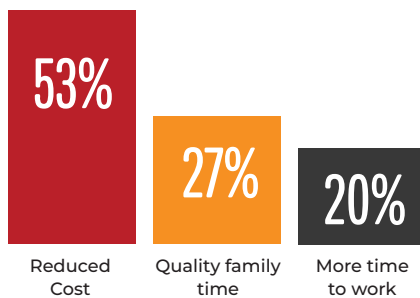
As an employer, what do you like most employees working full-time in the office?



As for employers, 66% of 120 respondents said the in-office set up provides for better team collaboration and professional development as opposed to other working models

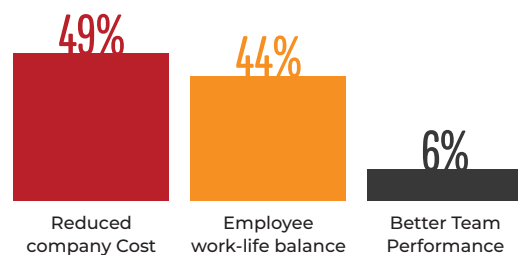
Our recent surveys on LinkedIn and Facebook revealed insights from the public. The results are as follows:

As an employee, what do you like most about working from home?



From a poll of 955 employees, 53% cited cost savings as their main reason for preferring a remote work model over a return to the office setup.

Dear Employer/Hr what do you think are some advantages of employees working from home?



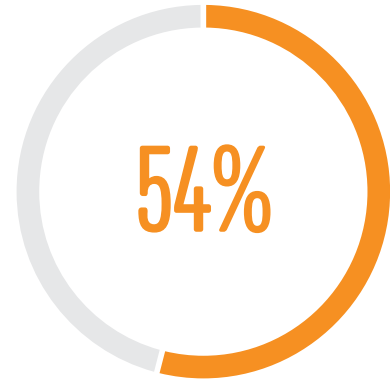
Nearly half of the HR respondents from a sample size of 222 concurred that remote work contributes to cost savings for their organization (49%) and improved work-life balance for employees (44%).

Industry Findings

According to a study conducted by PWC,

26% of employees prefer a full-time remote working arrangement, however, only 18% believe their employer will adopt this model.

The study also revealed that only 54% of respondents are currently capable of working remotely. On the other hand, 18% anticipate their employer will require full-time in-person work.

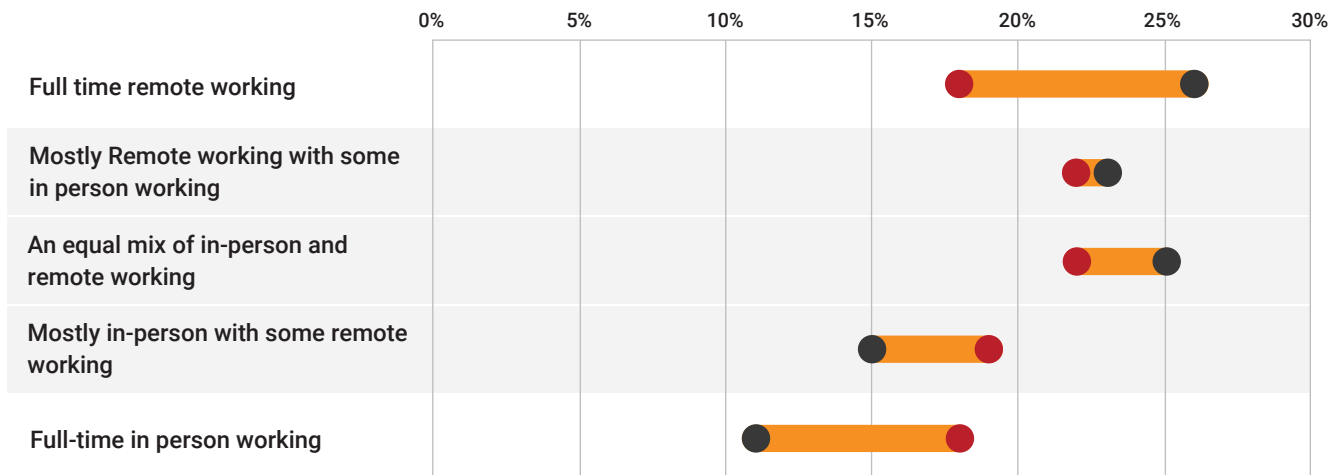


Of respondents are able to work remotely

Flexibility makes hybrid work models succeed

Their expectations for their Current job roles 12 months from now

● How will you prefer to work? ● How will your employer likely expect you to work? ■ Gap



Source: PwC's 2022 Global Workforce Hopes and Fears Survey of 52,195 workers across 44 countries and territories

Industry Solutions

According to PWC, A significant 63% of employees expect their employers to offer a blend of in-person and remote work within the next 12 months. This highlights the growing demand for hybrid work arrangements.

PWC's survey also highlights the priorities of CFOs when it comes to implementing a return-to-office policy. A remarkable 75% of CFOs place importance on employee health, while 52% emphasize the need for a positive remote working experience to improve productivity. These findings emphasize the need for a well-thought-out and balanced approach to the return-to-office policy.

In conclusion, the survey results from PWC suggest that employers should focus on offering a hybrid work arrangement that strikes a balance between employee health, productivity, and work-life integration. By doing so, organizations can ensure that they are providing a supportive work environment that benefits both employees and the bottom line.



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Conclusion

- Implementing an effective work model requires collaboration between employers and employees. A deep understanding of the challenges faced by employees is necessary as each organization has unique needs that can only be met by a work model tailored to those needs.
- To ensure everyone is working towards a common goal, it's important for the organization to clearly define its objectives and the desired outcomes. This clarity will help align employees and ensure that all factors are taken into consideration.
- Collaboration, clear goals, and proper alignment are crucial elements in creating a successful work model that meets the needs of both the organization and its employees.



Parting Shots



“Hybrid is the way, and if there is one thing that will gradually get people back into the office, is the need to innovate and connect with colleagues”

Christopher Karani

HR practitioner



“We need to design together our work spaces with our employees to increase productivity”

Mercy Kaberi

HR practitioner



“Employee engagement is key greatly contributes to enhanced organizational culture and performance”

Shadrack Kirui

HR practitioner



“We need to rethink the idea of the office, Is it somewhere we come to work? Reconnect? Brainstorm? then we can now work”

Ejidia Kariuki

HR practitioner



“We now focus more on objectives and key results to improve performance.”

Lameck Wayayi

HR practitioner



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