



Navigating hybrid work

A TOOLKIT FOR BUILDING SUCCESSFUL STRATEGIES

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1. INTRODUCTION

How can your organization successfully navigate the shift to hybrid work? Transitioning to a hybrid model involves complex considerations, from understanding work patterns and formulating evidence driven policies to best leverage the benefits of data and technology.



HYBRID WORK - AN INCONVENIENT TRUCE

At the heart of hybrid work lies an inconvenient truce. Managers, who tend to favor a return to the office are in a tug of war with employees, who frequently favor the flexibility afforded by remote work.

Champions of a return to the office highlight the benefits of face-to-face interactions and physical collaboration. Conversely, proponents of a remote-first approach argue that clinging to the past neglects the efficiency and flexibility of remote work. A recent global survey by Ipsos highlights the widening gap between leaders and employees, with Junior employees proving almost three times more likely to desire access to remote to working options than senior managers¹.

Despite this polarization in opinions, the hybrid approach has continued its upward trend, with new and improved remote technology further enhancing the remote work experience. Hybrid working models are increasingly being viewed not only as a feasible option, but indeed as the preferred choice for numerous organizations. Gartner's forecast further illustrates this shift: predicting that by the end of 2023, 39% of global knowledge workers will operate under hybrid work models, up from the 37% figure reported in 2022².

THE OFFICE SPACE DILEMMA

While there has been a steady increase in the number of workers returning to the office in recent months, some startling projections from industry leaders point to worrying prospects in relation to future demand for office space. As tenants hand back to landlords millions of square feet of space no longer needed, Cushman & Wakefield's warn that we may see up to a billion square feet of vacant office space by 2030³, and BCG's concept of "zombie buildings"⁴ looms over underutilized spaces. Faced with these warnings, we find ourselves asking – whose guidance should we heed in this tumultuous climate?

CHARTING YOUR OWN COURSE

This white paper argues for an alternative path. Instead of advocating for polarized views, we will present a nuanced, adaptable and transformative framework that empowers organizations to chart their own course. This framework allows organizations to reclaim agency over their own destiny, leveraging data and technology to make informed choices that align with their own unique circumstances. Within this white paper, we explore the significant role of tools such as Spacewell's comprehensive suite of solutions in informing strategic decisions.

Dedicate just 30 minutes of your time to this guide, and we promise a wealth of actionable insights and strategic guidance. We aim to equip you with the knowledge to transition seamlessly to a sustainable, future-ready work model. Let's explore the transformative potential of hybrid work, together.

1. [Hybrid working: growing gap between leaders and employees | World Economic Forum \(weforum.org\)](https://www.weforum.org/publications/2022/09/hybrid-working-growing-gap-between-leaders-and-employees/)
2. [Gartner Forecasts 39% of Global Knowledge Workers Will Work Hybrid by the End of 2023](https://www.gartner.com/en/forecast/2023/03/39-of-global-knowledge-workers-will-work-hybrid-by-the-end-of-2023)
3. <https://www.cushmanwakefield.com/en/united-states/insights/obsolescence-equals-opportunity>
4. <https://www.bcg.com/publications/2023/countering-the-surge-of-zombie-buildings>

THE RISE OF HYBRID WORK

The unprecedented rise of hybrid work is a transformative trend reshaping the global work environment.

A transition towards hybrid work was already in play prior to the COVID-19 pandemic, but accelerated rapidly as a direct result. The COVID-19 pandemic forced businesses of all sizes to rethink the way they work, as well as inducing a remote work experiment on an unprecedented scale. During lockdowns, organizations were compelled to adopt remote work models almost overnight, leading to long-term changes in attitudes, preferences, and strategies.

The debate over whether organizations should adopt hybrid work strategies or maintain a more traditional office-centric approach continues to divide opinions, both amongst employers and amongst the workforce. A recent global survey by Ipsos highlights a widening gap between leaders who want employees to return to the office and employees who have adapted to new patterns of work and want greater flexibility, with junior employees proving almost three times more likely to want to work remotely than senior managers⁵.

Despite this polarization in opinions, the hybrid approach has continued its upward trend, increasingly being viewed not only as a feasible option, but as the preferred choice for numerous organizations. Gartner's forecast further illustrates this shift: they predict that by the end of 2023, 39% of global knowledge workers will operate under hybrid work models, up from the 37% figure reported in 2022⁶.

Hybrid work is clearly on the rise for good reasons, it empowers employees with flexibility, fostering a healthy work-life balance that enhances productivity and job satisfaction. This work model can also provide businesses a competitive edge, attracting premium talent and reducing office space costs. But the transition isn't without challenges, as we'll explore in the next section.



5. [Hybrid working: growing gap between leaders and employees | World Economic Forum \(weforum.org\)](https://www.weforum.org/publications/hybrid-working-growing-gap-between-leaders-and-employees/)

6. [Gartner Forecasts 39% of Global Knowledge Workers Will Work Hybrid by the End of 2023](https://www.gartner.com/en/newsroom/press-releases/2022-09-27-gartner-finds-39-of-global-knowledge-workers-will-work-hybrid-by-the-end-of-2023)

Key Factors that Continue to Drive Hybrid Work Adoption



Digitalization:

Digital transformation and adoption of technology in workplaces, with the adoption of collaboration tools such as Slack and Microsoft Teams to cloud-based SaaS solutions with mobile support and remote access capabilities has led to a more adaptive workforce.



Changing Preferences:

As businesses were pushed to adopt remote work models rapidly, due to COVID-19, many employees savored the newfound flexibility and convenience. This has led to enduring shifts in workplace preferences and company strategies. The option of hybrid working, once seen simply as a perk has developed into a firm expectation for many employees, and even sectors traditionally resistant to such change, like the legal and banking professions, are now seeing widespread acceptance of hybrid as a long-term solution.



Generational Shift:

Millennials and Gen Z heavily prioritize work-life balance. According to McKinsey many are willing to seek new employment opportunities should their employers eliminate hybrid work in favor of full office attendance.



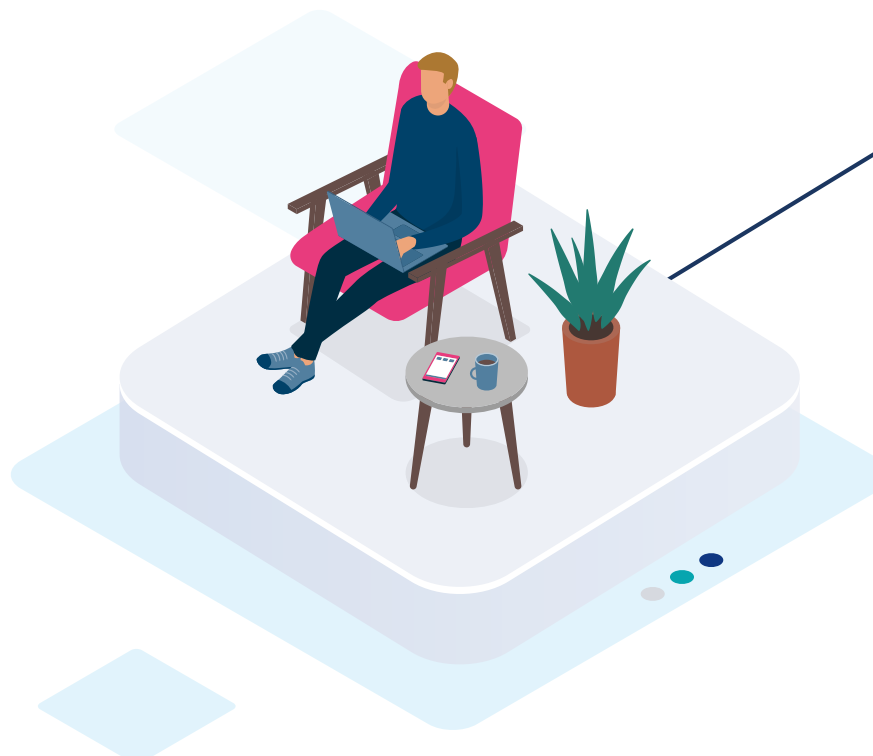
Access to Global Talent:

With geographical restrictions rendered irrelevant, hybrid work enables businesses to tap into global talent, fostering workforce diversity.



Cost Reduction:

Hybrid work reduces the need for square footage and offers the potential to reduce real estate related costs (rent, energy, cleaning, etc.) as well as reducing carbon emissions. The savings can be re-invested in commute-worthy work environments, supported by digital tech.



2. THE CHALLENGES OF A TRANSITION TO HYBRID WORK

The crafting and execution of an effective hybrid work strategy necessitates a comprehensive appraisal of both internal and external factors, and each organization's journey will be unique and multifaceted.

"Adopting a hybrid work model requires relevant insights and a vision of the model that will be best suited to the needs of your business. It's important to gather as much data and feedback as possible prior to adoption, and then apply and monitor strategies. In the absence of benchmarking data, a flexible, adaptable approach is necessary, and outcomes will likely need to be adjusted over time."

Gilles Ghyssaert

Product Strategy Manager, Spacewell



DEVELOPING AN APPROPRIATE HYBRID MODEL

There is no "one-size-fits-all" model for hybrid work, and approaches can be as diverse as the workforce they serve, requiring a careful balance of corporate goals, employee preferences, and facility needs. Crafting a successful hybrid work strategy requires careful alignment of the objectives of company's internal objectives and employee preferences, and striking an appropriate balance between remote and in-office work. Factors such as space utilization trends and future workspace needs are crucial to consider.

Workplace strategies can range from traditional office-centric models all the way to fully remote setups. They may be handcrafted for specific teams, roles, or individuals, or uniformly rolled out for the wider workforce. Choosing the best strategy isn't a one-size-fits-all decision however, it hinges on a variety of factors including the nature of team tasks, industry norms, your organization's culture, and the specific demands of your business environment.

These different models can be further broken down into a number of classifications, including:

Flexible Hybrid Model: Employees choose their work location based on work type or personal preference, utilizing office space for collaborative tasks and working remotely otherwise.

Scheduled Hybrid Model: Work location is predetermined for certain days, either company-wide or per team.

Department-Based Hybrid Model: Work location depends on one's department or role; certain teams may need to be office-based while others can predominantly work remotely.

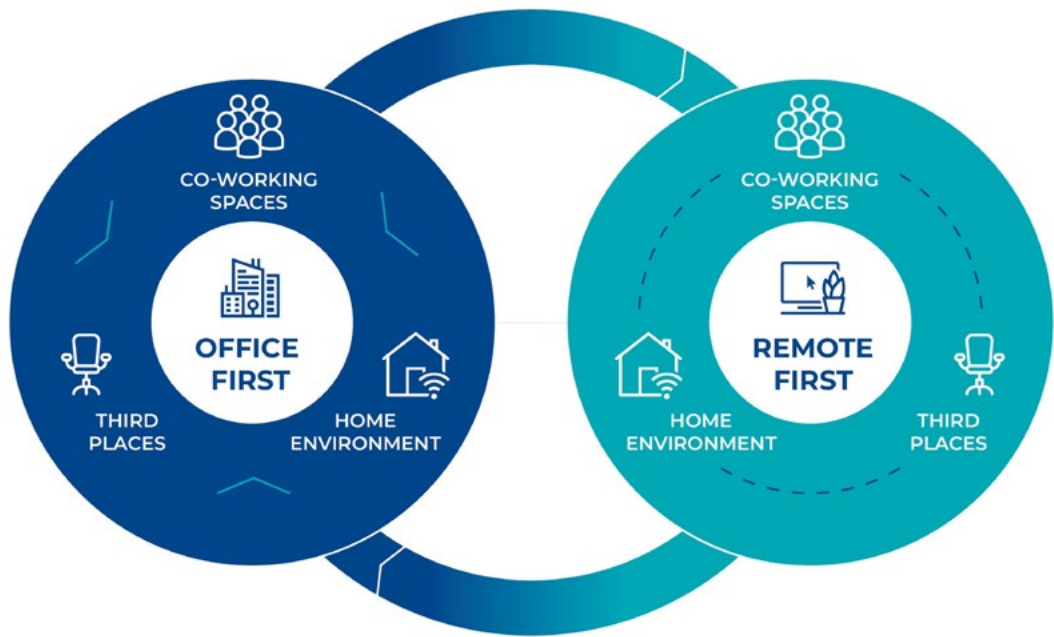
Hub-and-Spoke Model: The company operates a main office (hub) and smaller regional offices (spokes), with employees free to work from any of these or from home. Ideal for geographically dispersed workforces.

Fully Flexible Model: No set requirements for when or where employees work; focus is on meeting performance expectations and deliverables.

Remote-First Hybrid Model: Primarily remote work with office spaces serving as venues for occasional meetings, collaborations, or social events.

CONFLICTING WORKSPACE APPROACHES

Source: Spacewell



NAVIGATING THE IMPLEMENTATION OF HYBRID MODELS

Implementing a hybrid work model poses unique challenges, primarily due to limited benchmarks and KPI uncertainties. Two primary adoption models have emerged:

1. A data-driven approach, emphasizing empirical evidence. Organizations invest in detailed data collection about their workforce, including work patterns and needs, using tools like internal analytics, surveys, or pilot studies. This data guides the development of innovative solutions and an internal agenda. The model encourages continuous learning and adaptation, leading to a more effective hybrid work model. However, this approach can be resource-intensive and slow.
2. An adaptive “wait and see” approach. Often preferable in situations with limited data or uncertain future needs. Instead of extensive planning, organizations launch a basic hybrid model and make adjustments based on performance feedback. This approach is flexible and quicker to implement but can result in increased uncertainty and the need for frequent adjustments.

Each approach comes with its own benefits and trade-offs, and the choice between them will depend on the organization’s circumstances, resources, and risk tolerance.

ALIGNING OBJECTIVES & ESTABLISHING THE DELIVERY TEAM

When implementing a hybrid work strategy, it’s important to align internal objectives and gain a thorough understanding of both corporate and worker preferences and priorities. Establishing an optimal blend of remote and in-office work will depend on a series of factors, including evaluation of the nature employee tasks, the company’s culture and strategic goals, and the range and structure of an organization’s portfolio of different workplaces.

As we navigate the transformative shift to hybrid work, balancing various stakeholder priorities is vital. This balance can be achieved through diverse representation within the implementation team. The hybrid work model’s effectiveness hinges on harmonizing objectives across stakeholder groups, including customers or tenants, finance, HR, facilities management, and leadership teams. This inclusive approach allows for a holistic understanding of unique needs and challenges.

However, while collaboration is critical, organizations must be wary of decision-making becoming too dispersed. Clearly defined guiding principles, a robust implementation framework, and explicit roles help keep the hybrid work strategy streamlined and efficient. It’s often advantageous to begin with a small, focused transformation team comprising core leadership, senior management, HR, Facilities, and IT staff. Meanwhile, it’s crucial to maintain open channels of communication and consultation with wider stakeholders.

IDENTIFYING OBJECTIVES AND MEASURING SUCCESS

Implementing a hybrid work model is a significant organizational endeavor. It requires clear communications, unified goals, precise metrics and targets, along with the flexibility to adapt to evolving circumstances. Regular audits of internal metrics and data are key to guiding the continuous refinement of the hybrid work strategy.

Before embarking on the transition to a hybrid model, organizations must clearly articulate their objectives. Identifying relevant Key Performance Indicators (KPIs) and metrics establishes a robust foundation for monitoring progress and adjusting the strategy as necessary. Without this supporting data, a hybrid work strategy risks becoming an unsupported viewpoint rather than a data-driven plan.

CULTURE, ENGAGEMENT, AND COMMUNICATION

Successfully implementing a hybrid work model involves special attention to maintaining a sense of connection and engagement among employees, regardless of their location. Successful strategies will involve establishing policies and processes that establish goals, objectives, constraints of the hybrid work programme in as much detail as possible. These policies help set clear expectations, and can nurture a shared organizational culture as well as fostering a sense of inclusion.

Policies and practices in this regard may include: scheduled check-ins with remote workers, “all hands” meetings, company events, shared employee experiences, enhanced staff training & onboarding processes, and the development of new E-learning tools.

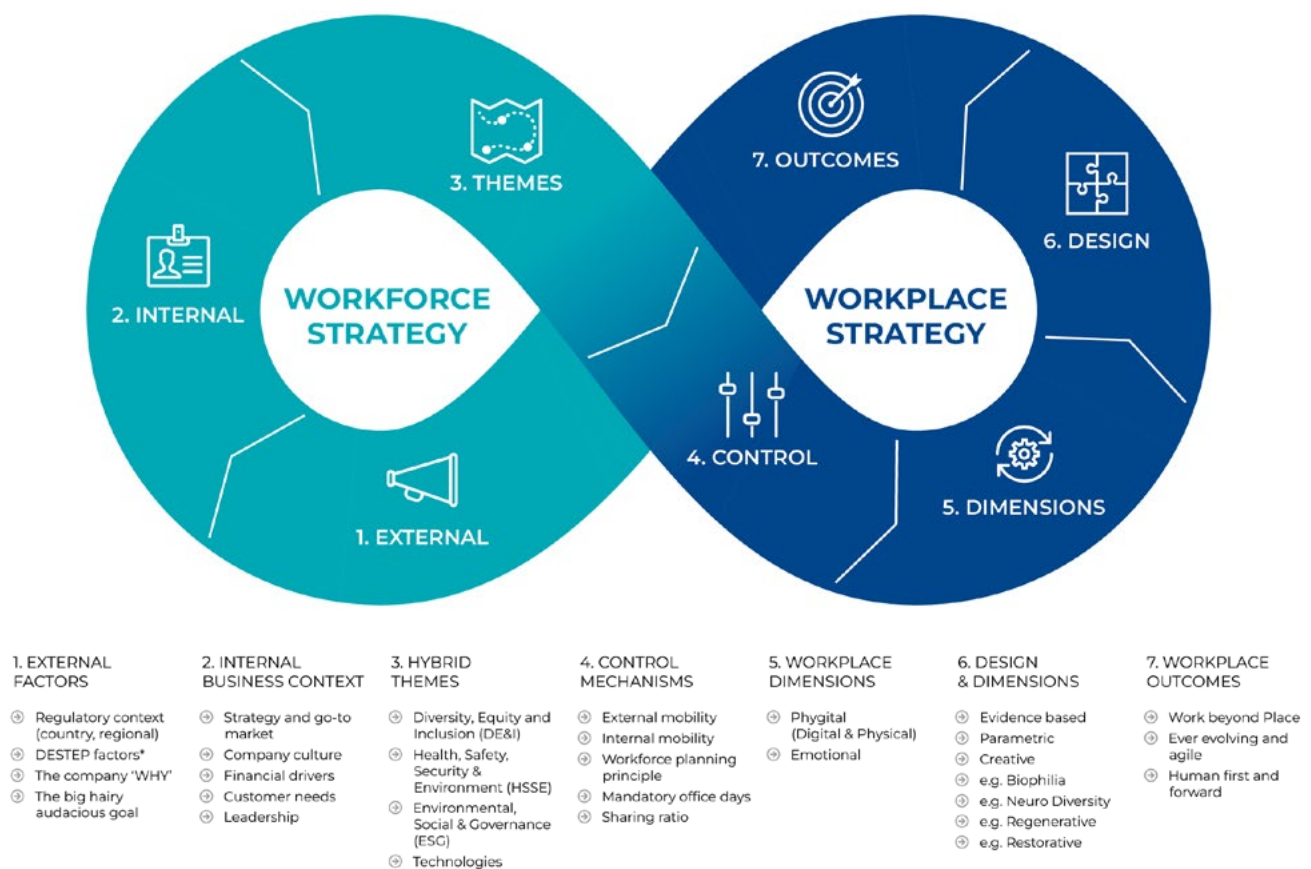


3. KEY CONSIDERATIONS & PRIORITIES

When developing a hybrid work strategy, organizations need to prioritize factors that align with their values and business objectives. Striking the right balance between employee well-being, productivity, and business goals is crucial.

KEY CONSIDERATIONS FOR HYBRID WORK STRATEGIES

What are we investing in and what to prioritize?



Source: Spacewell

ESTABLISHING THE "WHY"

The successful development of a hybrid work strategy begins with the key question of "Why?". The answer should seek to highlight the primary guiding objectives driving the transition. These may encompass an array of aspirations such as cost reduction, reducing energy usage and improving sustainability performance, elevating employee satisfaction, enhancing organizational culture, or promoting diversity, equity, and inclusion.

Business priorities may also differ depending on the organisation's current constraints and obligations in terms of existing office space. Many organizations remain bound to long-term leases, hindering immediate downsizing or "rightsizing," and therefore choose to steer their focus towards maximizing the value of their existing spaces, ensuring their premises are not under-utilized. In contrast, others might, after assessing their needs and priorities, create new plans for optimal workspaces.

*DESTEP Stands for Demographic, Economic, Sociocultural, Technological, Ecological and Political/Legal *DESTEP Stands for Demographic, Economic, Sociocultural, Technological, Ecological and Political/Legal

EVALUATING EXTERNAL FACTORS

As part of the initial evaluation of the hybrid work opportunity, organizations should consider a wide range of external factors. These include the regulatory environment, demographic trends, economic factors, sociocultural dynamics, technological advancements, and ecological considerations.

Evaluation of regulatory constraints is particularly crucial for multinational organizations aiming to implement a universal hybrid work strategy. The varying regulatory landscape across different territories can greatly influence strategy development. Legislation can vary significantly in terms of region-specific workplace regulations such as working time directives and legal provisions for flexible working requests as well as rules related to, taxation, or data protection.

UNDERSTANDING WORK PATTERNS AND EMPLOYEE NEEDS

Understanding the 'how' and 'when' of work for different roles within your business is key. Evaluating which hybrid work model best suits an organization requires an in-depth evaluation of the tasks undertaken by individuals and teams throughout the organization striking a balance between individual and collaborative work patterns.

The devised strategies should consider not only individual requirements but also how each individual interacts within teams, between departments, and at an organizational level, as well as industry or geographic/cultural preferences and norms.

Regular evaluations using internal and external data sources can offer valuable insights, guiding your decision-making process. Tools such as Leesman's Office/Hybrid work surveys and Reworc's WorkNavigator can reveal the insights required to continually adapt their work environments to evolving individual needs and make informed decisions about workplace requirements and design.

"Prioritizing the well-being of employees is crucial, and it can't be 'enforced', only facilitated. Organizations should provide tools and mechanisms that provide regular feedback to allow for ongoing adaptation. Strategies should not only cater to the individual employee but also consider their interactions within teams, interdepartmental relationships, and overarching organizational interactions"

Asaël Akkerman

SVP of Partnerships & Alliances, Spacewell



FORMULATING TAILORED HYBRID WORK POLICIES

Hybrid work policies should be tailored to align with organizational values and strike a balance between employee wellbeing, productivity, and business objectives. Establishing a strategic mapping that clearly defines the over-arching priorities of a hybrid work programme can act as a useful reference for future decision making as well as an arbiter in the case of dispute or disagreement.

Meanwhile, at the team level, developing 'team charters' which establish consensus and agreement on how everybody's going to work together in hybrid environments can also provide further coordination and guidance.

Policies should ultimately seek to align with the organization's values and prioritized balancing between employee well-being, productivity, and business objectives.

DEVELOPING INTERNAL EXPERTISE

Whereas *external*, third-party specialists have traditionally been relied upon to carry out periodic assessments and re-evaluation workplace strategies, senior leaders are increasingly entrusting the development and delivery of new post-pandemic hybrid work strategies to *internal* HR departments. This shift can serve to highlight some notable challenges.

Firstly, should the organization continue to rely on third party workplace expertise, this can lead to the delivery of generic, “cookie-cutter” solutions which are unlikely align with the specific needs of the organization. Secondly, longstanding dependence on third-party expertise leads to limited development of internal workplace strategy skills amongst HR teams. Thirdly, reliance on third parties means that internal teams may also have limited access to, and availability of data required to inform decision making and facilitate a smooth transition to these new working models. Many HR departments are therefore underprepared when faced with the responsibility of crafting and executing these new hybrid work strategies.

To overcome these challenges, it is crucial that organizations develop a more profound internal understanding of the nature and dynamics of work conducted across different teams. This deeper comprehension is a vital prerequisite for successfully transitioning to a hybrid work model that genuinely fits the organization’s unique needs and fosters a productive work environment.

COMMUNICATIONS, ADAPTATION & EVOLUTION

Effectively transitioning to a hybrid working strategy is a major corporate endeavor, which requires the development of clearly established goals, targets and metrics for the measurement of progress. Communicating these components effectively and clearly is crucial to achieve buy-in and highlight the objectives and benefits of transitioning to a hybrid model. The transition is also not a one-off process; it’s a continuous journey that requires adaptability, as well as ongoing monitoring, learning, and adaptation.

To effectively navigate the transition, organizations should arm themselves with tools and mechanisms that provide regular feedback on employee perceptions and key performance indicators. This may involve deploying apps or using survey tools to allow employees to provide feedback about the positives and negatives of their work experiences. Feedback can then be incorporated regularly into the model, allowing for ongoing adaptation and refinement.

Under a hybrid model, measuring ongoing employee productivity also necessitates a shift in management culture. Traditional methods of employee evaluation might not translate well to a hybrid environment, making remote management and coaching challenging. Performance measurements should therefore be results-oriented, with structured check-ins fostering inclusion and keeping remote employees engaged.



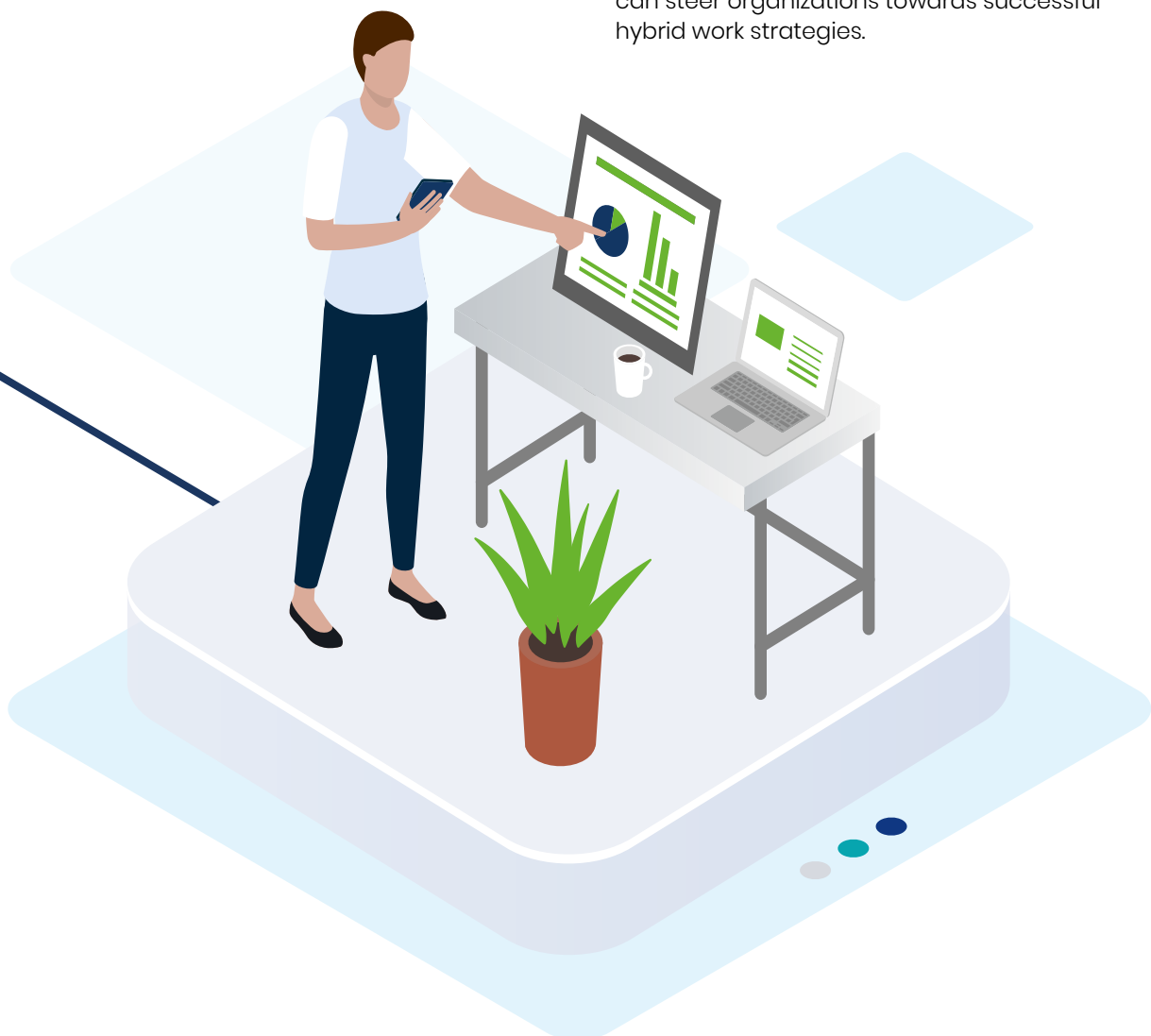
PHYSICAL WORKPLACE DESIGN

The physical workspace can hold an essential role in attracting and retaining talent but people need a reason to return to the office. Design of the physical workplace should reflect company values, providing flexible, adaptive, and human-centric spaces.

The future of the workplace should be dynamic and adaptable to the changing needs of the business. Instead of simply providing desk spaces it should shift to providing a mix of tailored spaces that seek to maximize engagement and collaboration and align with the activities of both individuals and teams.

To stand out, the physical office needs to offer unique and captivating experiences that employees can't find at home. This could encompass aspects like state-of-the-art technology, ergonomically designed spaces, high-quality communal areas, and in-house amenities such as gyms, cafes, or wellness centers. Companies could also consider creating 'destination' areas within the office - these could be spaces that inspire creativity, facilitate serendipitous interactions, or provide a relaxing oasis within the workplace.

An ability to swiftly adapt to changes in workplace location and workspace configuration can also enhance resilience against future unforeseen events changing workplace trends. An informed approach, backed by extensive data and feedback, can help optimize the design and make it adaptable for future changes. Starting simply, allowing room for adaptation and enhancement based on data-driven evidence, can steer organizations towards successful hybrid work strategies.



4. DATA & TECHNOLOGIES FOR EFFECTIVE HYBRID WORK STRATEGIES

EMPHASIZING OUTCOMES OVER TECHNOLOGY

Crucially, a hybrid work strategy should not be solely driven by technology. While technology plays a significant role in enabling remote work, the core focus should be on achieving desired outcomes for the organization and its employees. This includes ensuring the right tools and technology are available in the right places, incorporating adaptability into workplace design, and prioritizing employee wellbeing. The technology is facilitative, and should not be the primary driver. Organizations need to analyze and document what they want to achieve, so they can specify and tailor the technology solutions to meet their specific needs.

PRACTICAL APPLICATIONS

Connectivity and collaboration tools form the backbone of any hybrid work setup. Some popular examples include:

Collaboration Tools: These platforms, such as Microsoft Teams, Slack, Zoom, and Google Workspace, allow employees to work together on projects even if they are not in the same location. They enable seamless communication and collaboration among team members, regardless of location.

Communication Tools: These are systems like email, instant messaging, and social media that allow employees to stay in touch with each other, even if they are not in the same location.

Remote Access Tools: These are technologies like virtual private networks (VPNs) and remote desktop software that allow employees to access the organization's systems and applications from anywhere.

Beyond these, space management and utilization technologies, facilities management, and asset maintenance systems all play a significant role in a successful hybrid work strategy.

ROLE OF UTILIZATION DATA

As employers embrace hybrid work, corporate real estate leaders will focus more on utilization data to gauge their portfolio performance and guide future space decisions. Utilization data will give decision-makers insight into how their space is and isn't being used so that they can adjust their space planning, design, and allocation to achieve efficiency and enhance the workplace experience for their employees. Reducing underutilized space and costs per seat will rise in 2023 as companies navigate an economic downturn.

"Effective hybrid work environments are facilitated by the strategic use of data and technology. Leveraging existing systems can provide valuable insights and the addition of technologies such as IoT sensors can significantly enhance our understanding of workspace utilization. The key is to think, evaluate, understand, and act on the data and evidence we have, thereby making informed decisions."

Carlo Van Der Steen
SVP Direct Sales, Spacewell



MAKING THE MOST OF AVAILABLE DATASETS

Leveraging existing datasets plays a critical role in a successful hybrid work strategy. These may include:

Performing an Audit of Internal Metrics and Data

Sources: Analysis of internal metrics and data sources can build internal awareness and skills. Relying on third-party knowledge can result in subcontractor experts opting for “cookie cutter” solutions they’ve delivered elsewhere, which may not meet the specific needs of the organization, its culture, and worker requirements and expectations.

Utilizing Existing Systems: The value of the data held in current systems should not be underestimated. They can provide lots of insights and add value to the organization.

Understanding Interactions: Audit and map out core available data to better understand how people, technology, and space interact to create a productive workforce.

Introducing New Technologies: If the initial building and technology designs were not specifically designed to support hybrid working, organizations may need to introduce new technologies. On the contrary, if the workplace was specifically designed to support hybrid working, it may already be hybrid-ready.

Embracing the Power of IoT:

Modern IoT technology such as workplace sensors can offer a clearer view of your workspace, harvesting granular, real-time data that sheds light on space usage, occupancy, and environmental conditions.

Harnessing Dashboards & Data Visualizations:

Dynamic dashboards, ripe for data mining, can offer managers actionable insights at their fingertips. The beauty of these interactive tools is their ability to empower managers to dig deep into the data and unearth trends and patterns that can propel your hybrid strategy. Data visualization on digital floor plans bring convenience and accessibility to data. With a smartphone or other touchscreen devices, employees can easily navigate a “free address” workplace.

At a glance, they can identify free spaces, locate team members, and gauge ambient conditions. The workplace becomes a living, breathing entity that can be easily navigated and utilized to its fullest potential.

The above strategies will facilitate an informed decision-making process driven by data and evidence, refining the hybrid work model as the organization progresses.



5. CASE STUDY

The Merck Group, a global leader in healthcare, life science, and electronics, partnered with Spacewell to create a hybrid working model and adapt its workplace to the future. As part of this process, Spacewell's digital Workplace System was introduced in 15 buildings over four months, providing a secure back-to-office solution following the COVID-19 pandemic. This system offers employees the flexibility to contribute to the company's evolving workspace needs.

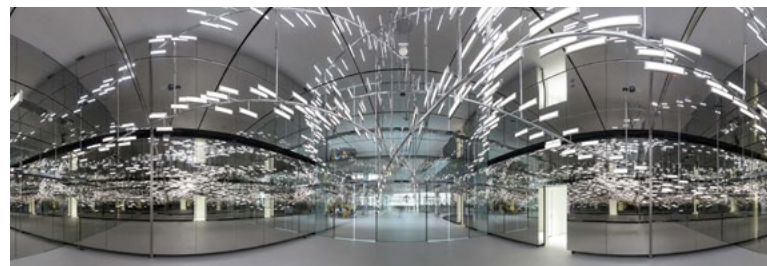
The primary objective was to develop a strategy that accounted for the changing work environment and more efficient energy use. Analysis of buildings equipped with the Workplace System revealed an average occupancy rate of 50 to 70 percent, indicating significant unused space. This led to discussions about partially operating or "shutting down" entire office complexes.

Thanks to the Workplace System's ability to collect real occupancy rates and analyze utilization, Merck Group was able to accurately estimate the space needed by employees on any given workday. By focusing on fewer buildings, particularly the energy-efficient ones, during the test phase, they were able to put underused buildings and areas into "winter mode" and save energy. Workspaces in the energy-efficient buildings could be easily reserved by employees using the Workplace's booking tool.

The implementation of the Workplace System required a quick roll-out in the identified energy-efficient buildings. A project schedule was developed for this roll-out, which was completed before the onset of winter. The next steps involve implementing demand-oriented building technology control within individual buildings based on occupancy and booking data, aiming to heat only occupied spaces and further

reduce energy and facility management costs. By implementing this system, nine buildings were switched partially or entirely to winter operation, saving 50 to 60 percent energy by minimizing heating and shutting down non-essential electrical circuits. Meanwhile, the required number of workstations was identified and made available to all employees in the most energy-efficient buildings, ensuring uninterrupted daily operations.

Moving forward, Merck Group can utilize the Workplace System to implement hybrid working methods and sustainably operate buildings, achieving future-oriented energy management and cost reduction. In addition to winter energy savings, the system offers opportunities for resource-saving property operations in the future, including adjusted cleaning cycles, leading to cost reductions in facility management. This demonstrates how Spacewell's Workplace System supports the Merck Group in achieving an efficient and sustainable hybrid work model.



6. CONCLUSION & NEXT STEPS

Hybrid work is more than just a trend; it's a fundamental shift in how we approach work. It's about reimagining where we work, how we work, and even how we connect with each other.

Effectively transitioning towards hybrid work opens the door to immense possibilities – improved employee satisfaction, attractive and desirable workplaces, and a more dynamic organization, ready for growth. Such a transition is a considerable challenge however, requiring thoughtful strategy, access to the right tools, metrics and data, and effective engagement and partnering across the enterprise.

In this white paper, we've pulled back the curtain on what it takes to succeed on this transformative journey, revealing both the opportunities and pitfalls of hybrid work.

By building a resilient and flexible hybrid work model, organizations can create workspaces that align more closely with their organizational goals, brand and culture while catering to the evolving needs of employees.

So, what's the next milestone on this hybrid work journey? Having explored the challenges, considerations, priorities and solutions for a successful transition to hybrid work, it's time to put theory into practice, and ally with experienced partners who can help guide this transition.

As a pioneering force in IoT-connected workplace solutions, Spacewell, a Nemetschek Company, is uniquely positioned to facilitate this transition. Spacewell's comprehensive suite of tools includes:

- Workplace Analytics
- Workplace Experience
- Workplace Management
- Maintenance Management
- Energy Management

Spacewell's solutions are designed to optimize facility operations, enhance collaboration, provide invaluable workplace analytics, and ultimately, create an agile, flexible, and connected workplace.

Accredited by Wirescore and the Smart Building Certification (SBC) framework, Spacewell's globally trusted solutions embody its core purpose: to make buildings work harder for their occupants by unlocking the power of building data.

To learn more about how Spacewell can assist your organization in building a successful hybrid work strategy, visit www.spacewell.com.



TO LEARN MORE ABOUT HOW SPACEWELL CAN ASSIST YOUR ORGANIZATION
IN BUILDING A SUCCESSFUL HYBRID WORK STRATEGY, VISIT
[WWW.SPACEWELL.COM](https://www.spacewell.com)

