



SURVEY RESULTS

2021

Planning the Return to a Physical Office

BROOKER
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Consulting

Planning the Return to a Physical Office

Survey Results

"I expect we will have a majority in a hybrid world."

Representative survey response

When speaking with our clients in the Health & Human Services sectors over recent weeks, a common theme has been, "What are organisations in our sector doing about planning and setting suitable policies/guidelines, now that restrictions are easing on returning staff to a physical shared workplace?"

We therefore conducted a survey over the past week to gauge how people are leading and supporting their teams in these unprecedented times. We thank the nearly 300 of you who participated.

It is clear that most organisations are heavily reliant on government guidelines and are working with more agility than they may have ever before. The most telling result in our opinion is:

"Only 12% of respondents believe that their workforce will spend five days of the working week in the physical office."

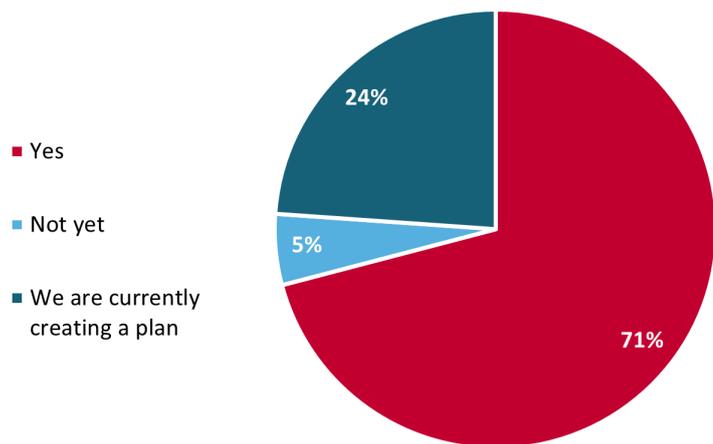
This changes the way we work, forever.



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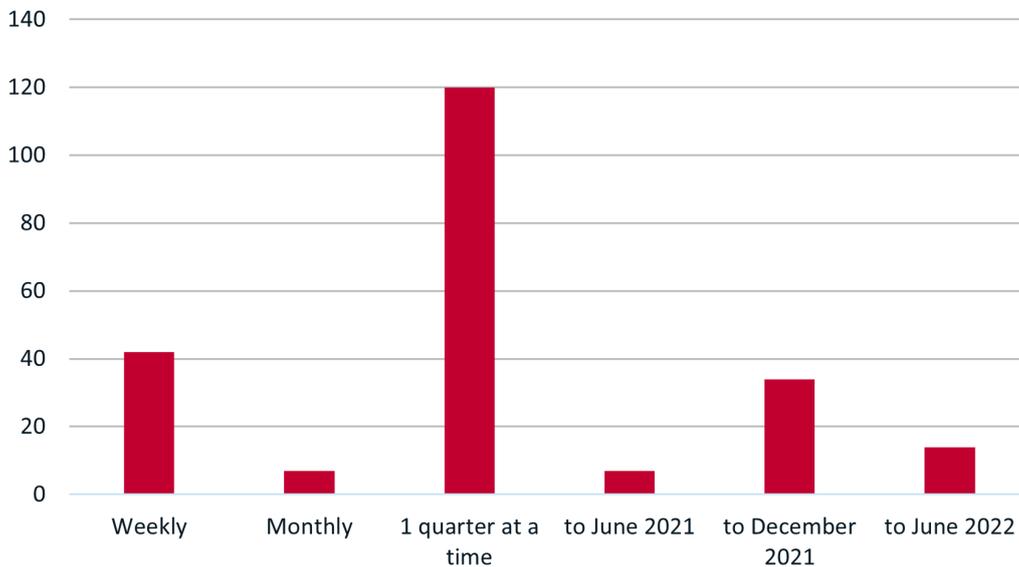
Is it even on the cards?

Do you have a plan for returning to a more office-based environment?



Just over 70% of business leaders who responded to our survey have a plan to return to a more office-based environment, although 53% are only planning one quarter at a time.

How far ahead are you and your leadership team currently planning?

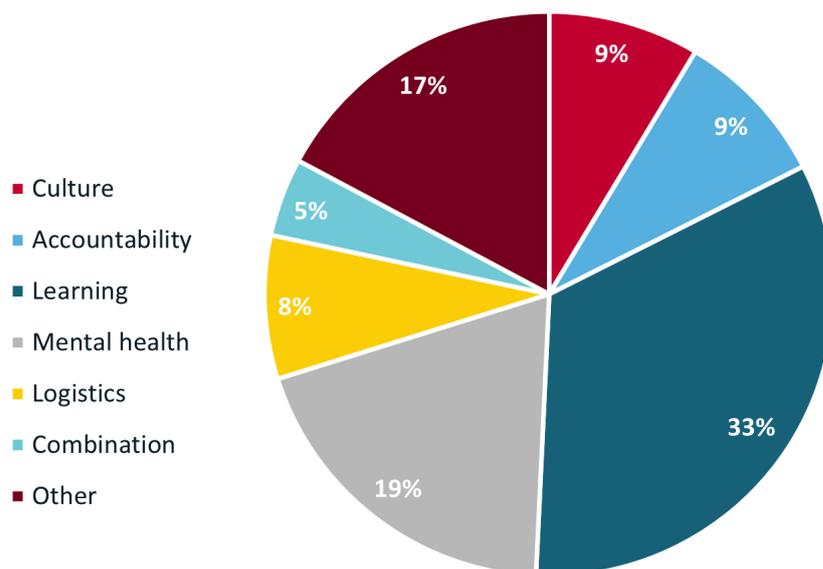


94% of all of our respondents are aiming to create Return to Work plans and policies internally with the balance choosing instead to get external assistance in creating a plan. Many of these organisations were unsure of where to get this help. If you need assistance please request a complimentary copy of our 'Return to Work Practical Guide'.

Main motivators

The needs of an organisation, their clients and their staff will impact the main motivations for a return to a physical office space.

What is the main motivator for your office return?



One third of respondents listed informal learning and ideas sharing as the main motivator for returning to a physical office space. At Brooker Consulting we refer to the ability to develop staff by observing, copying and on-the-job coaching as "social learning". The next most important driver to get people back together was the mental health of staff, at 19% of respondents.

Although social learning is a fantastic reason to return to the office, it's important that we don't miss the opportunity to also do this in a remote environment. This is something we have written about in a recent white paper, 'Skilled Leadership and Remote Working'. Please contact us to receive a copy.

The 17% of respondents who responded 'Other' include reasons such as organisations that are not returning to a physical office and those whose service relies on meeting clients face-to-face.

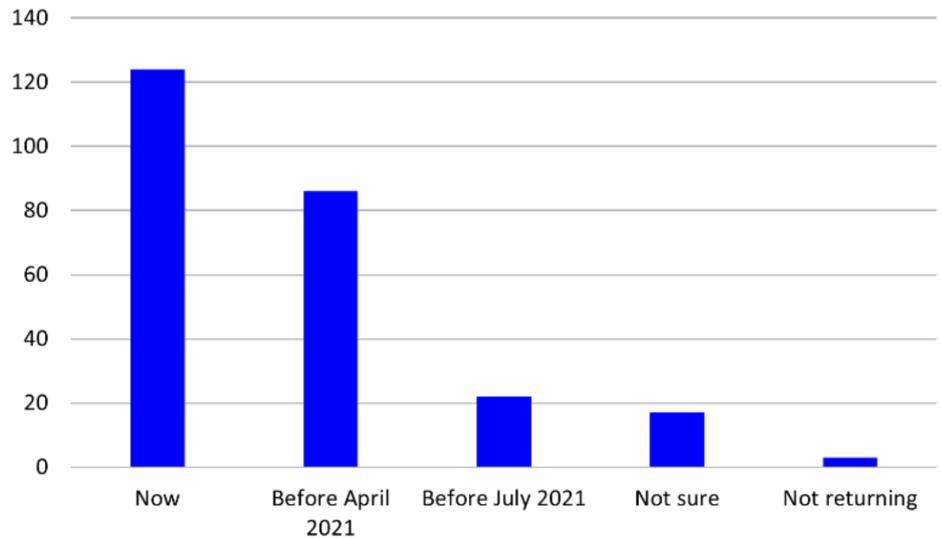
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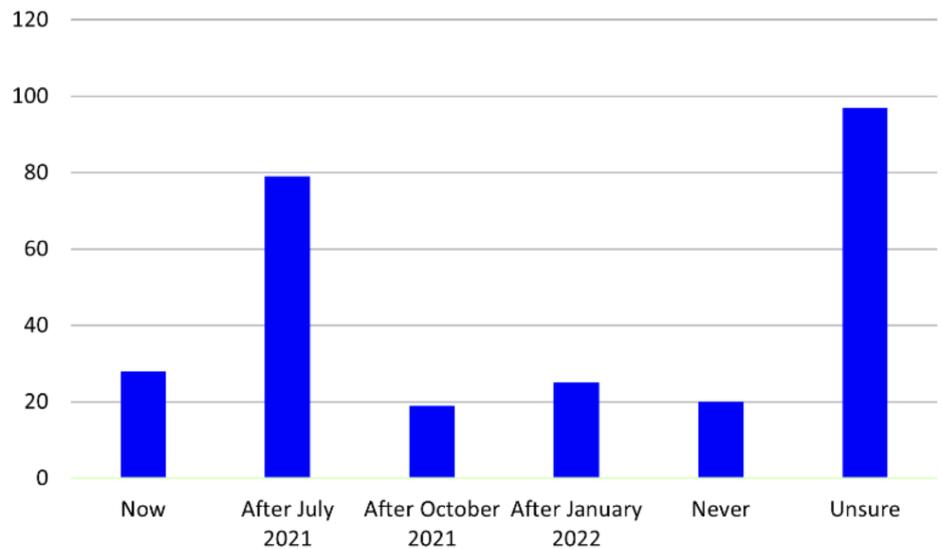
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Team capacity

When will your organisation be taking advantage of 50% workplace capacity guidelines?



When do you expect the vast majority (say, 90%) of your staff to work back in a physical office?

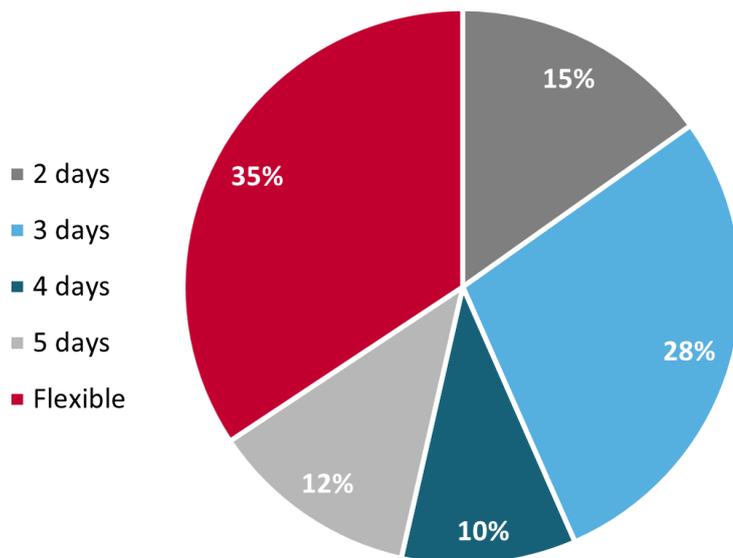


"I don't think we will ever have 90% back all the time, we are looking at flexible working with most people doing some work from home."

Representative survey response

Flexible working

Once you have returned to a physical workplace, what percentage of time will the majority of staff spend in the office per week, on average?



Only 12% of respondents believe that their workforce will spend five days of the working week in the physical office.

It is important to bear in mind that some of the Health & Human Services organisations who have responded may be ones that cannot deliver their services unless in a physical workplace e.g. Disability, Aged Care etc.

These findings correlate with conversations that we are having with both clients and job seekers: the implications of coronavirus have changed flexibility expectations forever. In the recent Ethical Jobs Survey about "employee perks" 72% of the over 4000 jobseekers surveyed listed "flexible work hours" as their number one priority when looking for a new role, closely followed by the option to work from home some days (63% of respondents).

The message is clear: organisations that don't provide this flexibility (to the extent an individual role allows it) will face greater challenges than ever before when trying to attract and retain the best talent.

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BROOKER CONSULTING



ABOUT US

We are a Melbourne based, international Executive Recruitment business specialising in appointing Senior Management, CEO and Board positions.

Our expertise covers a broad range of government, public and private organisations with a strong focus on the healthcare, not-for-profit, research and education sectors.



Areas of Expertise

- Executive Search & Recruitment
- Outplacement services
- Interim talent solutions
- Executive Consultancy

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