

awfis | Leadership Series

Webinar 8 Highlights

Occupiers Evolution:
Shifting Workplace
Preferences in 2021

APRIL 2021

Occupiers Evolution: Shifting Workplace Preferences in 2021

Since April last year, companies globally have been able to sustain operations and maintain growth due to adaptable & agile workforce. The workforce has quickly shifted gears as necessitated by the evolving situations and demonstrated flexibility and resiliency throughout the multiple phases of WFH, back to office and hybrid models in the past 1 year. This distributed, fluid workforce has altered the purpose of office from being a place where work gets done to an employee-centric place where teams collaborate to drive transformations.

Key insights from the session

- The whole gamut of how organisations operate have been changing as there is a shift from wanting traditional office spaces to more collaborative spaces.
- It has become important to respect employees' need for safety and hygiene. Organisations must evolve their workplace strategies in accordance and ensure a healthy space for employees to work in.
- Flexible workspace operators will play a big role in the future as companies increasingly look towards adopting a hybrid work model. Partnerships with flexible workspace operators not only benefits organisations with operational cost advantages but also makes geographic reach for new talent easier.
- The purpose of a workplace is changing steadily as remote working and work from home has redefined the way we work, how we measure productivity and how collaboration can be achieved.
- Workforce is the crucial part of the organisation and as such as leaders must constantly adapt to meet the ever-evolving needs of employees as they are the future.
- Remote working and work from home are more likely to become widely accepted due to its success in the past one year. However, companies need to keep in mind that they need to assess the pros and cons and accordingly decide based on what is best for the organisation.
- Going ahead, organisations need to create workplaces that employees want to come back to. Flexible workplaces are more likely to become the norm here as it allows employees to work from their preferred locations, reduce commute time and offer them greater freedom and convenience.

Key perspectives from the experts



"Partnerships with flexible workspace operators might be the way to go in the future - considering the employee behaviour and industry response to the current situation. In Tier 2 cities with growth potential, instead of conventional office spaces, organizations are starting small by investing in flexible office spaces and expanding them as the business grows."

Narayanan Duraiswami, Senior Vice President IT & Operations, Xoriant

"The winning formula going ahead will be how organisations design and adopt a work from home or a hybrid model accordingly, to enable its people to feel safe and secure and inspire them to come back to offices when they are needed. The desire to come and work in offices should be inherent and both work from home and work from anywhere concepts need to be accepted. Tolerance towards the people who are working around the clock, empowering employees, and having systematic control - these are the 3 things that will define the new corporate culture."

Abhishek Bhate, MD & CEO, Wurth IT India



"The need of the hour is to take care of employee health and to address the touchpoints of what the employee is going through when they enter offices or facilities. This crisis has given an opportunity for organisations to do things differently, whether its infrastructure development or operations. Initiatives like automation and taking up projects that would otherwise require a shutdown can now be implemented. Putting in controls and automation for remote operations will enable better employee comfort and experience."

Guruprakash Sastry, Regional Head - Infrastructure/Green Initiatives, Infosys

"Organisations need to strike a balance between optimising costs and meeting the expectations of internal customers. As far as infrastructure and improving productivity is concerned, the buzzword now is frugality- it is a frugal workplace environment. There is a need to be economical as well as a need to provide good quality and sustainable work environments which will be helpful in reducing costs, improving productivity, and enhancing the customer experience."

Saurabh Sehgal, Head Administration & Facilities, Navi Finserv

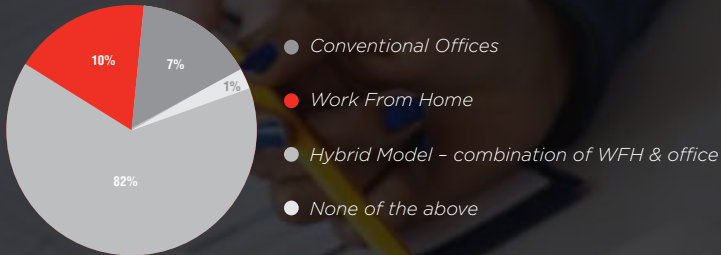


"The year 2021 has seen drastic changes in the workplace and the way we work. Organisations across the globe are experiencing a profound workplace transformation. Companies have recognised the importance of adaptability, as they seek to establish workplaces where different kinds of professionals from all sectors come together to collaborate and innovate. Covid-19 has made organisations reevaluate their workplace strategies, as they work towards managing the demands of a new generation of workers and move towards a strategy of agile working. Going forward, businesses with worker centric workplace strategies that focus on flexibility, collaboration and the human experience will be the winners in the post pandemic era."

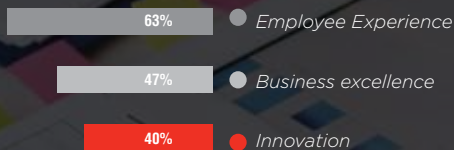
Amit Ramani, Founder & CEO, Awfis

Audience Insights

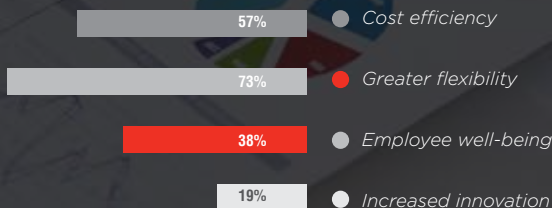
01 Which workplace models are ensuring an employee-centric workplace?



02 The shift towards a more flexible workplace will be centred around which key outcome?*



03 Key advantages of partnering with a flexible workspace operator for companies are:*



*The respondents could select multiple options.

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