

the future of flexibility in the workplace

the impact of the pandemic

As the pandemic continues to impact businesses, our latest survey focuses on how organizations are addressing today's challenges and planning for the future.

Our findings strongly suggest that organizations are looking to play the long game when it comes to providing flexibility for their workforce.

See below for survey highlights from 321 US employers between October 19th – November 18th, 2020.

Visit our [US results](#) page for a complete look.

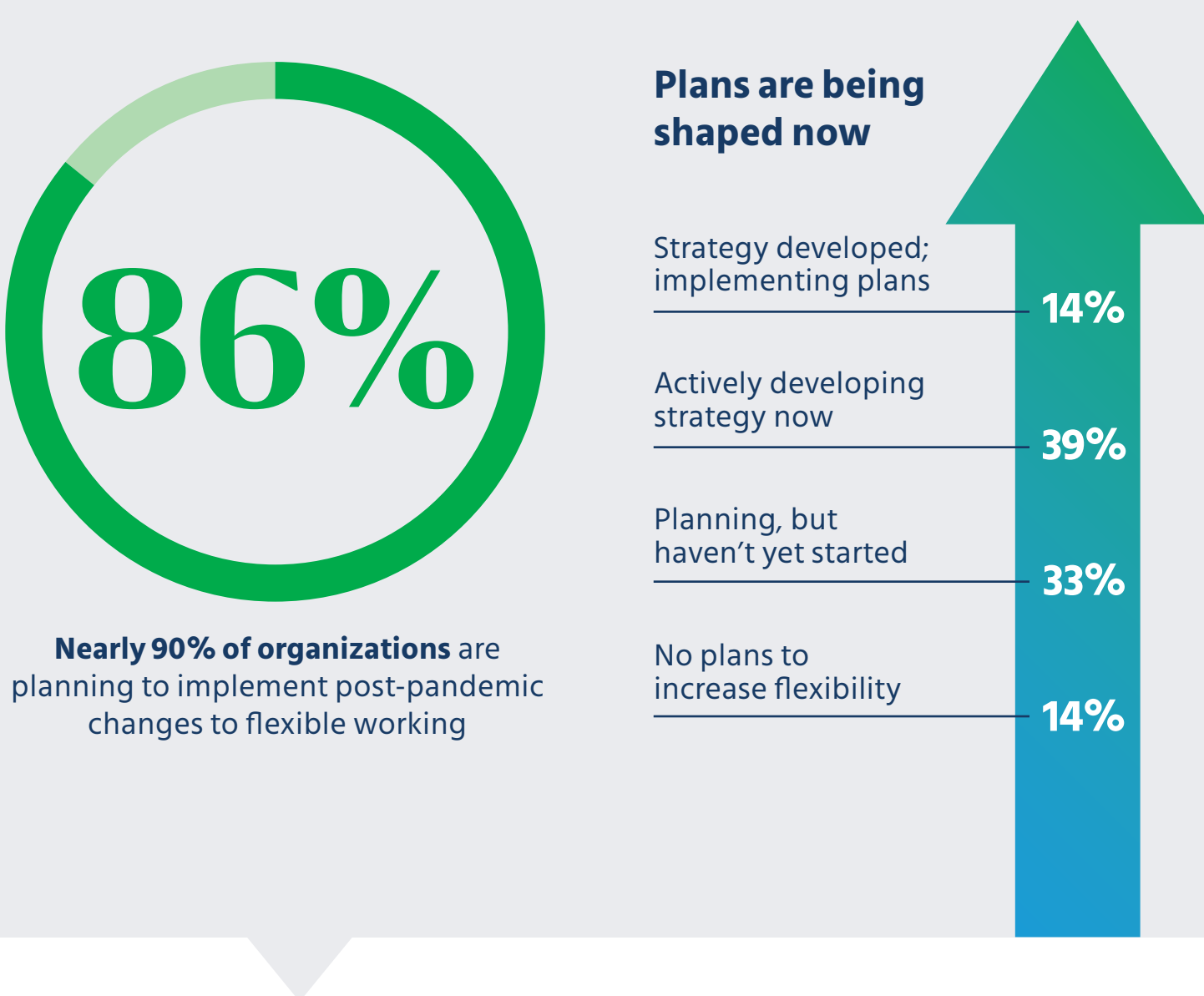
Impact of the pandemic

The financial impact of COVID-19, while disproportionate, is impacting many organizations' ability to hire and therefore decreasing turnover. Despite this, nearly all organizations are overwhelmingly experiencing engagement and productivity levels at or above their pre-COVID levels.



The future is flexible

Organizations are now looking to the future and how this newfound flexibility can drive sustained engagement and productivity.



It's about more than remote working

Flexibility has expanded across multiple dimensions as employers have sought to be flexible to address employee needs around caring for themselves and their families during COVID-19. Our findings show that few employers plan to retract this flexibility post-pandemic.

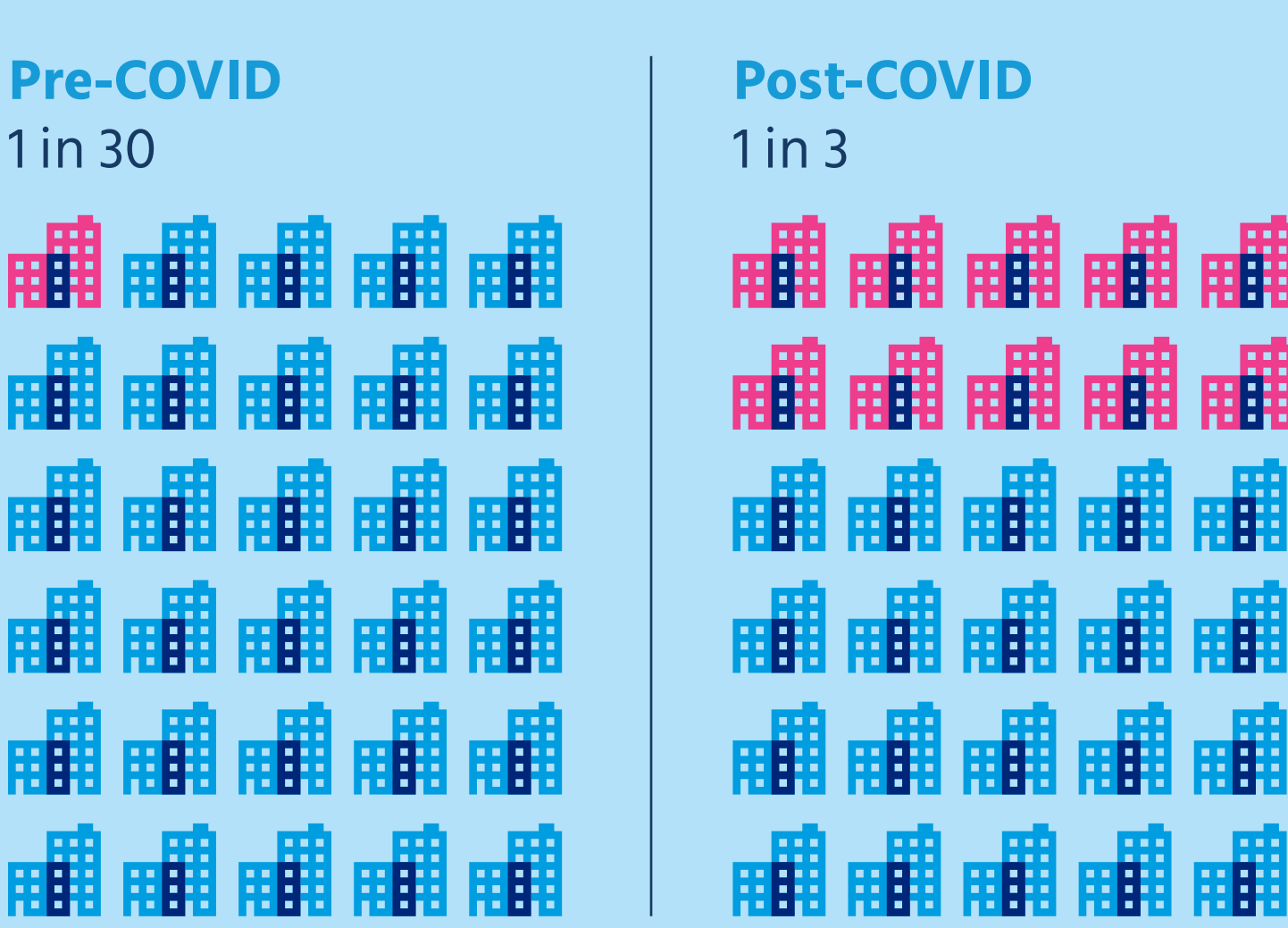
Dimension	Type	COVID-related expansion
Where	FT Remote working	70%
	PT Remote Working	70%
When	Flextime	55%
	Alternative shifts/schedules	37%
	Compressed workweek	20%
What	Part-time	18%
	Job sharing	6%
	Phased/Flexible retirement	10%
How	Fluctuating workweek	8%
Who	Contract/gig/freelancing	7%
	Internal talent marketplace	17%



A seismic shift in where we work

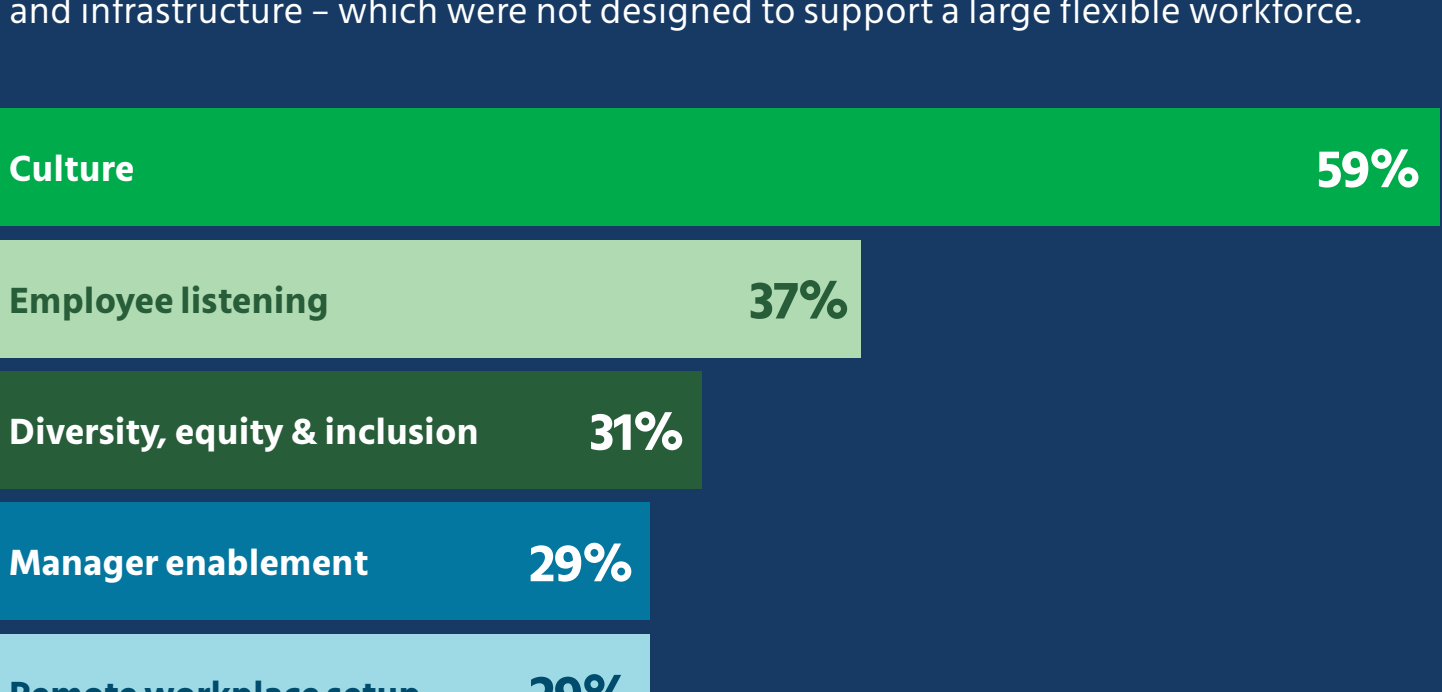
Prior to the pandemic, very few organizations had a sizeable remote workforce – and organizations are expecting a major shift as they look toward the future. Nearly 1 in 3 organizations say that half or more of their workforce will be remote post-pandemic (compared to 1 in 30 prior to the pandemic).

Companies where 50% or more of employees work remotely



Top priorities for sustainable execution

Sustaining flexibility at scale will require an examination of people processes, programs and infrastructure – which were not designed to support a large flexible workforce.



It's time to get started

COVID-19 is dramatically reshaping employee expectations and values which is bound to bring a reshuffling of talent as hiring picks up. Organizations who fail to respond to these shifts will risk losing talent and may have difficulty attracting their future workforce.

Contact us to get started on your flexible work strategy today.