

AUGUST 2022

WORKSPACE TALK

Connecting People & Workspaces

Articles of Interest on Space Utilization and Management Issues

Thank you for your interest in this installment of the State Properties Commission's *Workspace Talk*, a periodic newsletter that shares articles of interest to professionals and agency administrators where space management is a responsibility.

This issue will provide a synopsis of and link to a few articles discussing the trends of how private companies are tackling hybrid work strategies. For State agencies, there are advantages and disadvantages to hybrid work; these were discussed in a SpaceTalk from last summer. Picking the right strategy is critical to maximize any benefits and minimize drawbacks to the agency, its staff, and its customers. These articles are geared to provide examples of how other groups are handling the issue in order to provide agency administrators with ideas. SPC takes no position on any particular strategy – work from home, in-office, or somewhere in between – but will be happy to help with the optimal execution of any strategy an agency pursues.

The articles summarized below, and available via the embedded links, provide ideas to consider as administrators make decisions in this regard. If you or your agency leadership would like to discuss this topic in more detail, please do not hesitate to reach out to Lee Nelson, Assistant Director, at 404-656-5550 or lee.nelson@spc.ga.gov.



The Official List of Every Company's Back-to-Office Strategy

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Hubble | July 2022

This site compiles a database of mostly large international companies and addresses which are working primarily from home, which from the office, and what type of hybrid arrangement others may have. Included are brief rationales provided by the various companies as to why their strategy has evolved as it has.

Below are a few interesting findings the article points out:

- * The vast majority of companies included are advancing a hybrid model of working from home part time, with full in-office or full at-home well behind in sheer numbers.
- * Among the more outspoken business leaders against remote working, Netflix CEO Reed Hastings doesn't "see any positives" to working from home, stating "not being able to get together in person, particularly internationally, is a pure negative."
- * Conversely, Dropbox has become a "Virtual First" company, meaning working outside of the office is "the primary experience for all employees and the day-to-day default for individual work."

What works for a large international company may or may not work for an agency serving the citizens of Georgia, but hearing some other ideas can be helpful in extrapolating to a particular agency's mission.



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How Employers Are Enticing Workers Back to the Office

Forbes | April 2022

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If your agency is one that has been working remotely but is anticipating or executing on transitioning staff to come back to the office, this article has some vignettes of what some companies are doing to ease the process.

A thought-provoking data point includes: 88% of companies are using incentives to get their workers back on site. Incentive plans include monetary payments – unsurprisingly preferred by most people surveyed, but not necessarily an option for State staffers. A potentially easier way is using food incentives; one company sponsored varied food options occasionally and even a happy hour. The manager said “when word of this spread, people started flocking to the office...”

Perks, motivation and having the right technology were all components of an effective strategy that have been employed when the decision to return to the office is being implemented.

What Really Happens When Workers Are Given a Flexible Hybrid Schedule

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Bloomberg | December 2021

For those companies that have actually completed a return to office regimen, there have been variations in the results. This article looks at what those companies are finding in employee preference of in-office work.

Typically, the higher up in the organization, the more the person is apt to prefer greater time spent in office. Usual rationales are for face-to-face collaboration and brainstorming, training opportunities, and transmission of culture. Most rank-and-file staff members favor two days per week in the office, with more preferring to separate the days than be in the office back-to-back days. Managers tend to prefer to have staff in three days per week. Mondays and Fridays are least likely to be work-from-home days.

Of course, the needs of a company's customers will dictate a great deal of the flexibility opportunities, just like an agency customer base will heavily influence if and when it is able to offer work-from-home schedules.



[Click here to view full article](#)

Elon Musk Tells Tesla Staff They Must Return to Office or Leave Company

Gobankingrates.com | June 2022

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Bonus article link – because no news round-up these days is complete without something about Elon Musk. No explanation about the gist or content of the article is needed – the headline says it all.