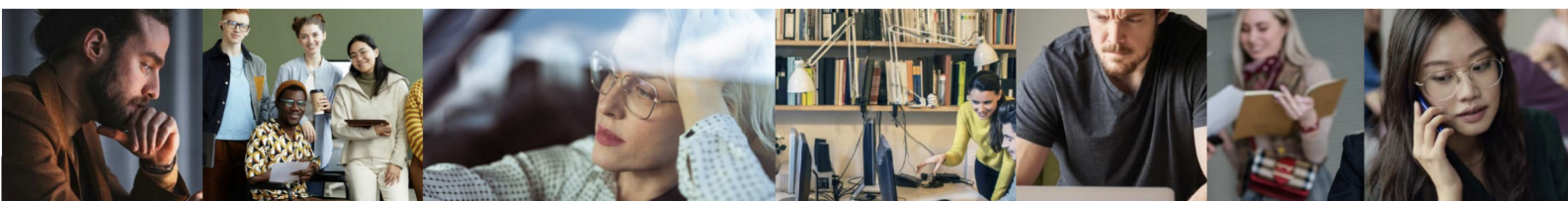


Optimising a Hybrid Working Model for Enhanced Employee Wellbeing and Performance

SOLUTION STUDY

How integrating workplace science and a people-centric approach, provides effective, impactful solutions that transform hybrid working.



Optimising a Hybrid Working Model for Enhanced Employee Wellbeing and Performance

“ Understanding how hybrid working was affecting employee performance and wellbeing was a challenge for us. ”

PROBLEM

Our client wanted to develop and implement a hybrid working policy that was tailored to suit their needs and workforce. They faced the challenge of understanding how to

measure the impact of hybrid working on employee wellbeing and performance and sought guidance to optimise their hybrid model accordingly.

Not implementing the correct **workplace strategy put the client at risk** of:

- Poor workspace utilisation, leading to **inefficiencies** and **wasted resources**.
- **Fluctuating** over or under daily occupancy levels, impacting corporate **real estate costs**.
- **Poor** employee **experience** and **productivity** in the office, hindering talent retention and overall business success.

METHODOLOGY

To address this problem, we gathered data on employee experience, wellbeing, and performance from over 100 employees based at their target site. We collected a variety of

data sources over a 10-week period before downsizing the space to observe employees' baseline work patterns both in the office and remotely.

FINDINGS

While the current policy required employees to work from the office three days per week, employee preferences leaned toward 1-2 days per week.

- The top factors limiting performance in the office were the lack of available meeting rooms and distractions from colleagues.
- Sleep duration was on average 30 minutes less on days working from the office compared to home, with only 46% reporting feeling energised or rested in the office.
- Cognitive performance remained consistent regardless of location.

ACTIONS

- Collaborate with the HR team to adjust the office policy to a minimum office attendance of two days per week, aligning with employee preferences and enhancing workplace experience.
- Support the wider real estate team to update the office environment to create a collaborative and dynamic workspace, incorporating acoustic solutions to mitigate noise levels.
- Work with the HR team to create clear guidelines for employees on which tasks are best suited for completion at home and which are more conducive to the office environment.
- Partner with the internal wellbeing team to develop and deliver sleep-focused wellbeing workshops and materials to empower employees to prioritise their own health and wellbeing.

“ UK employees spend 65 minutes per day traveling to and from work, at a cost of £795.72[†] per year. A hybrid approach can help reduce wasted time and costs. ”

† UK average at study time

VALUE

- By reducing minimum office attendance to two days per week, employees can save an extra day's worth of commuting. With the average UK employee spending 65 minutes per day traveling to and from work, at a cost of £795.72 per year, **moving to a hybrid approach helps employees save time and money.**
- Updating the physical office environment supports employee performance and experience. With industry data confirming the wider benefit of an improved office experience, organisations in the top 25% in terms of positive employee experience received **almost 3x more return on assets and double the return on sales** compared to those in the bottom 25% (IBM).
- By delivering and promoting focused wellbeing content, employees are armed with the right tools to prioritise their own wellbeing. Based on industry statistics, **it costs employers 33% of a worker's annual salary to hire a replacement** if that worker leaves, with 1 in 10 leaving due to poor wellbeing support (Employee Benefit News).

KEY TAKEAWAYS

The data and actions delivered through this project allowed the client to implement a hybrid working

policy that was tailored to the needs and preferences of their workforce, driving:

- More efficient space utilisation through innovative workplace design.
- Greater employee experience and a positive workplace culture.
- Enhanced employee wellbeing and performance through evidence-based solutions.

“ By integrating workplace science and a people-centric approach, ART provided effective, impactful solutions that transformed our hybrid working model. ”

Explore our solutions series and discover how our **unique experience** across **elite sport, academic research** and the **corporate landscape**, combined with our scientific and data-driven approach, puts us in a unique position to identify opportunities that can **drive increased productivity**, performance and **positively impact workplace wellbeing**.



How integrating workplace science and a people-centric approach, provides effective, impactful solutions that transform hybrid working.



How workplace science can produce impactful strategies to transform office environment and workplace culture.



How integrating workplace science and a data-driven approach, provides effective, impactful solutions that enhance employee experience & organisational performance.



Strategies and Tools to effectively measure the impact of workplace design and workplace experience, leading to higher-performing workspaces.



How evidence-based practices can create positive impacts on workplace culture that attract employees and enhance overall productivity.



Integrating technology and strategies, to develop efficient hybrid workspaces that promote high performance and employee wellbeing.



Integrating technology and strategies, to develop workspaces that attract employees and enhance productivity.



How workplace science can produce impactful strategies to transform office environment and workplace culture.

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