Creating an Agile Workplace

Gone are the days of heading to the office for a 9-5 workday in a grey office environment. Remote work is happening everywhere, from coffee shops to airports. Dynamic companies are embracing the concept of workplace agility – where digital solutions, physical space and company culture influence output. Here are some ways an agile workplace operates:

MILLENNIALS **DRIVE THE AGILITY TRAIN**

Millennials are flooding the workforce with expectations of an agile and fluid workplace. Millennials expect flex policies including:

A ROOM **WITH A VIEW**

With younger workers being fully aware that you can email, call and work from anywhere, the idea of working differently has become a requirement.

Anti-cubicle millennials are looking to work in a modern environment with:

Types of Workplaces:

- Agile + Flexible + Efficient = Dynamic Workforce
- Old-Style + Cubicles = Static Workforce

Two-thirds of employers reported increased productivity among their dynamic workforce. Creating an agile workspace has a positive effect on:

The Employee Experience Equation:
Culture + Technology + Physical Space = Employee Experience

CREATE A **DESIRABLE WORK CULTURE**

In the workplace revolution, if companies want to attract and keep the best employees, they must pay attention to company culture:

As a result of employee requests,
34% of companies said that more than half their company's full-time workforce would be working remotely by 2020

According to Global Leadership Summit in London)

How flexibility affects job satisfaction:

- High access: 60% very satisfied
- Moderate access: 44% very satisfied
- Low access: 22% very satisfied

EMPLOYEE **ENGAGEMENT IS CRITICAL**

If a company does not foster an agile work environment, it can trigger problems across the board. Employees can feel disconnected, have damaged morale, high turnover, poor productivity, and diminished profitability.

AGILE WORKPLACE **NUMBERS DON'T LIE**

(Results for top quartile of agile workplaces with engaged employees, over bottom quartile – Gallup Poll)

Performance outcomes measured in the poll of 1.4 million dynamic workers:

- Customer ratings improved
- Profitability increased
- Productivity & quality improved
- Less turnover
- Less absenteeism

WORKERS HOLD **ALL THE ACES**

The global labor force will approach 3.5 billion in 2030.

It's an employees' market – they can choose where they want to work, so agility and engagement is a must for companies to compete for and retain top talent.

32% Employers that had difficulty filling jobs in 2015

82% Employees who say it's important that their organization address an employee engagement problem

26% Employees who plan to leave their employers within the next 2 years

HOW DO WE BECOME AN **AGILE WORKPLACE?**

To establish your agile workplace you will need to:

Plan: Take steps to design and create flexible workspaces.

Implement: Incorporate flexible workplace initiatives to accommodate the agile worker.

Educate: Inform employees and set expectations for new flexible work policies.

Agile workplace programs, including digital solutions, can be the predominant factors in attracting and retaining top talent and ensuring their buy-in and engagement. If done right, agile digital workplace initiatives can result in positive ROI that will surpass expectations.

For more information on Agile Workplaces, visit: **asuresoftware.com**

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http://www.forbes.com/sites/ericmack/2015/04/15/the-office-is-dead-long-live-the-office/