

Hybrid working is here to stay



Leaders see business and societal value in a more flexible approach to work



Research from Boston Consulting Group and KRC Research commissioned by Microsoft provides insight into how companies can empower employees as remote working becomes more common.



Flexible working is here to stay

Both employees and leaders want more flexibility.



Business leaders: almost nine out of ten (88%) expect a more hybrid way of working in the longer-term



People would like to spend approximately one-third (31%) of time outside of the traditional work setting



Maintaining culture and innovation emerge as the top challenges for remote and hybrid teams

Employees' top-three challenges with working remotely

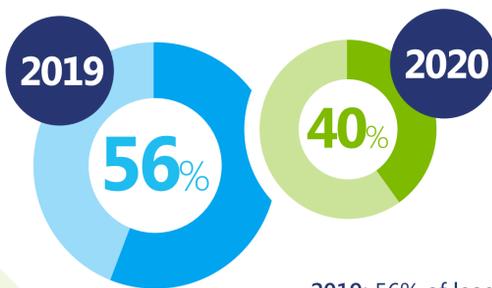
1. Missing work culture
2. Feeling less team cohesion
3. More work done in silos



of managers said they feel they have not effectively learned how to delegate and empower virtual teams.



New ideas don't thrive when people feel disconnected



2019: 56% of leaders thought their companies were innovative with their products and services

2020: 40% believe this.



of leaders say innovation and flexibility is a top transformation priority



Key learnings from companies that still see strong innovation

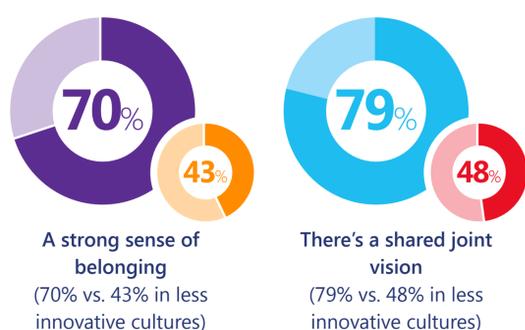


They empower employees

(innovative vs less innovative companies)



They ensure there is a strong, inclusive vision



They protect workers' attention

When a person is able to devote their full attention to the task at hand and work in a flow state – this leads to quality output and more creative employees. Among people who can work in this way:

