



NESPRESSO[®]
PROFESSIONAL



**CREATING A
WORKPLACE OF
THE FUTURE**

THE WORKPLACE IS CHANGING

Through technology, the physical boundaries of a workplace aren't what they once were. Employees have more flexibility to work where and when they want; and the numbers of freelancers, consultants and part-timers are on the riseⁱ. Collaboration and agile working means employees can now perform more than one role across multiple teams or services.

Leading this change are millennials - who by 2020 will make up 35% of the workforceⁱⁱ, with Generation-Z hot on their heels.

In this guide, we'll provide some insight into what the workplace of tomorrow might look like, alongside some helpful hints and tips for creating your own workplace of the future.





WORKSPACES THAT ‘WOW’

Having grown up with smart phones, computers, and social media, Millennials and Gen-Z are used to collaborating with others, and moving seamlessly between work and play. As a result, these employees require workspaces that allow them the freedom they need to think and act creatively. They want a space that’s nicely maintained, and ideally one they can be proud to spend time in.

By implementing an office design that focuses on accommodating activity-based work, you can provide your employees with the freedom to choose where and how they get their jobs done. This allows your workforce to organise their schedule in a more efficient and effective way, based on the type of work required of them at that moment in time.

NEARLY 70% OF EMPLOYEES SAY AN ACTIVITY-BASED WORKING ENVIRONMENT INCREASES THEIR PRODUCTIVITYⁱⁱⁱ

OVER 2/3 SAY IT MAKES THEIR WORK MORE STIMULATINGⁱⁱⁱ



If an office redesign is out of the picture, there are other small changes you can implement. **Something as simple as the addition of plants could increase productivity in the office by up to 15%^{iv}.**

With the average UK worker spending 34 hours a week at work^v, there's not only a want but a need to ensure your workplace suits your employees.

When you consider the fact that millennials believe they can and will drive change^{vi}, it's clear it's a good idea to get employees involved in the decision-making process.

With this in mind, why not **use a survey to give your team the chance to have their say** on how they'd like their workspace to look?



TIME AND TECHNOLOGY

9-to-5 jobs are slowly becoming a thing of the past. Advances in technology are driving rapid changes to the workforce, including the hours employees are able to work.

Subsequently, employment options need to embrace not just full and part-time roles but also use of consultants and freelancers.

As flexibility grows increasingly attractive to top talent, companies need to ensure they have suitable resources to accommodate this.

There are many ways to achieve this goal - including investing in a VPN, to give your workforce the potential to work from anywhere, at any time.

You could also consider utilising a collaboration suite or software to create an all-in-one environment, which will enable employees to communicate, plan and execute workflows remotely.

Your team are continually looking for ways to operate more flexibly, as part of achieving a happy work/life balance – with more freedom in both their work environment and their hours.

By helping your workforce achieve these goals, you can help increase their happiness, which can lead to increased productivity.^{vii}

IN THE PAST TWO YEARS, GLOBAL BUSINESS PEOPLE HAVE SEEN 30% MORE CONSULTANTS, 29% MORE FREELANCE WORKERS, AND 22% MORE PART-TIMERS.ⁱ





58%

**OF HUMAN RESOURCE
PROFESSIONALS CITE
FLEXIBILITY AS THE
MOST EFFECTIVE WAY TO
ATTRACT TOP TALENT.^{viii}**



70%

**OF MANAGERS BELIEVE
FLEXIBLE WORKING
WILL BE THE MAIN
WAY OF WORKING
BY 2020.^{ix}**

CREATE A CULTURE OF COMMUNICATION

Even though we can now be connected anywhere and at any time, face-to-face interactions are becoming more important than ever in providing employees with healthy social interaction. **By creating opportunities for colleagues to socialise (even by 15 minutes) you can increase performance for 20%.^x**

Face-to-face interactions can also have various other benefits. Impromptu and informal meetings have the potential to provide your team with new knowledge, with **more than 70% of learning experiences in the workplace being informal or accidental.^{xi}**

And this style of communication is also a great way of maximising the wellbeing of your team, by encouraging bonds between colleagues - **as a sense of ownership and belonging to the workplace community is one of the primary needs of employees.^{xii}**



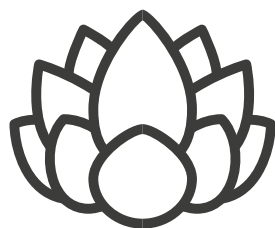
FACE-TO-FACE INTERACTIONS CAN BUILD STRONGER RELATIONSHIPS^{xiii}, AND CAN MAKE REQUESTS 34X MORE SUCCESSFUL THAN AN EMAIL REQUEST^{xiv}



The leaders at your business can also make or break your company culture. Their commitment to employees and their wellbeing could even help unlock greater workplace performance. In fact, the quality of leadership has an overwhelming impact on the level of productivity in a company.^{xv}

So, make sure your company leaders are getting face-time with your workforce - whether this is through workshops, meetings or even just quick check-ins.





WORK ON WELLBEING

60% of organisations now offer wellness programmes^{xvi}, and with the increased focus on wellbeing in the workplace, this number is likely to rise in the future. True wellbeing needs to include support around physical, financial, and emotional health.

When you ensure your team's needs are met in all these ways, the outcome is not only a healthier and happier workforce, but also more engaged and better-performing staff – it really is a win-win. So, how can you help your employees to achieve complete wellbeing?

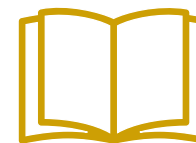
Here are a few ideas...



Provide employees with a financial security programme, with access to budgeting resources, and debt-management tools



Create a wellness area at your business, where you can host regular yoga sessions, meditation and exercise classes



Supply your employees with a range of self-help reading material, ensuring it's written by a medical expert

NESPRESSO® PROFESSIONAL AND YOUR WORKPLACE

At **Nespresso®** Professional, we understand the value of great workspaces, and we're experts in creating opportunities for coffee moments to help workplaces thrive. With coffee blends for all tastes, and a range of machine on-loan or other machine options, when you partner with **Nespresso®** Professional, we'll give you the flexibility you need to find the right solution for your office.



Take a look and see how **Level39** are using **Nespresso®** Professional to help create a workplace of the future.





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what else?

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i GBS Report, Regus 2017, pg, 08
ii <https://www.businessleader.co.uk/2020-workforce-to-be-dominated-by-millennials/57878/>
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x <https://www.strategy-business.com/article/Virtually-Alone-Real-Ways-to-Connect-Remote-Teams?gko=147ef>
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