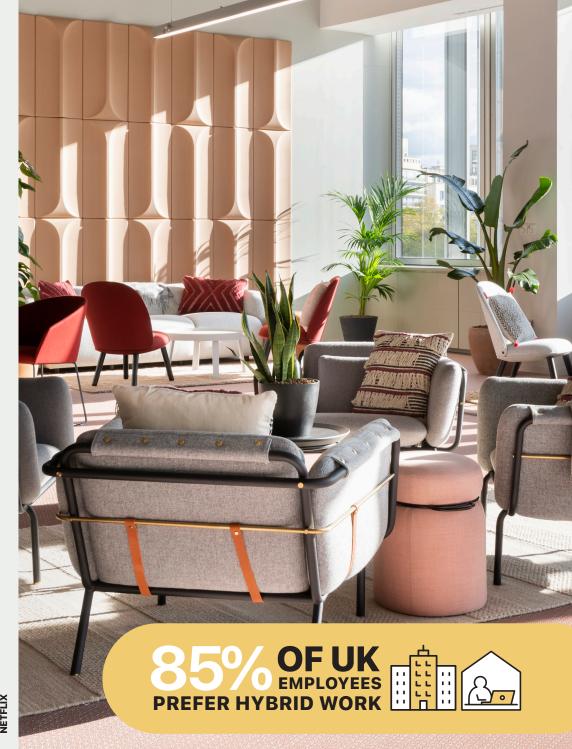
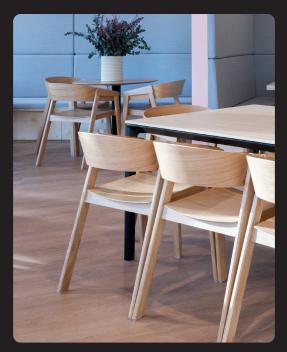


# Changes in the Modern Workplace

The modern workplace is evolving, shaped by advances in technology, changing employee expectations and the lasting impact of the pandemic.

As a result, hybrid work models have become more common, blending remote and in-office work to offer greater flexibility. This shift has significant implications for how companies design their office spaces, transforming them from traditional work environments into dynamic hubs for collaboration and connection. In this guide, we will explore what hybrid working is, how it impacts your company and how thoughtful office design can support this new way of working.









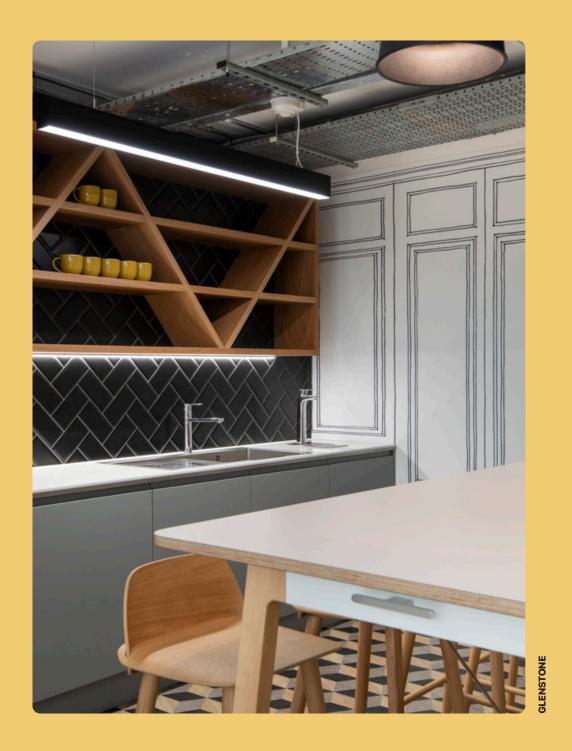


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## The Rise of Hybrid Work and the Evolution of the Office

The pandemic accelerated remote work, increasing focus on flexibility and balance. <u>Hybrid work blends</u> remote and in-office presence.

As work expectations evolve, so too must the office. No longer just a place for individual tasks, the workplace is being reimagined as a hub for collaboration, culture, and connection. Acting as a social anchor, it helps build stronger relationships and hosts the in-person moments that matter, like meetings and team sessions. Today, the office is a strategic asset. Hybrid design brings together the best of both worlds, combining flexibility with shared space to create a dynamic, inclusive environment that supports a distributed workforce.



# Defining Hybrid Office Design and Exploring Different Models

### Hybrid design blends in-office work with remote flexibility.

Hybrid workplace design reimagines the office as a space for seamless collaboration, blending the benefits of a traditional workplace with the flexibility of remote work. It's built to support every employee, whether they're in the office or working remotely, by creating environments that make the shift between locations feel effortless. Through thoughtful design and smart technology, it ensures work happens smoothly, wherever people are.

### Hybrid Work Models include:

(The best model depends on organisational culture, needs and preferences.)



STANDARD HYBRID



OFFICE-FIRST HYBRID



REMOTE-FIRST HYBRID



FLEXIBLE HYBRID



FIXED HYBRID (SCHEDULED)



TEAM-DESIGNATED HYBRID



SPLIT-WEEK HYBRID



WEEK-BY-WEEK HYBRID



AT-WILL MODEL

# Unlocking the Benefits: Why Embrace a Hybrid Work Model?

Hybrid work offers business advantages, combining remote flexibility with in-person benefits. Research shows increased productivity, better balance, and flexibility.

When employees are happier, they're more engaged, and flexibility is a big part of that. Giving people autonomy over how and where they work builds trust, boosts satisfaction and strengthens their connection to the business. Hybrid working supports this by offering balance, which in turn improves morale, productivity and retention. It's a small shift in structure with a lasting impact on engagement.





INCREASED 500 PRODUCTIVITY

universityofcalifornia.edu

SATISFACTION 76% EFFICIENCY 64%

sloanreview.mit.edu

REDUCED#33%



fortune.com

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### Navigating the Transition: Key Challenges

#### Transitioning to hybrid work has challenges in managing a distributed workforce.

Ensuring smooth operations across a workplace is a complex task. It requires more than just good intentions, it demands careful coordination, clear processes, and thoughtful planning. From managing shared spaces to aligning hybrid schedules, every element must work together seamlessly to support productivity and minimise friction across the business.



#### REDUCED INTERACTION

can cause disconnection



#### **CULTIVATING CONNECTION**

is hard with distributed teams



#### REMOTE EMPLOYEES

may feel less connected



#### THIS CAN IMPAIR COLLABORATION

It's harder for remote employees to grasp values

## Businesses must address these challenges. One challenge is maintaining company culture.

When face-to-face interaction is limited, it's easy for employees to feel disconnected. In distributed teams, building a strong sense of connection takes intention and effort. Remote workers may struggle to feel fully included, which can affect collaboration, communication, and team cohesion. Without regular in-person moments, it also becomes more difficult to absorb company values and culture, making it harder to foster a shared sense of purpose.

28% OF HYBRID WORKERS FEEL LESS CONNECTED TO THE COMPANY'S CULTURE





Addressing these requires strategic office space planning and management.

**DTRE** 

# Optimising Office Space is also Challenging

Traditional office setups often fall short when it comes to the realities of hybrid work. With fluctuating occupancy levels, managing the day-to-day use of space becomes a complex challenge. Without proper planning, businesses risk either too many empty desks or overcrowded work areas, both of which can impact productivity and morale. Coordinating hybrid schedules isn't easy, but finding the right balance between flexibility, space usage, and operational efficiency is essential for a workplace that truly works.











NETFLIX CRITEO ROLLS-ROYCE EXTREME GROU

# Designing for Hybrid Success: Principles and Strategies

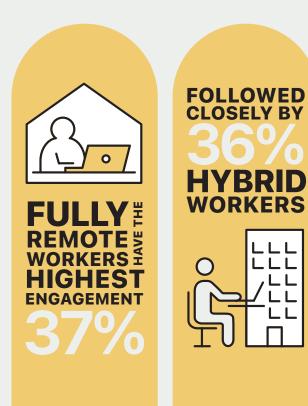
Effective hybrid offices require thoughtful design with diverse settings and flexibility.

Workspaces should support a range of tasks. Flexibility allows the office to adapt to evolving needs. Thoughtful design encourages creativity, collaboration, and a

strong workplace culture.
Employee input is essential
to success. The office should
feel like a purposeful, valuable
destination worth coming into.

# Flexible Layouts are Crucial

Designing for flexibility means choosing furniture that adapts with ease. Modular and movable pieces allow spaces to shift as needed, while hot-desking helps make the most of available space. Layouts should be fluid and responsive, supporting a variety of work styles. At the same time, incorporating ergonomic furniture ensures comfort and wellbeing remain at the forefront.







### Avoiding Common Mistakes and Implementing Best Practices

### Designing a hybrid office requires awareness of common mistakes

#### **MISTAKES INCLUDE:**

- Treating talent as a commodity.
- Not adapting office space.
- Neglecting focus areas.
- Boss bias.
- Failing to solicit employee feedback.

- Mandating rigid rules.
- Not nurturing a results-oriented culture.
- Unclear expectations.
- Ignoring employee needs.
- Inefficient space use.
- Inaccurate data.

Avoiding these requires understanding hybrid work and focusing on employee needs.

### Organisations should Implement **Best Practices.**

Establish clear hybrid work policies. Focus on outcomes, not just presence. **Empower teams** Equip meeting in scheduling. Prioritise employee Facilitate open communication. Cultivate trust with employees. Provide a variety of Design flexible, workspace options. Regularly gather employee feedback.

Balance collaboration

and individual work.

These practices create a successful, productive, and engaging hybrid work environment.

Establish clear

comms protocols.

Use collaboration

rooms appropriately.

Integrate technology

multi-purpose spaces.

Monitor and improve

space utilisation.

well-being.

seamlessly.

tools effectively.

### Inspiration in Action: Innovative Hybrid Office Designs and Case Studies

Exploring real-world examples of hybrid office design can provide valuable insights and inspiration for creating dynamic, flexible work environments.

Our previous work features several successful projects that demonstrate the power of thoughtful hybrid design, including:

**CRITEO** 

BERICOTE



**EXTREME GROUP** 

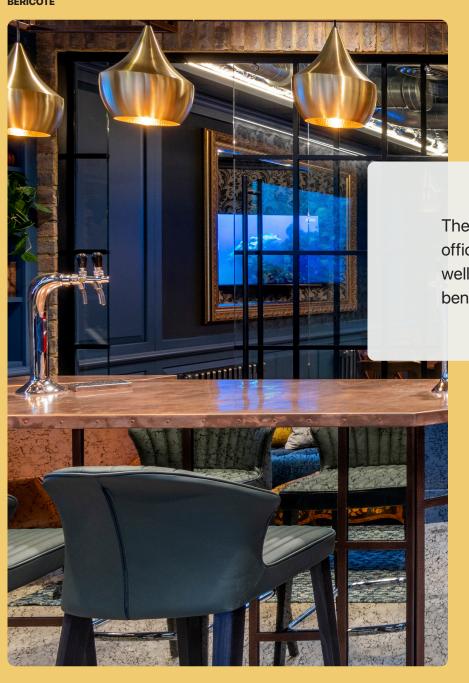


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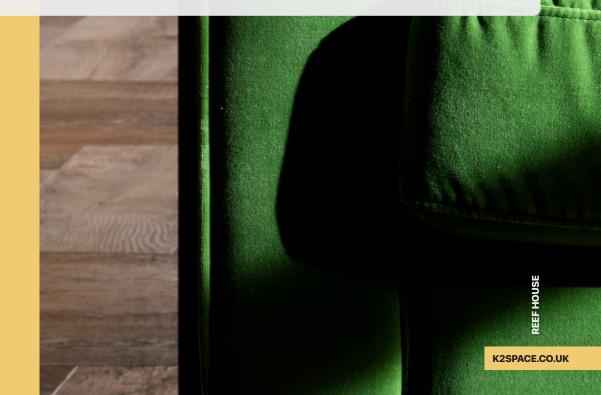


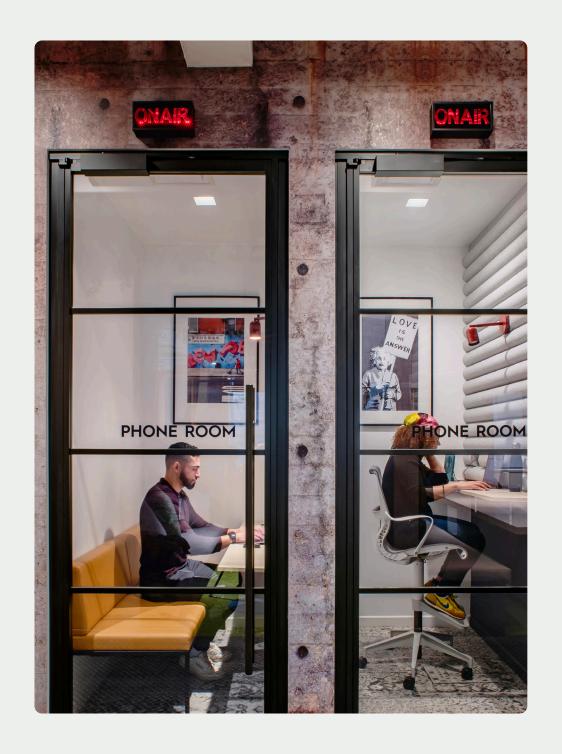
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These companies have embraced hybrid work by optimising their office spaces to better support collaboration, flexibility and employee well-being. The positive outcomes from these projects highlight the benefits of a strategic approach to hybrid workplace transformation.





# The Criteo Global Transformation Project: A Hybrid Work Approach

**CRITEO** 

The Criteo Global Transformation Project showcases how hybrid office design can support flexible working while maintaining a cohesive company culture.

The project emphasises creating adaptable work environments that accommodate both in-person collaboration and remote productivity.









Key elements include modular spaces for focused tasks and collaborative areas that foster connection when teams are on-site.

By balancing global consistency with local authenticity, the design ensures that hybrid work remains practical and engaging across different regions. This project serves as a model for how companies can embrace hybrid work by prioritising flexibility, collaboration and cultural relevance in office design.





The shift to hybrid work is not just a trend; it's a fundamental evolution in how businesses operate.

REEF HOUSE

### Our Final Thoughts: Embrace the Hybrid Future with Confidence

Successful hybrid workplaces are designed to foster collaboration, flexibility, and employee well-being while maintaining a strong sense of company culture. By creating environments that support both remote and in-person work, companies can enhance productivity, boost employee satisfaction and attract top talent.



### At K2 Space

## We understand the challenges and opportunities of designing hybrid workspaces.

Our experience in creating dynamic, adaptable environments that align with your business goals means you can confidently transition to a hybrid model. Whether you're looking to optimise existing spaces or develop entirely new hybrid offices, we're here to help.

#### **READY TO TRANSFORM YOUR WORKSPACE?**

Partner with K2 Space to design and build your next hybrid office. Get in touch today to start creating a flexible, future-proof environment that empowers your team.

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