

THE FUTURE OF WORKING: 2036

officeangels
RECRUITMENT CONSULTANTS

An impersonal future

Remote engagement on a global basis

Over half of employees predict a future where workers may never meet their colleagues, as many people are likely to enjoy the freedom of being able to work from home by 2036. With advances in technology, a move towards flexible working, and what is predicted to be the dominance of the market by global companies, the organisation of the future is likely to encompass a predominantly remote workforce. A quarter of employees (25%) think that in 25 years time, the office environment will no longer exist due to remote working; and the standard working day of 9-5 will, according to 53% of respondents, become a thing of the past - giving employees the flexibility to work around their own personal commitments, and employers the ability to make huge cost savings on office space and travel

But what will remote working mean for employee engagement? We know instinctively that committed employees are much more productive and act as great ambassadors for the brand, which is why employee engagement has been such a hot topic of late. But in the absence of a physical workspace, what should employers do to ensure the same sense of loyalty and belonging in a remote workforce?

Employers can maintain high engagement levels with forward planning

A concern voiced by just under half (46%) of the employees that we surveyed is the notion that remote workers might experience a loss of identity with the organisation they work for; with just over a third (31%) predicting low levels of engagement. This could be down to the fact that 39% of employees think that by 2036, workers are unlikely to meet their bosses before starting work. An even higher percentage (54%) believe they may never meet other members of their team; leading to what 30% of respondents think will be a possible reduction in knowledge sharing amongst employees. But this doesn't have to be the case. Employers can avoid a loss in knowledge sharing by putting specific measures in place to maintain communication channels amongst their employees - such as weekly video conferencing or conference calls for remote workers. And by giving employees the opportunity to work flexibly and remotely, levels of trust, respect, and ultimately engagement can not only be maintained, but perhaps even improved.

Employing a remote workforce can hold major advantages for your business - such as cutting the associated costs of office space, parking and travel. But whether or not you have started to plan for these impending changes, what is clear from our research is that remote working may soon be less of a lifestyle choice, and more of a necessity.

Employee engagement

So, to make the most of a changing workforce whilst maximising employee engagement, follow Office Angels' five point plan:

1. Measure the attitudes of your employees by conducting internal surveys on a regular basis. This will help you to identify how employees feel about their work on a range of issues; including pay and benefits, learning and development, and work-life balance.
2. Make your employees feel valued by involving them in the decision making process: it's important to give workers the freedom to voice ideas which you as a manager can listen to and potentially action.
3. Ensure your workforce understands your company's vision and objectives: it's vital that employees are made aware of how their work contributes to larger organisational outcomes if they are to recognise their own worth.
4. Congratulate the success and achievements of your employees: one of the main drivers of employee engagement is feeling well-informed about what's happening in the organisation and celebrating when things are good.
5. Give your employees the opportunity to develop in their current roles: career progression is a major driver for many workers, and if you give your staff something to work towards and milestones to aim for, you'll help to make their roles far more meaningful and engaging.

Whatever your company's size or sector, it takes loyal, committed and truly engaged workers to achieve and maintain success in an increasingly competitive market. By 2036, that workforce is likely to be spread across diverse geographies; but with a little forward planning, you can continue to instil a sense of belonging and a central purpose amongst your employees. And if you need some help in tailoring our five point plan to your business, the consultants here at Office Angels are always on hand to offer professional advice.

7000 training courses at your fingertips

The Education Zone is Office Angels' online training tool - providing clients and candidates with an opportunity to build on the sort of skills that will be highly prized in a competitive future market. With over 7,000 training modules at all levels and across all specialisms, there's something to fill every skills gap, and to build on every talent.

It's flexible, comprehensive, and easy to use, and is available for anyone in your company to access 24 hours a day, 7 days a week.

For more details, contact your local Office Angels consultant, or visit www.office-angels.com