

THE FUTURE OF WORKING: 2036

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RECRUITMENT CONSULTANTS

The death of 9-5

The dissolution of 9-5

With a renewed focus on the importance of a healthy work-life balance in the wake of the recession, flexi-time and remote working are really coming into their own. Increasingly, companies are recognising the very real benefits of accommodating flexible working amongst their employees.

Offering flexible hours can widen your talent pool, as you won't have to exclude skilled people on the basis that they're unable to commit to the traditional 9-5. This level of understanding will also make employees feel far more valued; leading to increased loyalty, commitment and motivation, and ultimately reducing attrition levels - not to mention improving productivity and maximizing profitability.

Flexible working: the shape of things to come

Almost three quarters (71%) of workers believe that an increasing number of people will work from home by 2036, thanks to new technologies such as cloud computing, smart phones and video conferencing. Almost two thirds of people (65%) also believe that working routines will be far more flexible; with just over half (53%) convinced that standard working hours will be a thing of the past.

More people will job share in 2036 (36%), giving workers an element of freedom concerning their hours - whether it's through flexi-time, term-time, or part-time working. And with 57% of employees believing that this level of input increases a feeling of good-will towards an employer, the benefits are clear. Organisations then must start to address their own offerings and assess the viability of facilitating flexible working.

Plan ahead to get ahead

A quarter of managers think that it will be harder to monitor productivity in the future due to remote working and flexitime; and 31% believe it will be more difficult to provide training. But the technology that will make remote working possible will also provide managers with the capacity to achieve transparency around workloads and deadlines.

Just over half of the employees that we surveyed believe that people will work outside of traditional office hours by 2036, but whilst 48% suspect that global markets will create a need to work night shifts, the change in working hours will largely be down to flexible working.

With a little forward planning, challenges around the management of workloads and the monitoring of deadlines can be addressed. Implementing new technologies - such as smart phones, video conferencing and cloud computing - will allow people to work from remote locations; thereby creating virtual environments that foster trust and collaboration.

By 2036, flexible working is likely to be the norm. If your business is to secure the best talent in the market - particularly when competing with companies on a global scale - you need to be prepared.

For a solid starting point, follow Office Angels' five point plan:

1. Identify and define a clear process for flexible working that compliments your company's culture and aligns with its technological capabilities
2. Raise awareness amongst your employees by investing in ongoing communication
3. Make sure that roles and responsibilities are clearly defined between employees, managers and your HR department
4. Identify any areas within your company that need attention before flexible working can be successfully implemented
5. Introduce a trial period to help you highlight and address any potential problems

If your company is new to flexible working, you might want to discuss the advantages, practicalities and challenges with an informed professional. The experienced consultants at Office Angels are always on hand to offer advice and guidance on flexible working in your business; and the best methods by which to motivate and engage a flexible or remote workforce.

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