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FUTURE OF WORK

Attracting and Retaining Exceptional Talent

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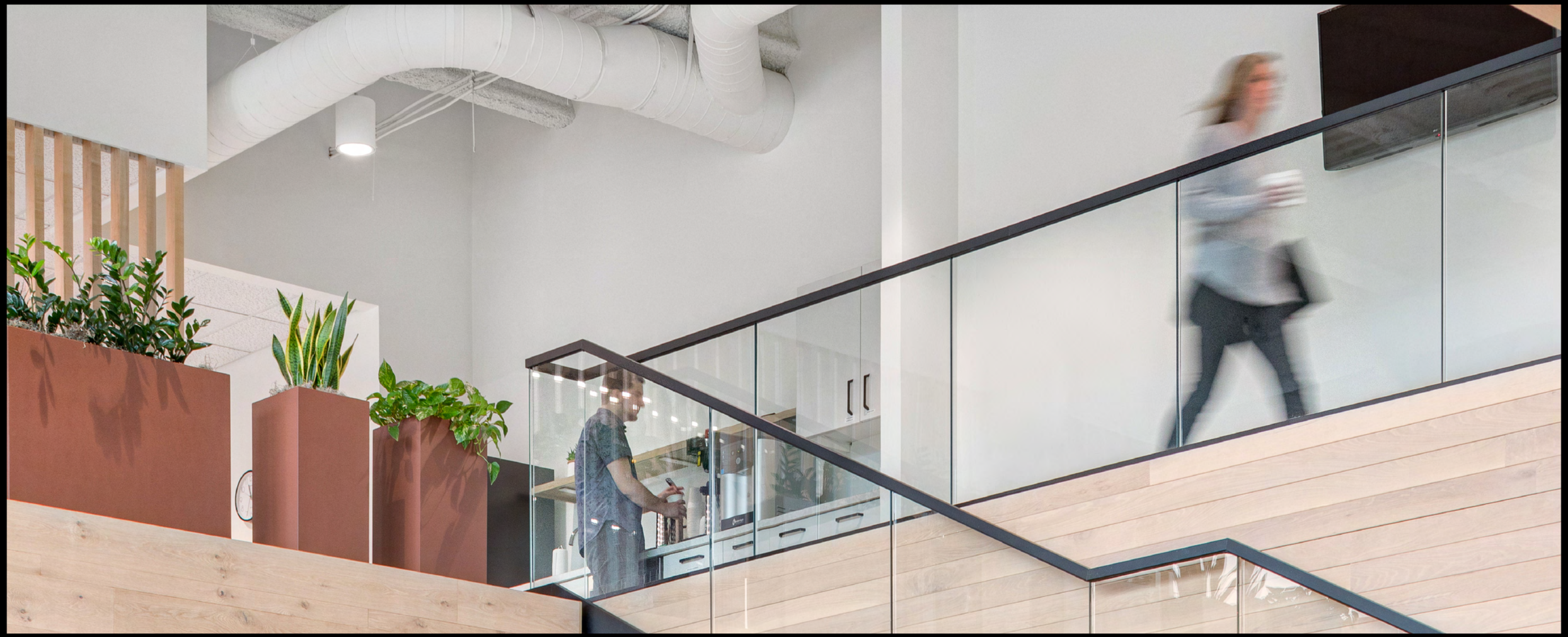

Undoubtedly, events over the last couple of years has had a significant impact on the way people work, and organizations across all industries have had to adapt accordingly. We have all have had to rethink their approach to the workplace in order to attract and retain top talent.

Over time, the expectations of employees have evolved.

Our Clients have found that setting up an experiential workplace with thoughtful design has become crucial in attaining and retaining top talent and staying competitive in the industry.

78%

According to the Deloitte 2023 Global Human Capital Trends survey, 78% of organizations are trying to create a future workplace where workers can thrive by redesigning their existing business processes or reimagining the work itself.

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Workspaces design driven by data.

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Keeping up with evolving workspace.

03 Experience

Multi use experience orientated workspace.

04 Development

Cultivating access to learning, mentoring

01 strategy

To ensure that your organization's needs are met, it is important to utilize strategy services to deeply understand what is actually needed.

CO FOUNDER JEFFREY SNAIR DESIGN+BUILD

Workplace strategy refers to the process of aligning employee experience with organizational objectives. This involves utilizing real estate locations, working models, and workplace design to align employee thinking and behaviors with the direction of the organization. It supports objectives such as efficiency, sustainability, culture change, or talent attraction, and is not just about creating engaging spaces.

A key aspect of a data-driven workplace strategy is data-driven design. This involves gathering industry trends, employee and management surveys, and aligning leadership to support intelligent workspace design.

"Companies are being forced to evolve and ask hard questions about their identities and priorities."

Andrew Schpak
Partner, Barran Liebman

First Steps

Where to start with workplace strategy?

A workspace audit is the first step towards creating a space that aligns with organizational goals and objectives, rather than creating a beautiful space that is not needed or detracts from organizational objectives.

02 adaptive

Workspace that Works

An effective workspace can adapt to your team's daily needs.

In modern workplaces, digital collaboration tools, hybrid/in-person meetings, and events are now the norm, and the availability of user-friendly virtual meeting spaces is a necessary component of facilitating remote collaboration.

Flexible work arrangements, including remote, hybrid, and work-from-home options, have surged in popularity, leading to a decrease in demand for individually-owned desks and offices. Instead, shared spaces that promote teamwork and knowledge exchange are becoming the norm when people are present in the office.

To meet these evolving demands, organizations require workspaces that can be easily adjusted to accommodate individual and organizational needs on any given day, while also being future-proofed for years to come.

An adaptive workspace is one that can be tailored to the specific needs of your team. Whether you require a lunch area that can be easily set up for all-hands events or quiet spaces for focused work, providing the necessary spaces to support your organization's productivity and well-being is crucial.

Gone are the days of the large open canteen that offers ultimate flAexibility by stacking chairs and tables.

Instead, people are looking for more intimate and private spaces that allow for building relationships and trust in a short period of time.

While some teams require deep focus and concentration, large group meetings are not typically part of their operations.

Instead, we find that organizations require more intimate spaces that are conducive to holding seminars and networking events.

03 experience

Creating a Space that Feels Inviting and Comfortable to Enter

To empower employees to thrive, the office must represent the company's culture and values, inspiring a shared sense of purpose.

To encourage inclusivity and promote diversity in the workplace, it is imperative to design the workspace with features that demonstrate the company's commitment to equality. Features such as gender-neutral restrooms, private nursing rooms, and transparent private offices can foster a sense of safety and acceptance among all employees, regardless of gender or background.

A company that genuinely cares for its employees' holistic well-being is more likely to foster a positive environment where people can flourish. Providing access to amenities like rooms for reflection or meditation, as well as fitness facilities for physical and mental wellness, is a clear signal that the organization values and prioritizes the health and well-being of its employees.

Many of our legal clients have been redesigning their office spaces to create a more attractive and engaging experience that reflects their culture and helps their people feel engaged with the organization's mission.

04 develop

Cultivate spaces where mentorship can take place.

Emphasis on shared spaces that facilitate collaboration and knowledge-sharing

Graduates and junior associates are increasingly seeking opportunities for learning, mentoring, and guidance from subject matter experts. In addition, they place importance on building a sense of community with their co-workers, fostering mentorship relationships, and establishing trust in the workplace.

There is a growing demand among graduates and junior associates for access to learning, mentoring, and subject matter experts.

73%

Physical Proximity to Direct Team is Key

Of employees would go to the office more frequently if they knew their direct team members would be there.

Chris Capossela, "To Get People Back in the Office, Make It Social," Harvard Business Review (Sept. 22, 2022). https://hbr.org/2022/09/to-get-people-back-in-the-office-make-it-social

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author

At our firm, we understand that different legal clients have different needs and starting points. We work closely with each client to explore alternative layouts and design solutions that will help them achieve their goals. In today's world, there is no one-size-fits-all solution, but by providing the best possible work environment for their teams, firms can support talent retention and attraction.

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