Flexibility & Adaptability at Work

The ways we work have changed—and they are constantly changing. If spaces don't serve the needs of your employees and their workstyles, asking them to report to the office just trades one problem for another. People do their best work in spaces that work for them and offer choice. And sometimes, people won't work at all—choosing to leave in favor of a more supportive, flexible environment.

The challenge for businesses is to evolve the office environment to give people the flexibility they desire to work from anywhere—home, office, and third places. At the same time, organizations that thrive are agile, with the ability to adapt both real estate and floorplates with ease—and at the lowest cost. To accommodate change, responsive space design that flexes to meet the needs of people and the organization is a future-proof strategy.

Adaptability is the critical success factor during periods of transformation and systemic change, according to McKinsey & Company research. It allows people to be faster and better at learning, and orients companies toward opportunities, not just challenges.

Employees Desire Flexibility

71%
want their company to offer some sort of flexible office provision.

44%
said working from home once a week would be the optimum level in future.

34%
said more than once a week would be ideal.

Source: BisNow 2020

Autonomy

Giving workers the autonomy to choose where, when, and how they work fuels creativity and drives innovation, and is often the key to successful employee engagement. Autonomy can be achieved through choice and variety throughout the workday by offering:

• Control of workspace features
• Selection of available work tools
• Choice of environment that best suits the task

It is difficult to understate the need for the workplace to be a dynamic and inspiring destination that builds community and fosters effective collaboration. It is also important to identify remote work as an option that, when deployed thoughtfully, can help attract and retain talent and give them a greater sense of autonomy to do their best work.

Flexibility is a virtue that can make individuals and the organization more resilient, responsive, and successful.

Workplace to Influence Change

The workplace is one of the most impactful ways and easiest factors to influence change, but the least resilient as the physical workplace needs to align with the evolution of culture, work policies, and processes. Addressing cultural change may be challenging, but when enabled by organizational and workplace design change, it may be the most impactful.

INFLUENCE AND DURABILITY OF CHANGE

Source: Haworth Spark, "Key Factors to Supporting Workplace Change"

Guiding Change

Companies that effectively manage change consistently outperform their competitors. Effective change management requires a structured approach, with leaders who embrace the process and proactively engage employees. Well-managed workplace change helps individuals:

• Make a positive transition to adoption
• Successfully complete projects
• Achieve organizational goals

Work from Anywhere

Flexible workplaces complement a Work from Anywhere ecosystem that conveys to employees that the organization is supportive of their diverse workstyles. An integrated ecosystem—balancing office, home, and third places—gives organizations and employees choice in where and when work occurs.
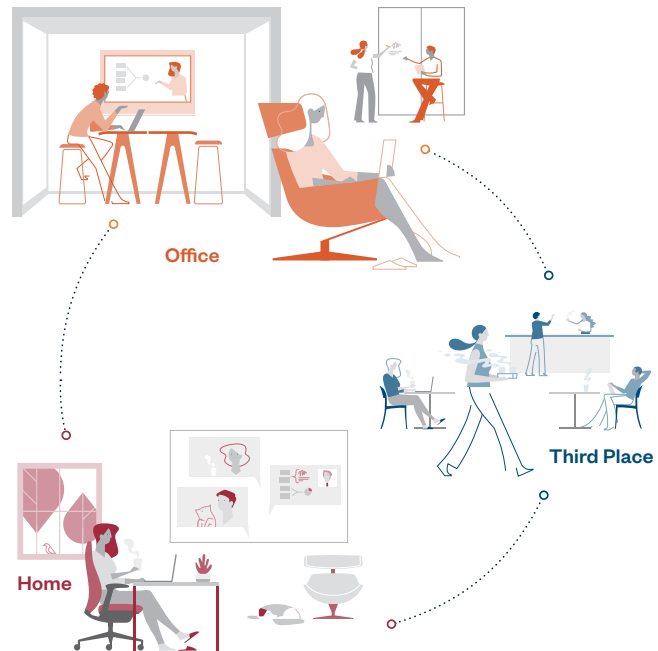
Creating structure by building in flexibility provides organizations the elasticity to react to short-term, unplanned events, which helps manage uncertainty for employees. And by leveraging technology and adapting spaces to support virtual connections, organizations enable working off-site and in third places.

Organic Workspace®

In seeking to make space more flexible, responsive, and cost-efficient, Haworth has drawn from an extensive research network that includes both in-house expertise and collaboration with partners such as the Royal College of Art in London and the University of Michigan's Ross School of Business.

In the Work from Anywhere ecosystem, our Organic Workspace strategy treats the office like a living organism— a flexible envelope free to contract and expand based on customer needs. As people change and evolve, so do the spaces.

The outcome is design freedom and choice through products, architectural systems, and applications— including technology integration—that meet the needs of an organization and the pressures for constant change.

"We wanted to create something that has the intelligence to adapt to the changes that culture, technology, and people have inserted into the work environment."

Franco Bianchi
President & CEO, Haworth

Enable Change and Adaptability with Workplace Design

Design freedom and choice underpin Haworth's Integrated Palette™, a grouping of products that work together and flex with change. The integrated, fully adaptable kit of parts is based on established principles, such as common materials and finishes, to ensure performance and design consistency across product platforms. The range of application expands as new products are added, to evolve with the workplace and enhance human, organizational, and facility performance.

Here's How
- **Maximum Flexibility** – Endless configuration and reconfiguration options through dimensions, aesthetics, and connectivity to optimize space planning in support of diverse workstyles
- **Return on Investment** – Reconfigurable for long-term value through minimal cost, inventory, waste, and downtime
- **Future Assurance** – Confidence that solutions remain relevant and adaptable as the business environment changes
- **Creativity & Innovation** – Scalability, variety, and choice in a cohesive floorplate, creating flexibility without chaos and balancing facility strategy with user control for activity-based work

Want to learn more?
To discover more about the transformation of the workplace ecosystem, explore our Work from Anywhere approach.