Future of Work
Work & Place Readiness Assessment
Trends

Digitalisation and demographical change impact the workforce and the Future of Work & Place

When choosing an employer, two out of the three most important drivers for Millennials are the expected work-life balance and flexibility. 86% of the Millennials use a smartphone.

More and more workers are working from home
28% of Swiss employees already work at least half a day a week from home. A good third of the remaining 72% would like to do so in the future.

Coworking as an alternative to home office
There is an increase in shared workplaces. In Switzerland, there are already around 50 of these communities, of which 42% would like to expand their offer over the next 24 months.

The employee of the future is independent
Freelancing is becoming increasingly popular. In Switzerland, 25% of all employees already have a temporary, complementary or project-based work.
Dimensions of the «Future of Work & Place»

A successful Future of Work & Place strategy integrates disconnected silos and allows for the collaboration of multiple functions.

**Talent**
What is your *talent agenda* and how does it support your business strategy?

**Technology**
Do you have the *technology* to support your talent agenda, processes and ways of working?

**Space**
How does your *real-estate base* and working environment support your talent and *maximise productivity*?

**Place**
Are the *right people* working in the *right place* for enterprise success?
Deloitte’s work+place framework

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Objectives of the Workplace Readiness Assessment

The Future of Work & Place readiness assessment enables the analysis of the current workplace maturity as well as the development of a joint vision. Proven tools and accelerators support the evaluation of the maturity assessment and allow for a concise overview of results.

Provide an overview of trends in the dimensions of technology, talent, space and place.

Jointly develop a vision for the “Future of Work & Place”.

Leverage Deloitte’s proven Work+Place framework to structure the data gathering, run the analysis and articulate the maturity and vision to the organisation.

Align stakeholders from various departments (space planning, real estate, facility management, HR, IT, operations, ...).
Assessment execution

The assessment consists of a thorough preparation phase, an interactive workshop and a tool-based evaluation report.

1. Deloitte team defines five key enablers for each dimension based on expert interviews and outside-in view.

2. Deloitte team conducts a prep call for workshop participants and sends out definition of enablers in scope.

3. During the workshop, four break-out teams gather with Deloitte facilitators to get a refresh on definitions.

4. Each break-out team member votes on the current maturity of enablers.

5. Each break-out team member votes on the vision assessment of enablers.

6. Presentation of votes on maturity of key enablers and on key areas for development.
The assessment supports an alignment amongst stakeholders on how the company can enhance its future workplace and achieve “quick wins.”

**Assessment execution**

- **Current maturity assessment**
  - Outside-in view on trends and inspiration for own vision
  - Improved understanding of other workplace dimensions / learning from colleagues
  - Structured framework to articulate the current maturity, workplace vision and “quick wins” to the organisation
  - Alignment of stakeholders from various departments
  - Joint vision for the “Future of Work & Place”

- **“Workplace of the Future” Vision**
Deloitte regularly publishes studies on the topic “The Future of Work & Place” in Switzerland and globally.

The workplace of the future
How digital technology and the sharing economy are changing the Swiss workforce

Work environment redesign
Transitioning to the Future of Work and the Workplace

Digital workplace and culture
Global Human Capital Trends 2017

The connected workplace
Tech Trends 2017

The 2017 Millennial Survey
Robots on the rise
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