

# Flexible working is the new necessary.

## The future is flexible.

Employees are expecting more **sophisticated** and **collaborative environments**,



**flexibility**,



and **digitally rich workspaces**, and organisations are listening and responding

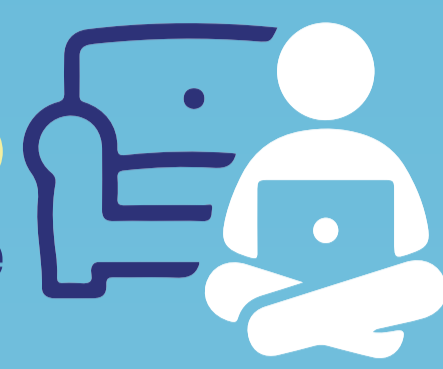


**73%** of Australians would like a job that offers flexible working arrangements



**5 generations** in the workforce, each with varying needs and lifestyles

**81%** of remote workers



say that they are satisfied with their current job, a figure which is 57% higher than the average job satisfaction levels

## Flexibility in action.

Patterns of work

**Job sharing and split shifts**



Hours of work

**Compressed working weeks and flexible start and finish times**



Locations of work

**Remote working/working from home**

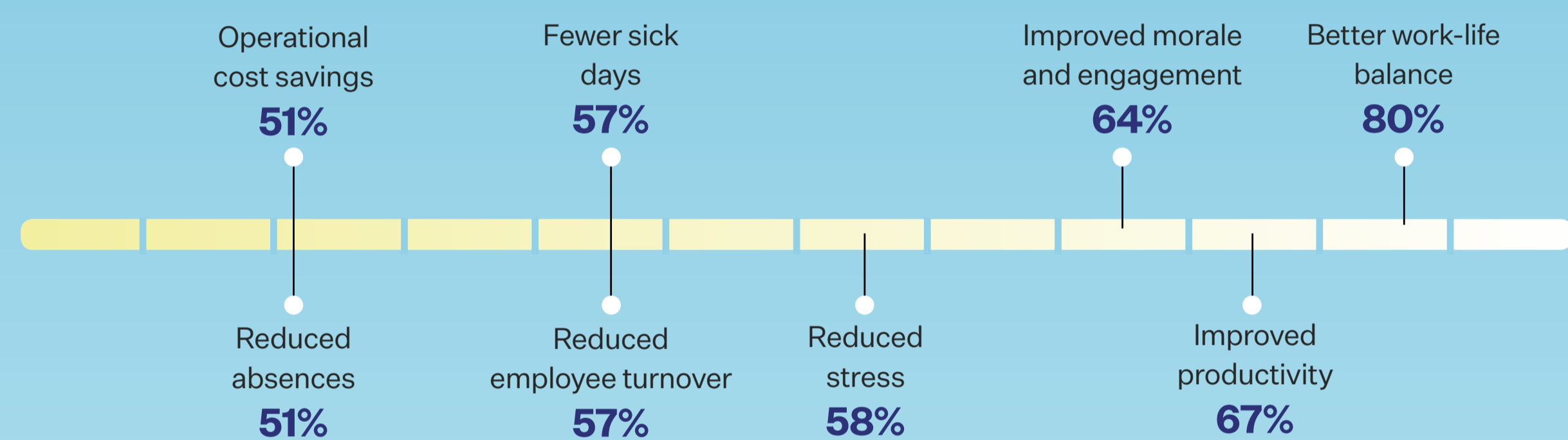


Leave arrangements

**Purchased leave and extended maternity/paternity leave**



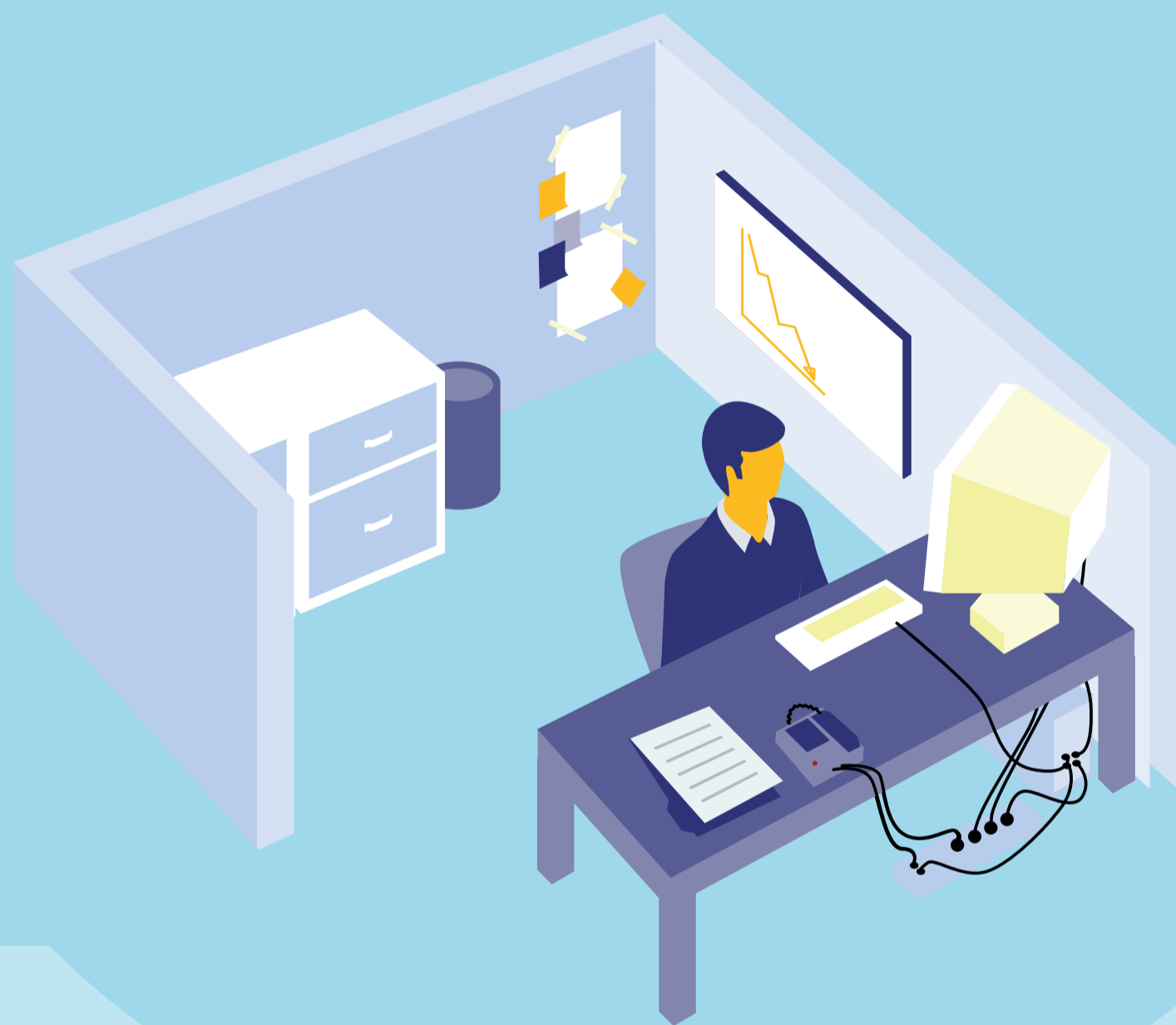
## The benefits.



## Evolution to a new necessary.

### Then

- Cubicle workstations
- Email, fax machines and desk phones
- Solitary working towards a common goal
- Strict 9-5 working hours
- Physical file storing
- Rows of modular furniture
- Privacy is valued



### Now

- Ergonomic workstations
- Remote working and flexible hours possible
- Lengthy commutes still in existence
- Collaborative working and cross-functional teams
- Digital communication tools and apps
- Electronic, cloud-based file storing and sharing
- Hot-desking and shared office spaces



### Tomorrow

- VR and wearable technology
- Talent not limited to location
- Portable devices outnumber monitors
- Reduced physical office spaces and overheads
- Remote work and split shifts
- Virtual offices
- Collaboration through web-based technology systems



#### References:

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 ARN, 2019, *The Australian Workplace of the Future: Research Shows Pathway for Success*, <https://www.arnnet.com.au/mediareleases/35307/the-australian-workplace-of-the-future-research/>