

R T L

Future Workplace
#boye22


A data-driven approach to new work

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Data-driven new work #boye22



**We are facing the biggest
change of the workplace
in decades.**

Where do we come from?

01 Pre-Pandemic World.

- People come to the office everyday by default.
- Nearly all activities happen in-person.
- The office mainly consists of desks.
- Desk-sharing ratios (if applied) are of the kind 8 desks for 10 employees.

02 Pandemic World

- Remote work is the default.
- Nearly all activities happen online. Only very specific tasks remain in the office.
- Most of the office is empty.
- Employees are required to use “flex-desk”.

Where do we stand now?

There is a competition between office work and remote work.

It is unclear which activities happen in the office. Everything can, (nearly) nothing has to.

Companies debate whether and how often employees should return to the office.

We are doing new work in old offices. Many new concepts are hub-based.

Nobody comes to the office to do video calls the whole day.

People come to the office to meet people.

Employees need to be in the office, so that creativity and identification happens.

The new office has to be a campfire place.

**Our workplaces are
designed by extroverts for
extroverts.**

A photograph of a city skyline with various skyscrapers and buildings, viewed through a window. The sky is overcast. Below the window, on a dark surface, the text "Data has a better idea" is written in a light blue, sans-serif font. The text is slightly shadowed, giving it a 3D appearance as if it's floating or attached to the surface.

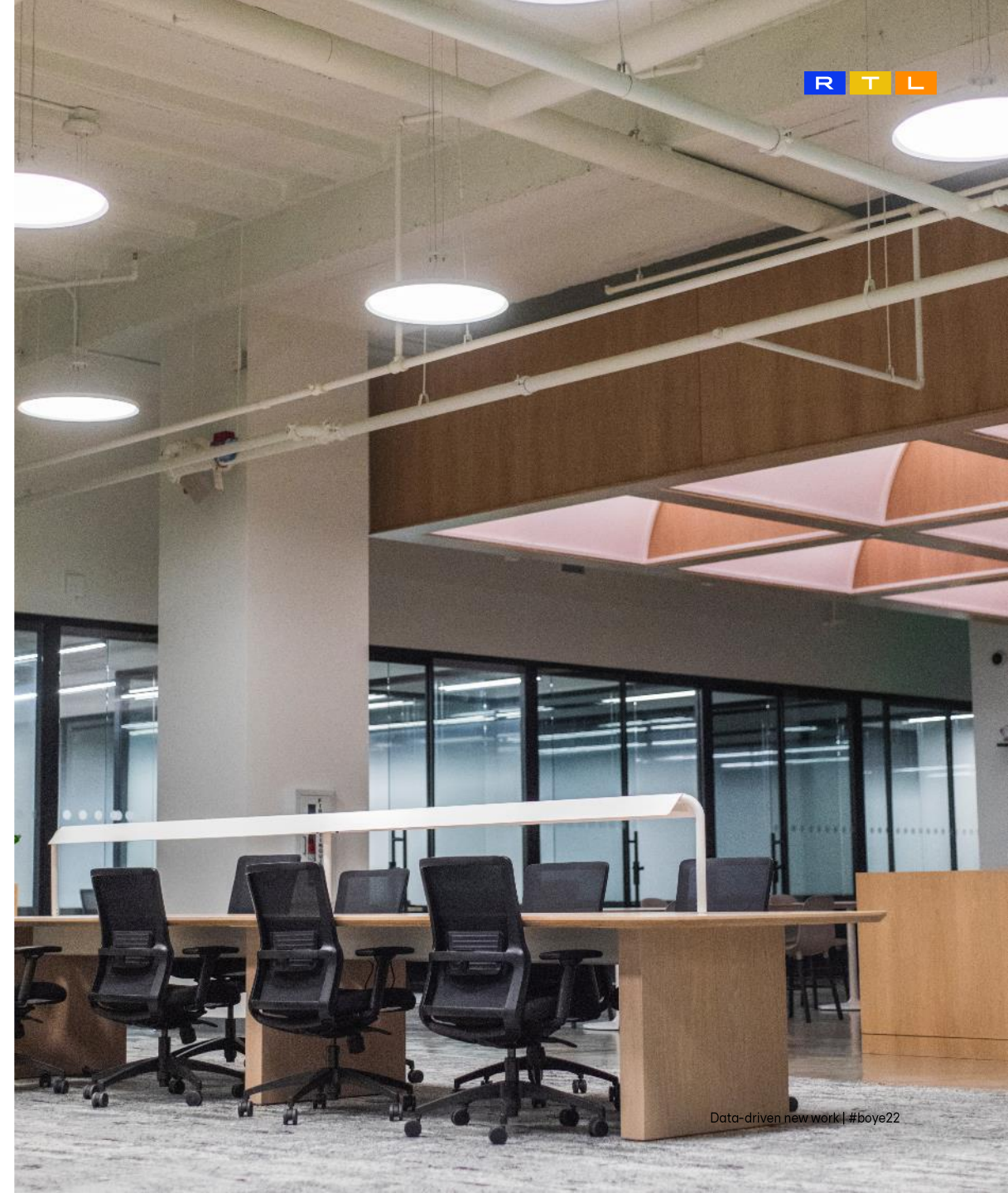
Data has a better idea

What questions do we face?

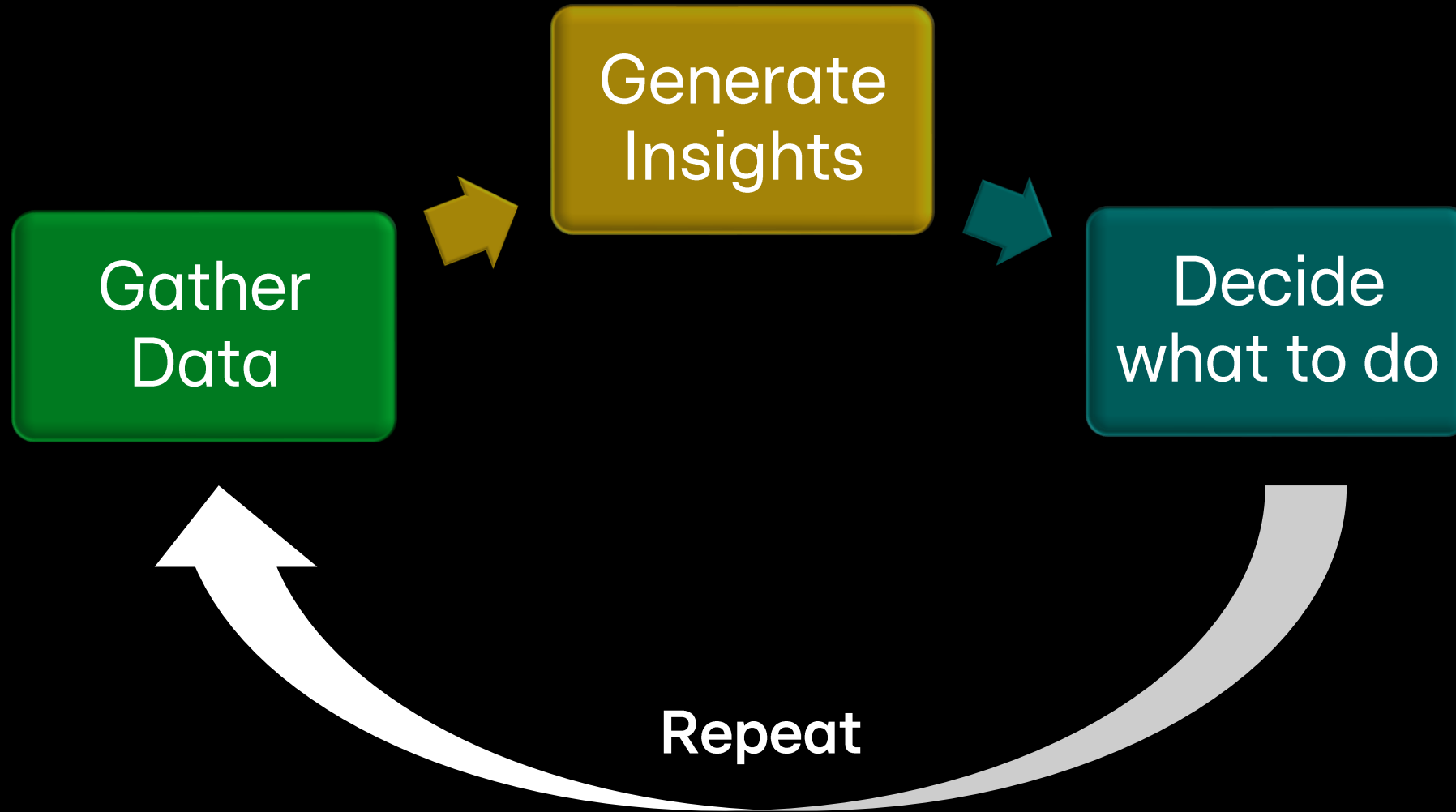
Do we need regulations how often employees need to be in the office?

How do we make the workplace attractive to people?

What do people need in the office to do their work?

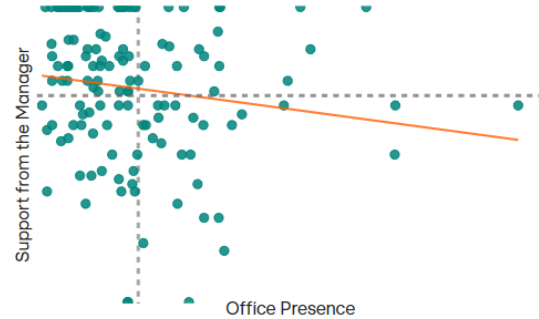


Agile Iterations



What can data do?

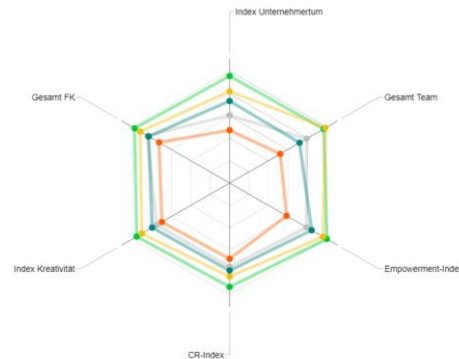
01 Correlation analysis between office presence and employee satisfaction



02 Natural language processing to catch employee emotions.



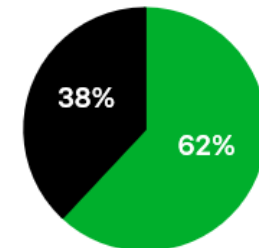
03 Cluster Analysis of teams



04 Analysis of office activities

How to employees work?

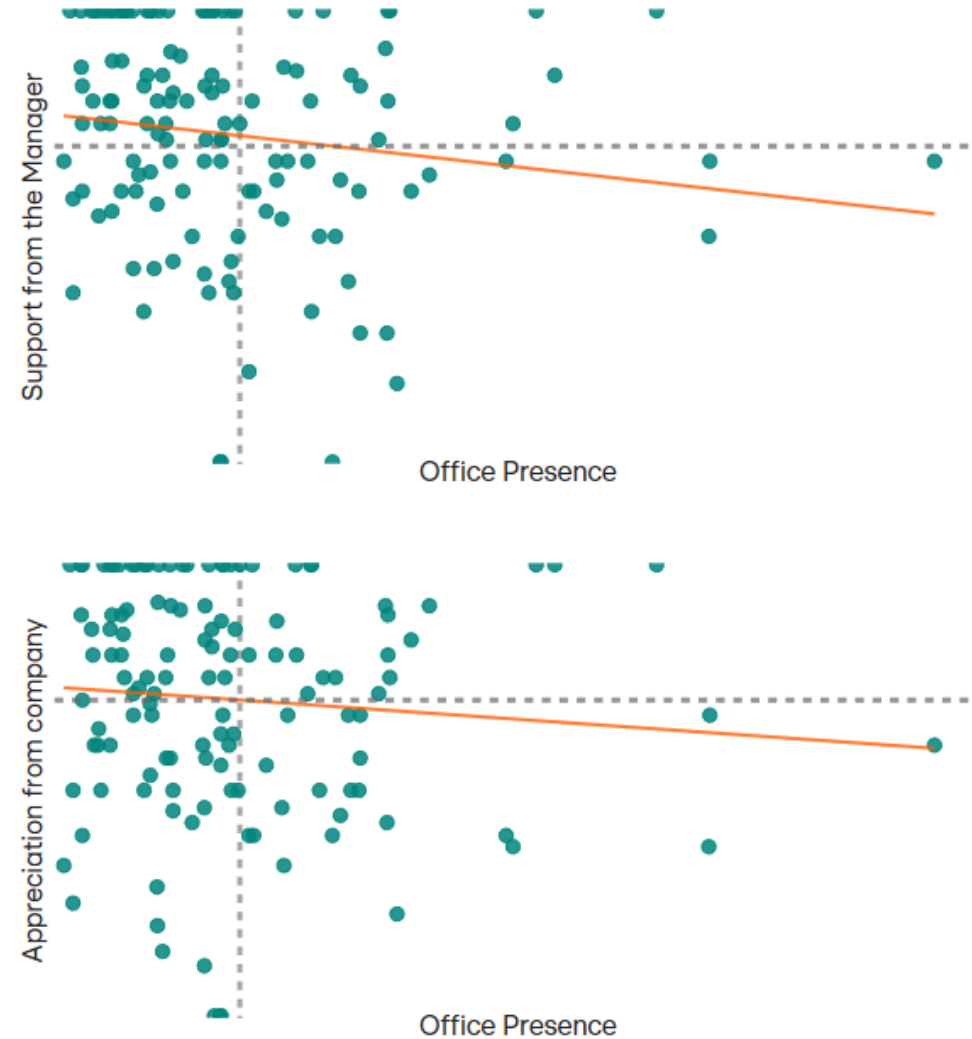
■ working on their own ■ working with colleagues



What does the data tell us?

There is no correlation between the office presence and the satisfaction of the employees.

01



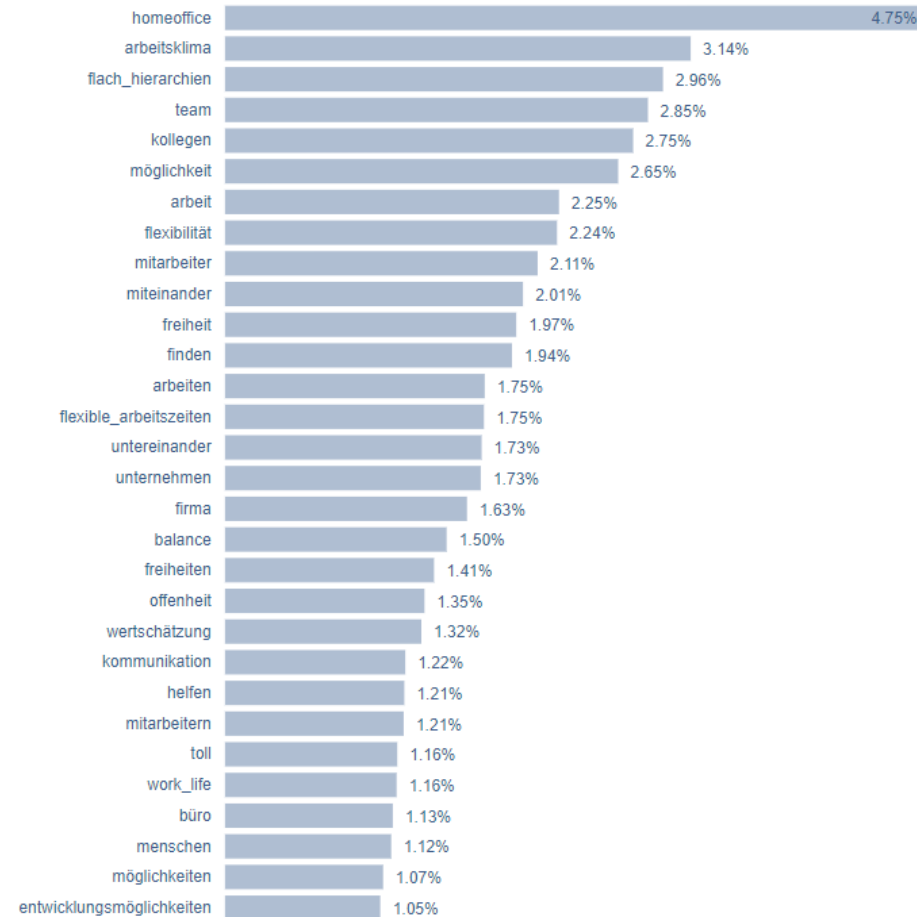
What does the data tell us?

Mobile office is mentioned a lot more with a positive connotation than with a negative one.

02

MAB Frage 1: Was finden Sie in Ihrer Firma besonders gut?

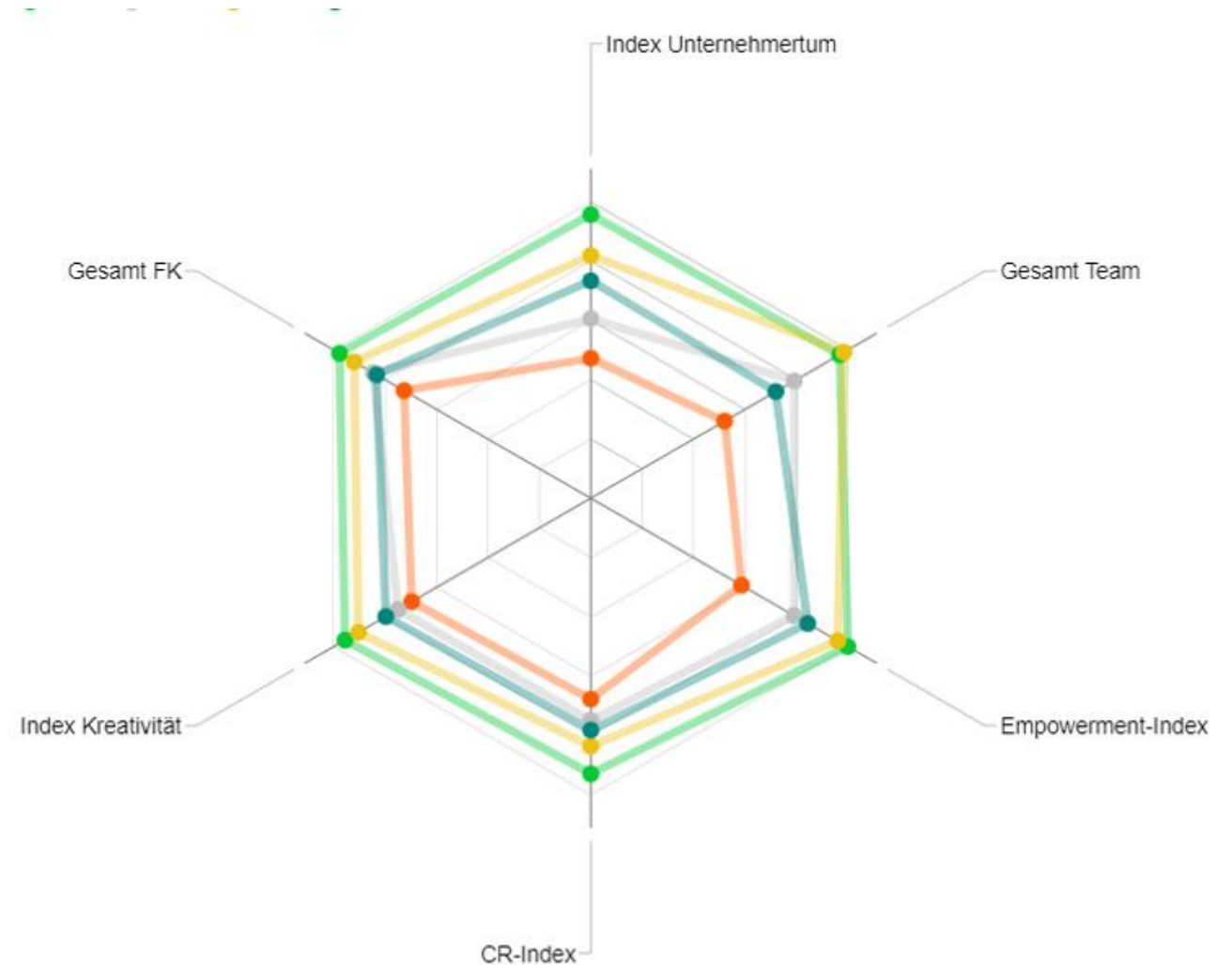
Top Schlüsselwörter in Kommentaren



What does the data tell us?

Teams either work well together or they don't. It does not depend on their office presence.

03



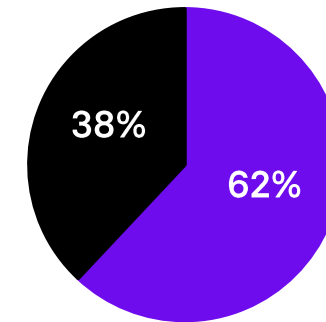
What does the data tell us?

People may come to the workplace to meet, but they stay to work.

04

How to employees work?

■ working on their own ■ working with colleagues



2 of 3

Employees stated that they Are doing networking for at least 30 minutes per day.



80%

of all participants had at least one in-person meeting when they were in the office.

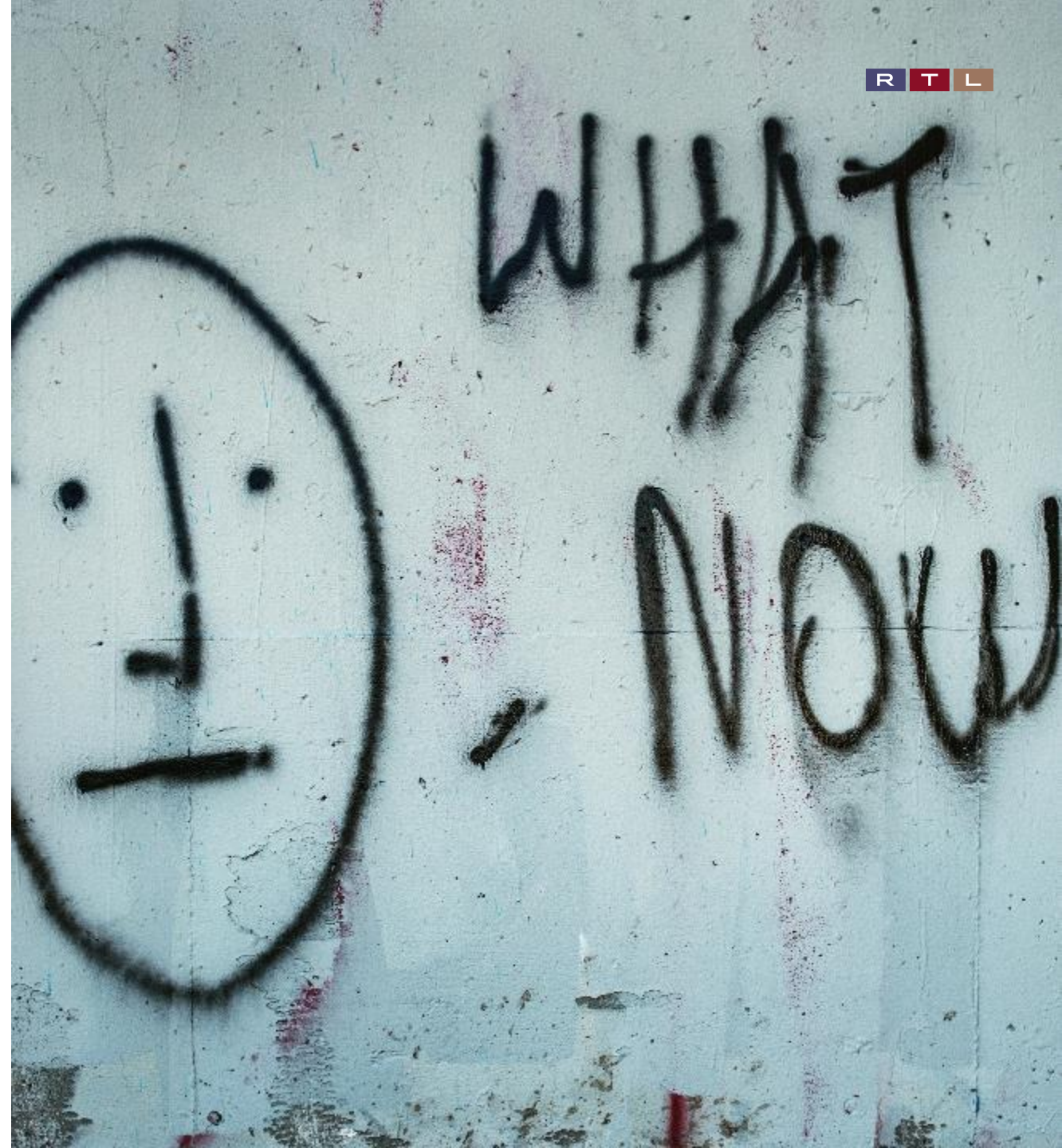


#data4thePeople



What to do now?

- 01 Learn about the analyses in depth.
- 02 Think about more reasons why employees actually come to the office and what we need it for.
- 03 Discuss how we find out what the Future office will look like.
- 04 Hear about how you can use data to find the best location of a future workplace.



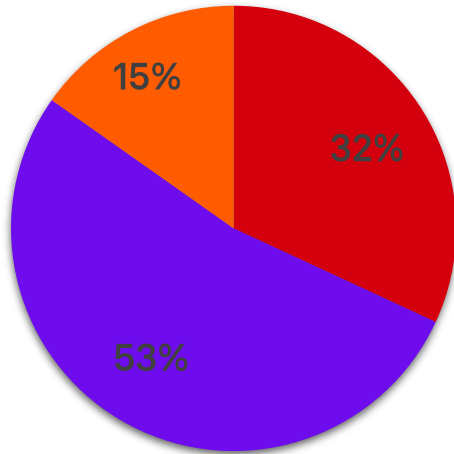
Back-Up

Analyses of remote work

Gather Data

Daten aus verschiedenen Quellen sammeln

Wie oft kommen Mitarbeiter:innen in einem Monat ins Pressehaus?



■ Nie ■ 1-5 Mal ■ Mehr als 5 Mal

5h 12

bleiben Mitarbeiter:innen durchschnittlich im Pressehaus



4,9km

fahren die Kolleg:innen durchschnittlich mit dem Fahrrad

Donnerstag

ist der Wochentag, mit den meisten Kolleg:innen im Büro

18%

der Kolleg:innen kamen nach 12 Uhr

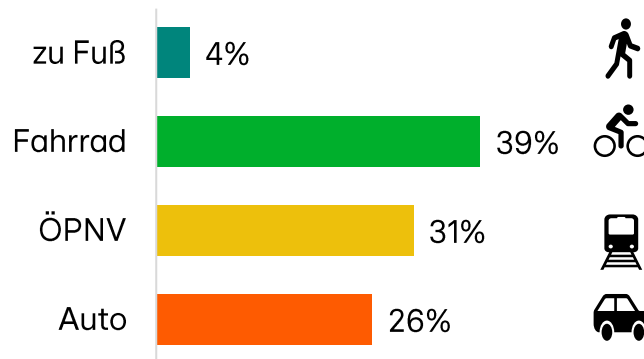


1823

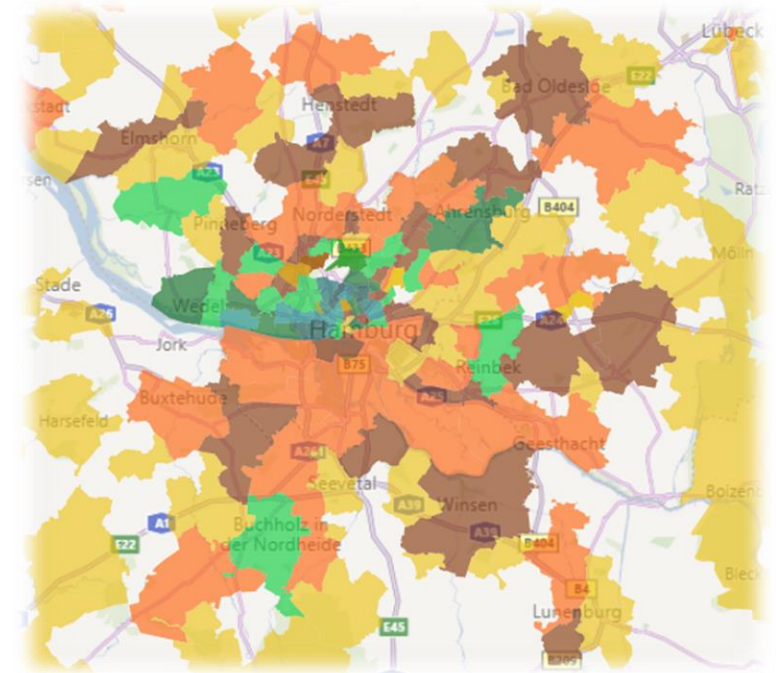
Cappucini werden monatlich verkauft



Mit welchen Verkehrsmitteln kommen Mitarbeiter:innen aktuell ins Pressehaus?



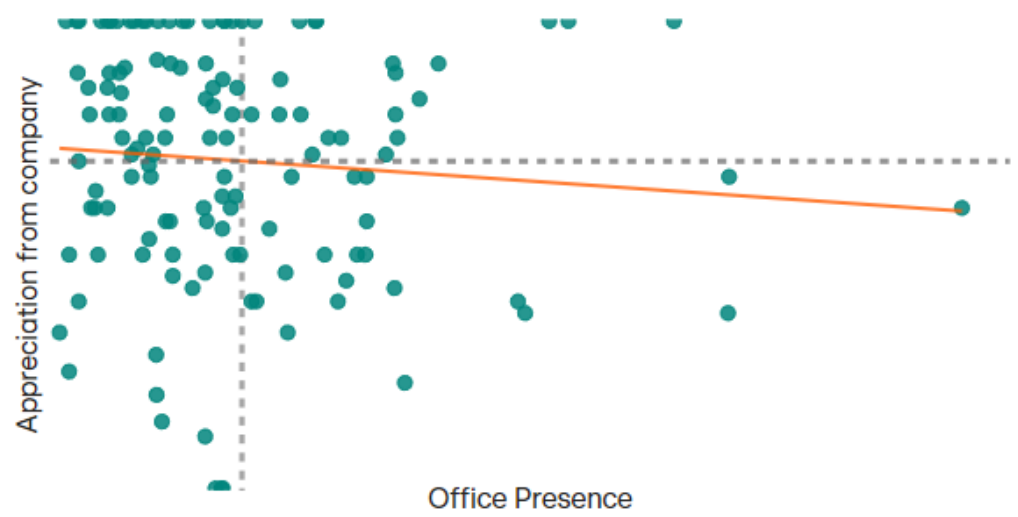
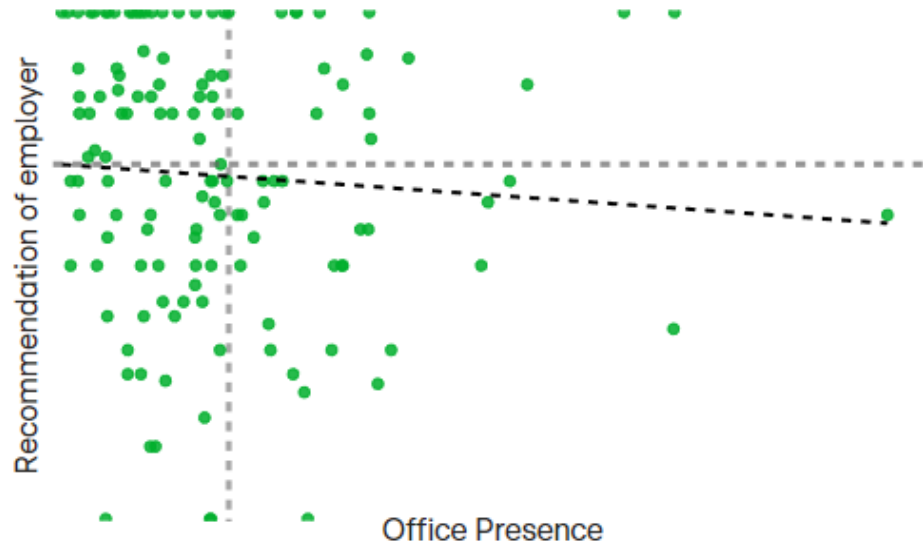
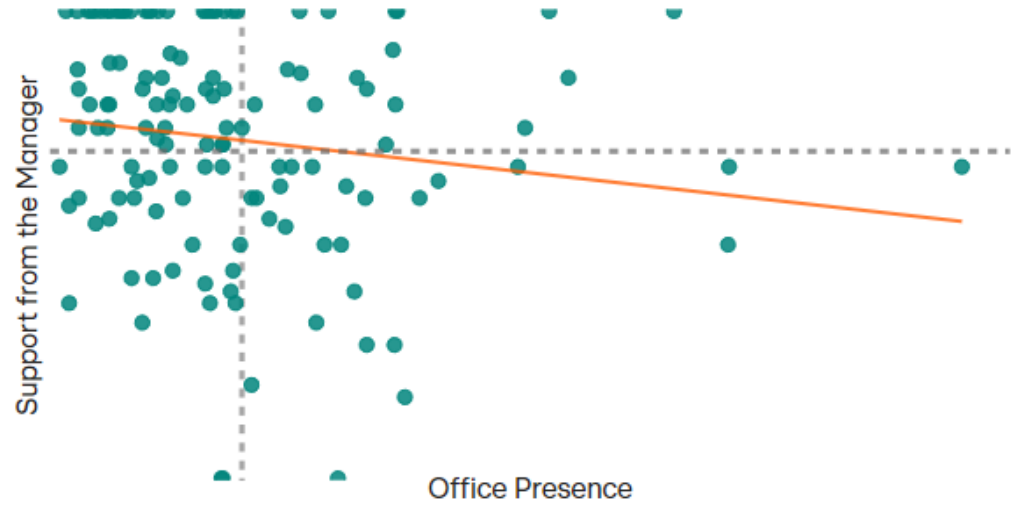
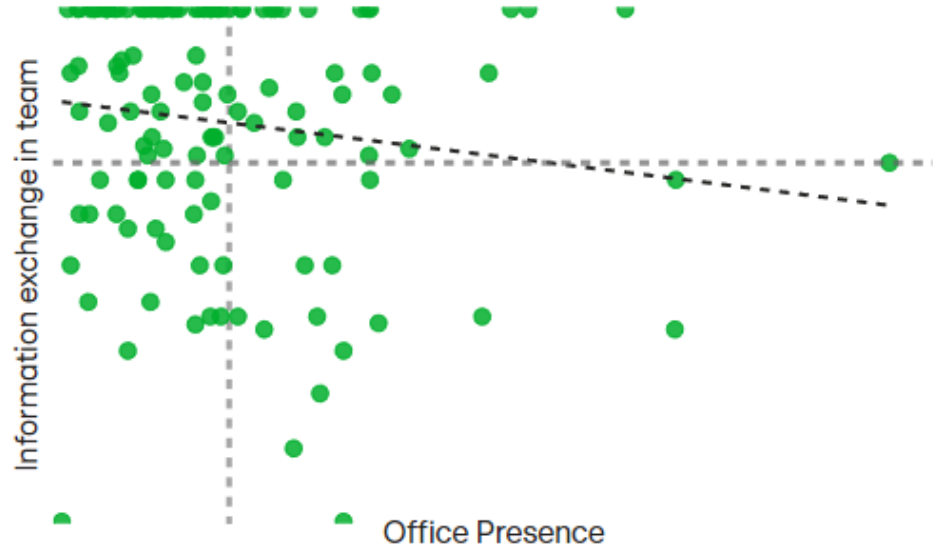
Wo wohnen unsere Mitarbeiter:innen?

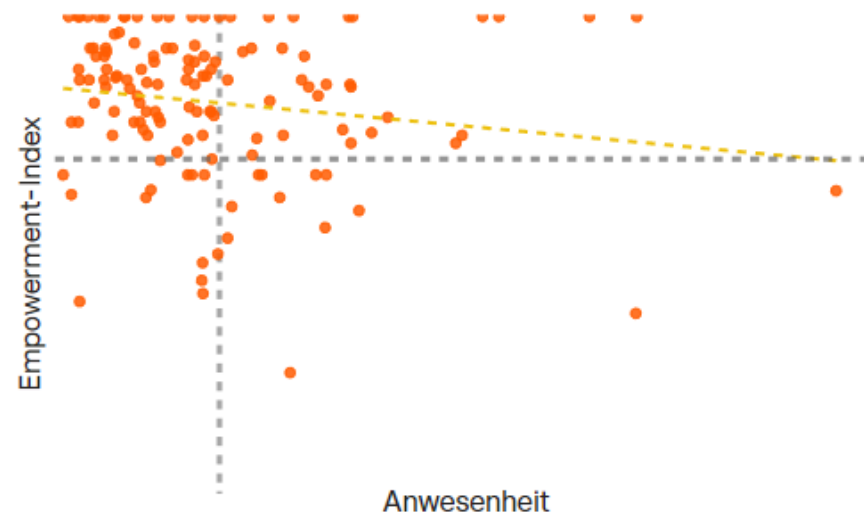
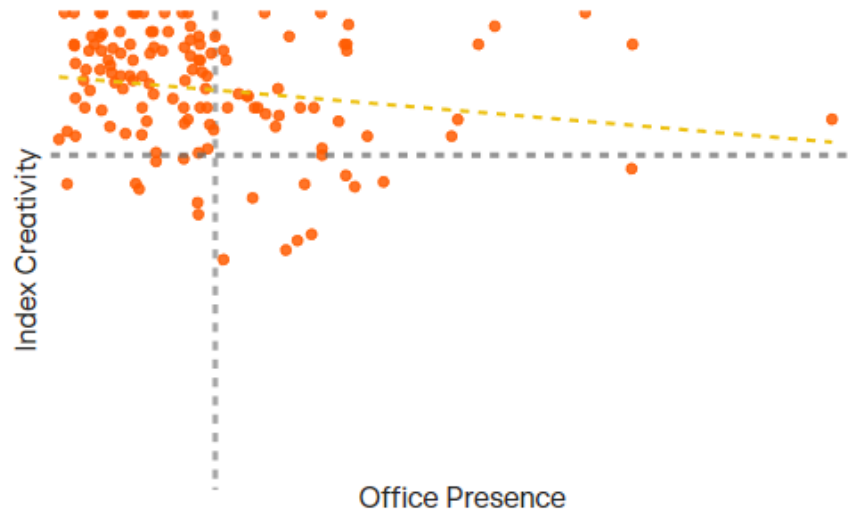
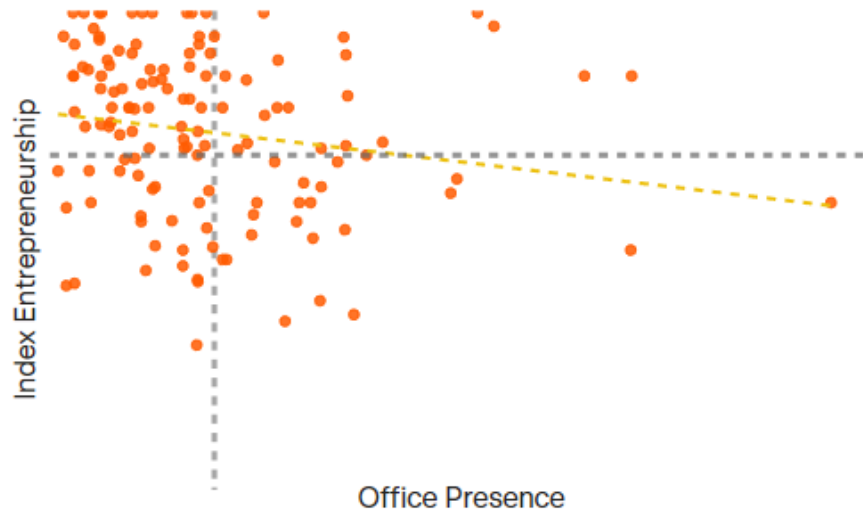


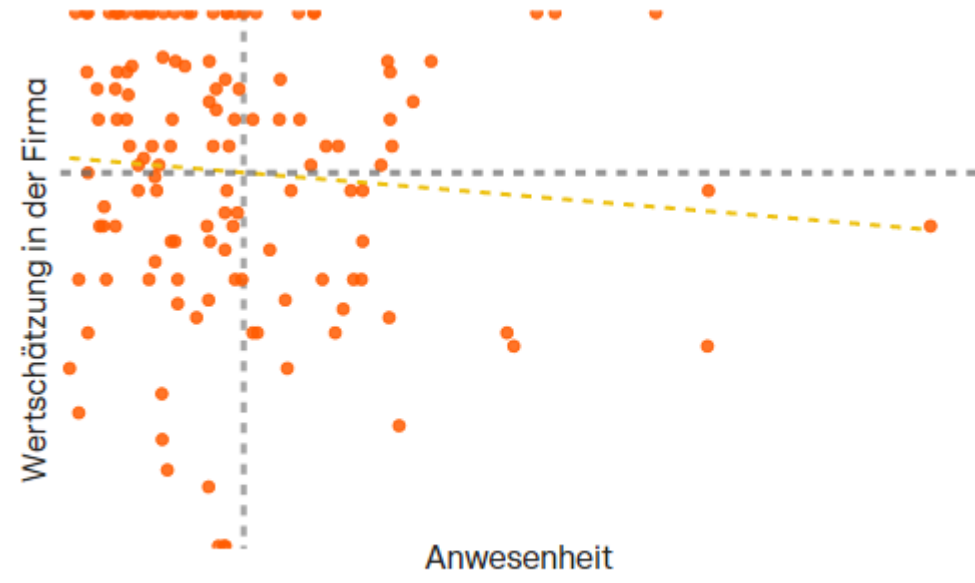
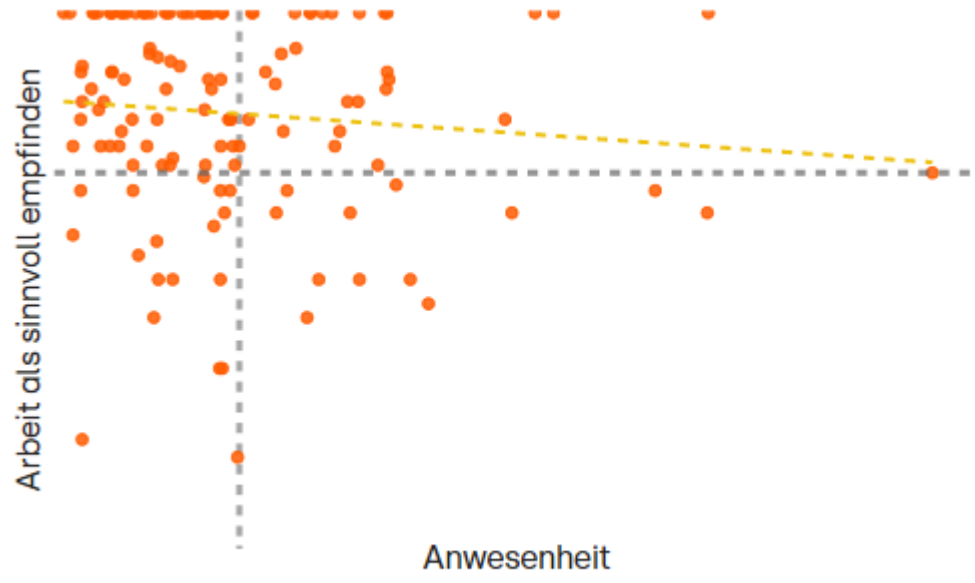
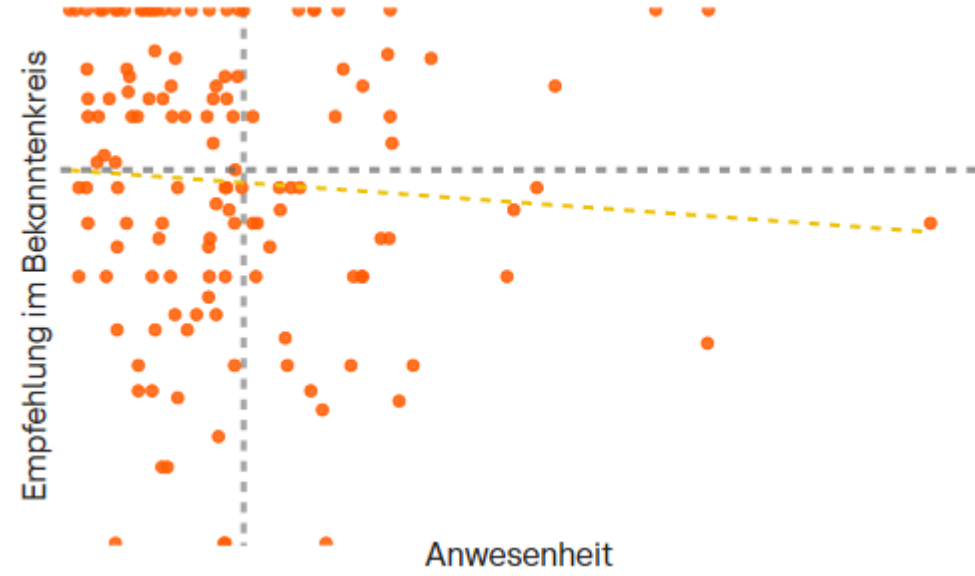
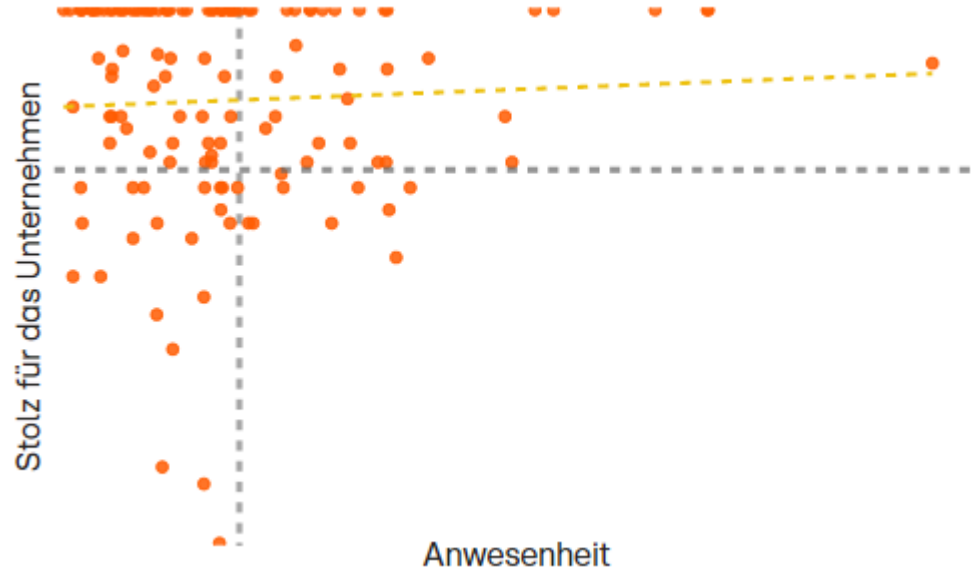
58%

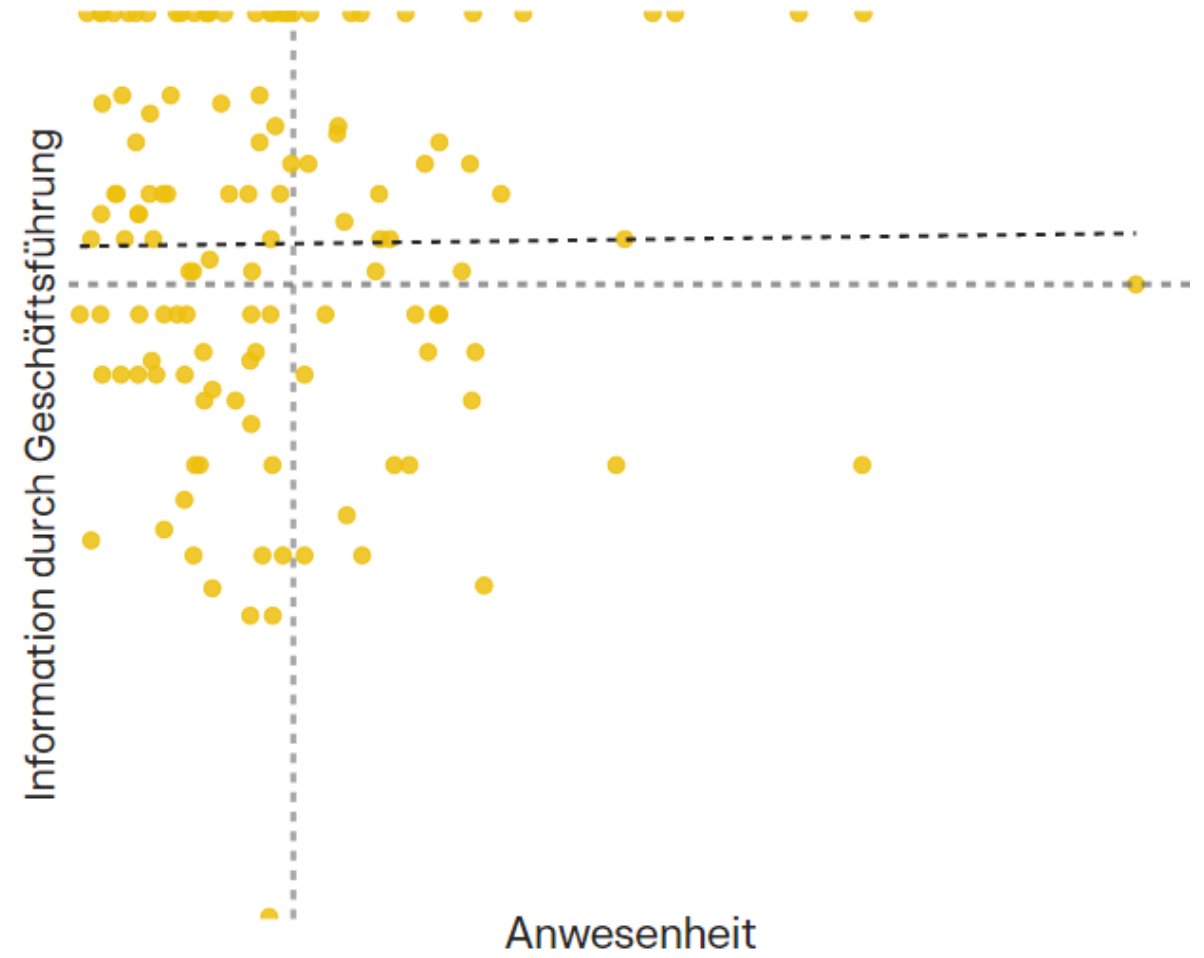
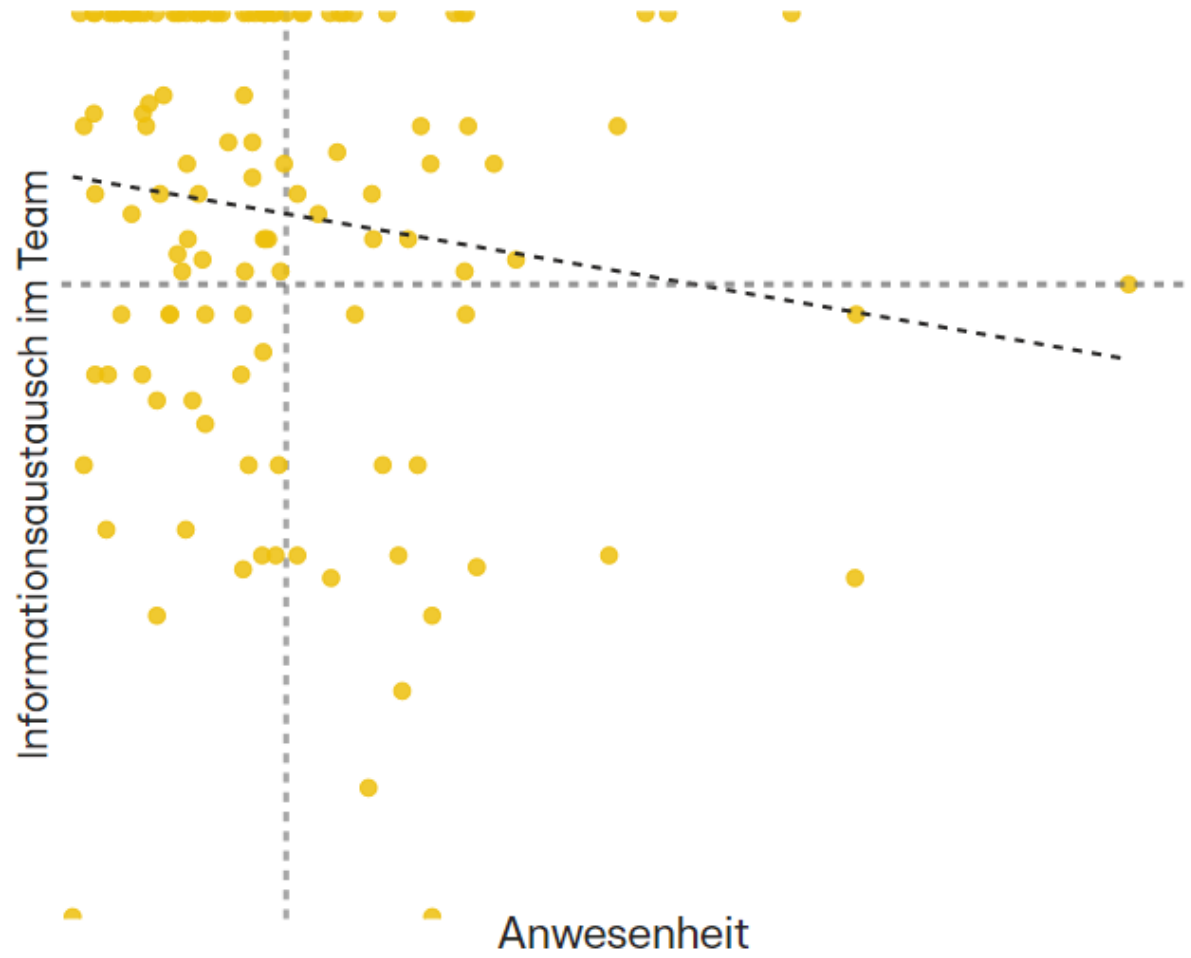
aller Kolleg:innen können das Pressehaus in 30 Minuten mit dem Fahrrad erreichen

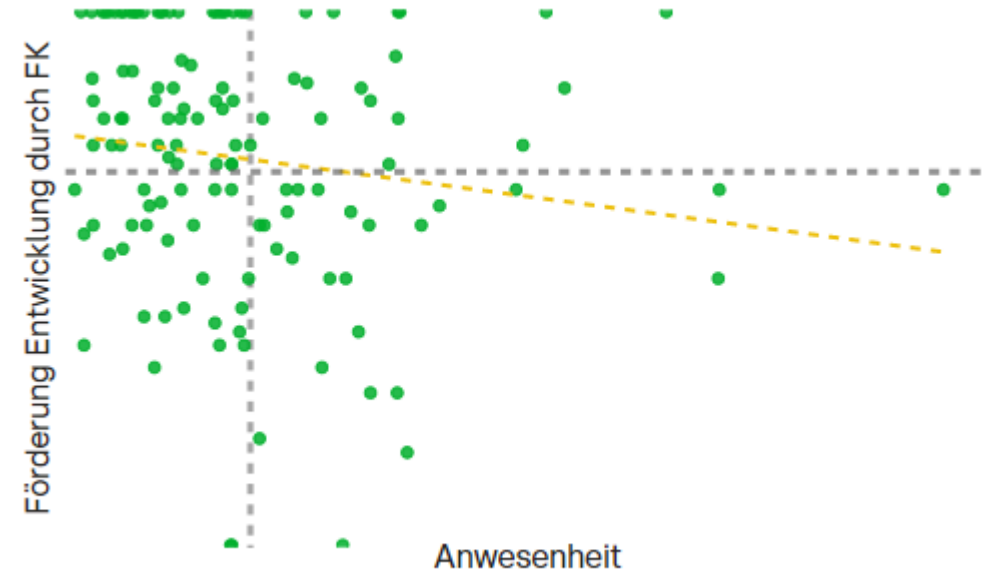
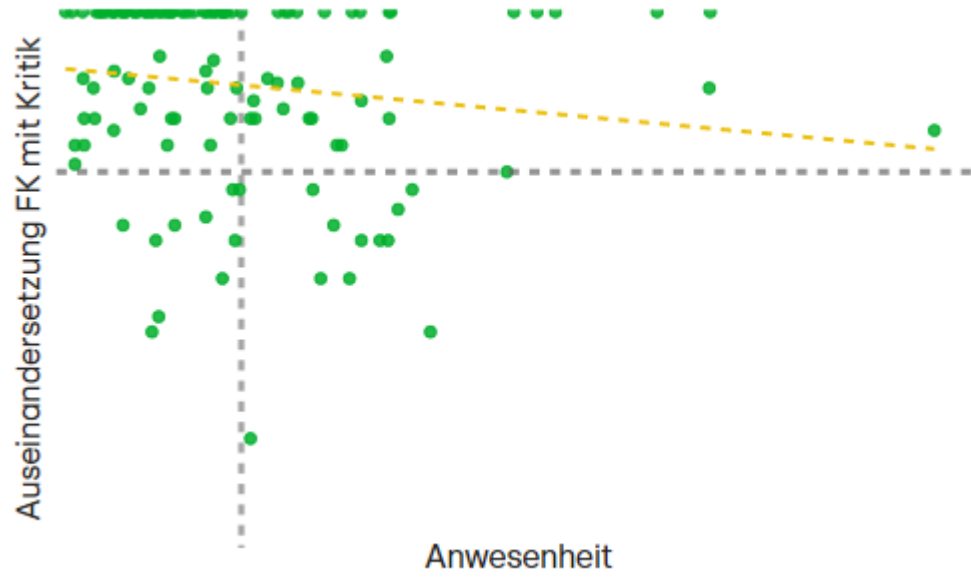
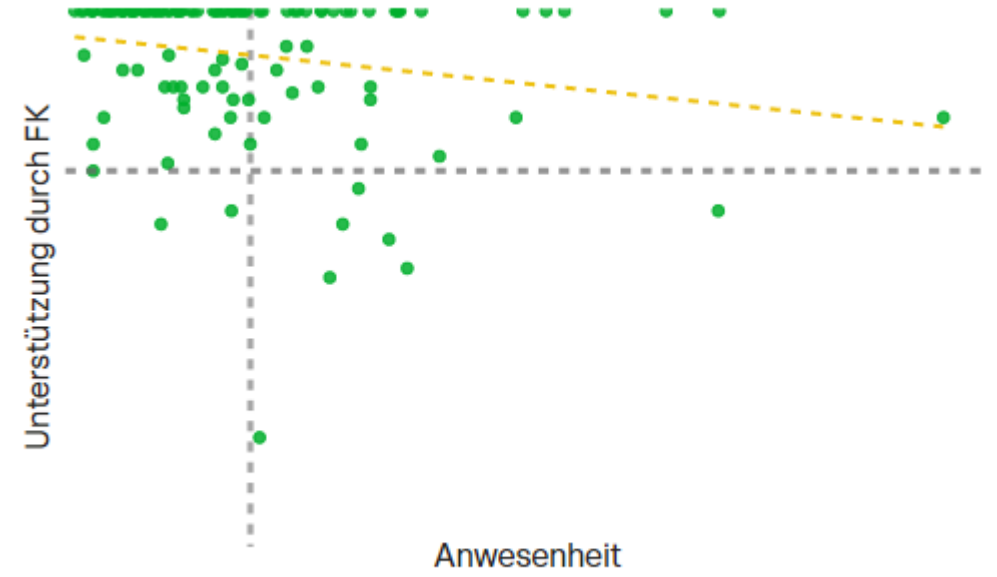
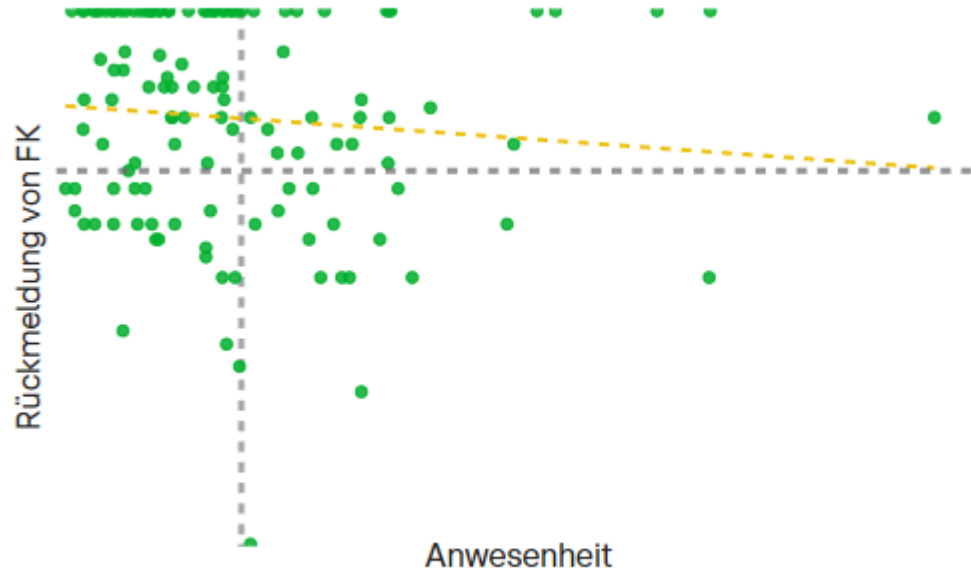






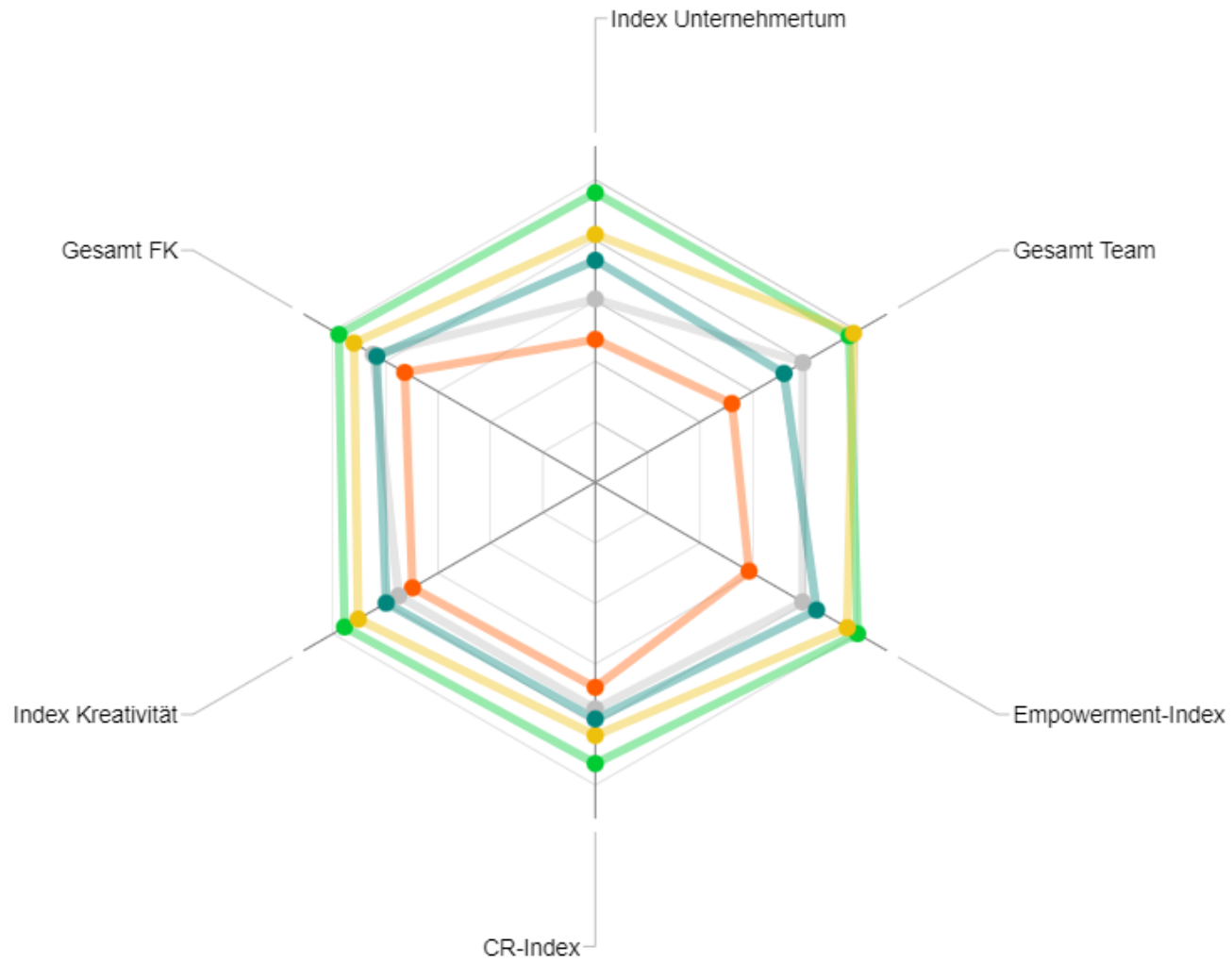




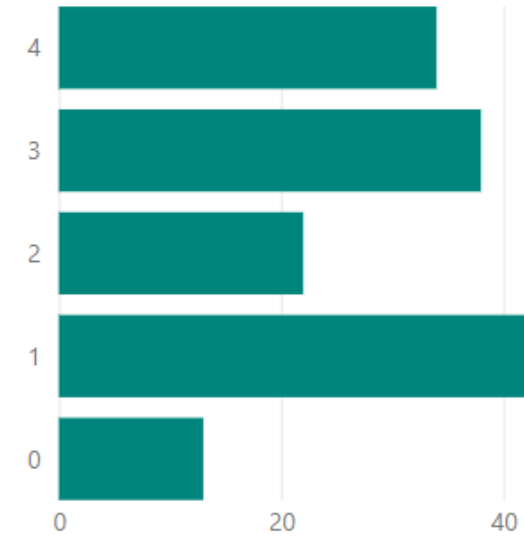


Clusteranalyse der Mitarbeiter:innenbefragung

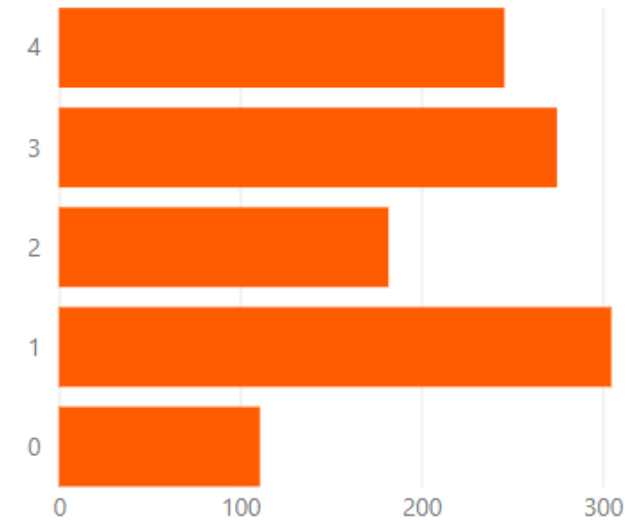
Cluster 0 Cluster 1 Cluster 2 Cluster 3 Cluster 4



Anzahl der Teams je Cluster

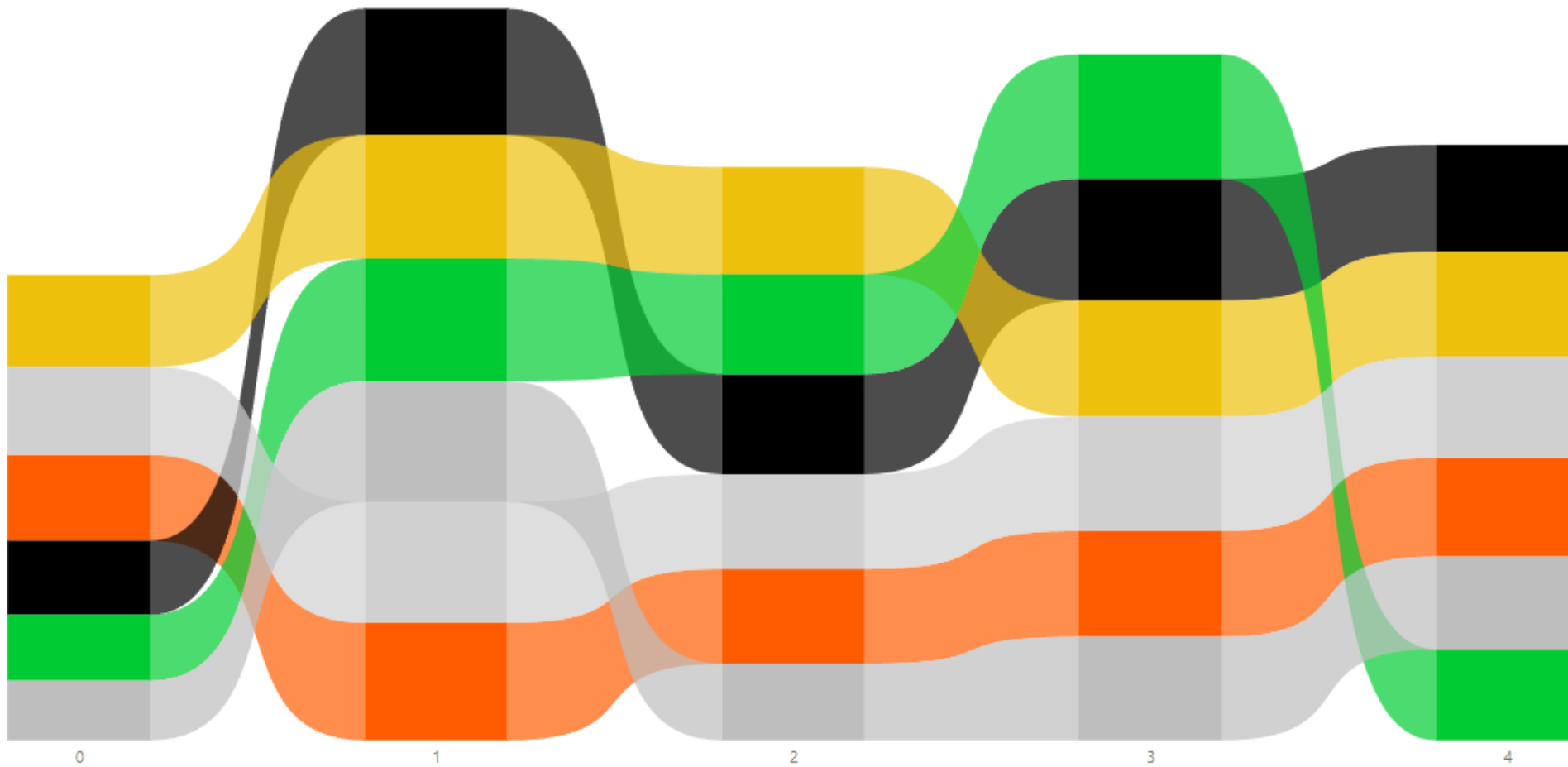


Anzahl Antworten je Cluster



CR-Index, Empowerment-Index, Gesamt FK, Gesamt Team, Index Kreativität and Index Unternehmertum by Cluster

● CR-Index ● Empowerment-Index ● Gesamt FK ● Gesamt Team ● Index Kreativität ● Index Unternehmertum



Free text analysis

Top Schlüsselwörter in Kommentaren

topic_id	word	word_count
1	atmosphäre	22
1	kantine	50
1	klima	23
1	kollegen	73
1	kommunikation	54
1	kultur	25
1	markt	14
1	menschen	38
1	mitarbeiter	56
1	miteinander	95
1	produkte	37
1	projekte	24
1	respektvoll_umgang	27
1	teamgeist	26
1	themen	29
1	tollen	9
1	umgang_miteinander	28
1	unterstützung	25
1	wertschätzung	61
1	zusammenarbeit	26

Company

Top Schlüsselwörter in Kommentaren

topic_id	word	word_count
2	angenehm	17
2	arbeitsatmosphäre	24
2	corona	62
2	entwicklungsmöglichkeiten	16
2	finden	56
2	firma	56
2	flexibel	25
2	fördern	27
2	gefühl	29
2	homeoffice	204
2	jung	17
2	klaren	13
2	mitarbeiter	57
2	mobil_arbeiten	37
2	möglichkeit	89
2	probleme	14
2	schnellen	27
2	stehen	18
2	vertrauen	33
2	zukunft	15

Home Office

Top Schlüsselwörter in Kommentaren

topic_id	word	word_count
3	arbeiten	88
3	arbeitsklima	99
3	aufgaben	23
3	büro	26
3	einbringen	25
3	flexibilität	77
3	helfen	12
3	ideen	22
3	job	14
3	lernen	19
3	ohr	10
3	pandemie	41
3	team	81
3	teams	32
3	toll	37
3	umsetzen	17
3	unterstützen	19
3	versuchen	10
3	vorgesetzt	31
3	wertschätzung_mitarbeiter	15

Team

Top Schlüsselwörter in Kommentaren

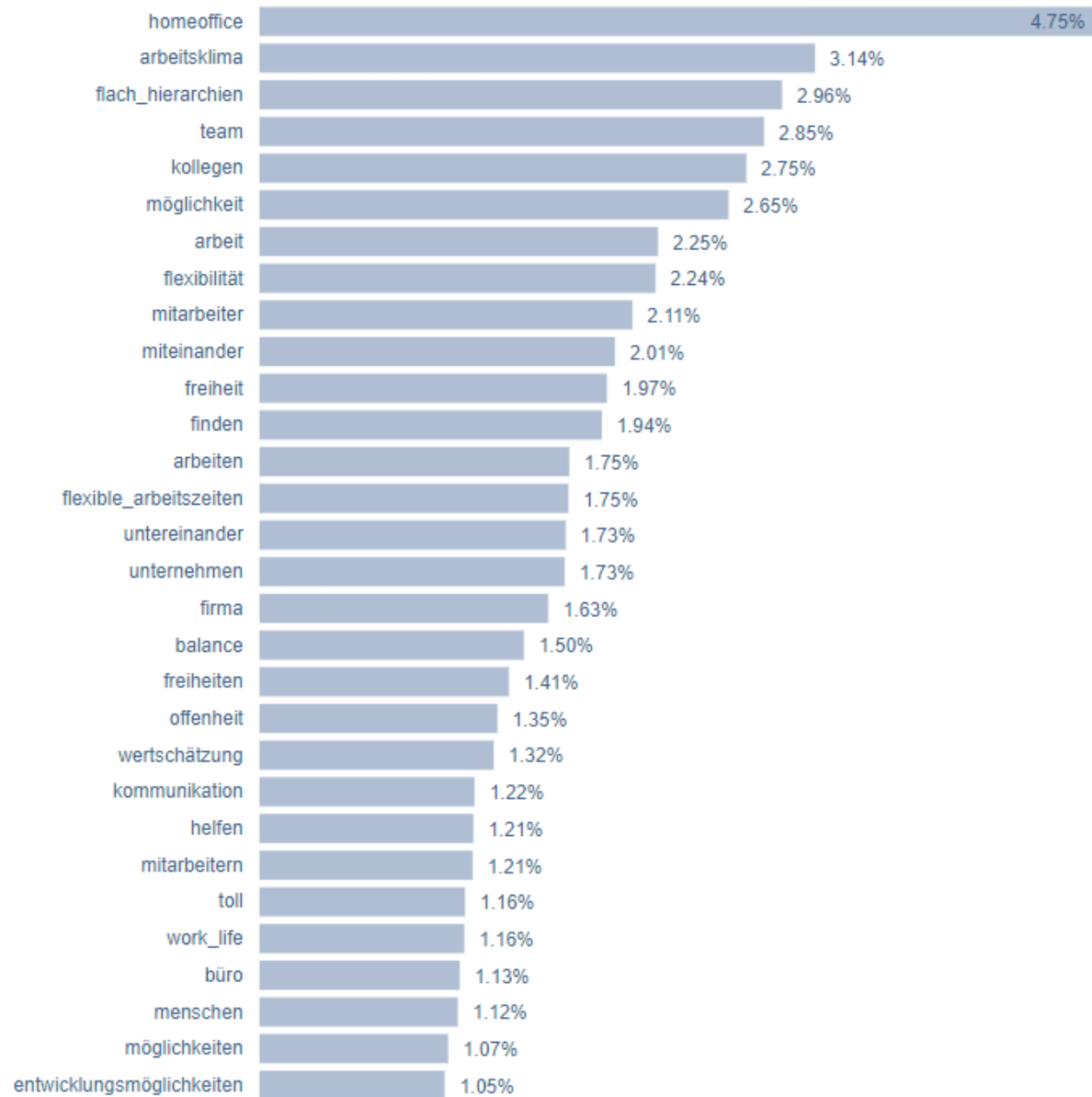
topic_id	word	word_count
4	arbeit	67
4	bieten	10
4	flexible_arbeitszeiten	56
4	frei	13
4	freiheit	29
4	freiheiten	22
4	freiräume	21
4	geschäftsführung	24
4	kolleg	38
4	leben	19
4	mitarbeitern	36
4	möglichkeiten	45
4	privat	17
4	sehen	14
4	teamspirit	8
4	transparenz	28
4	untereinander	30
4	vielfalt	18
4	weiterentwicklung	20
4	zusammenarbeiten	9

Individual

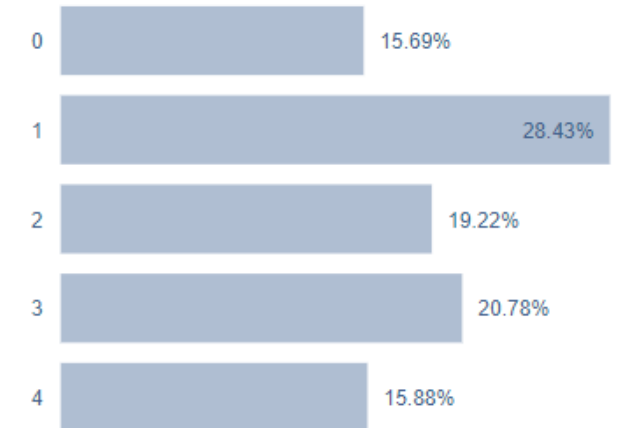
MAB Frage 1: Was finden Sie in Ihrer Firma besonders gut?



Top Schlüsselwörter in Kommentaren



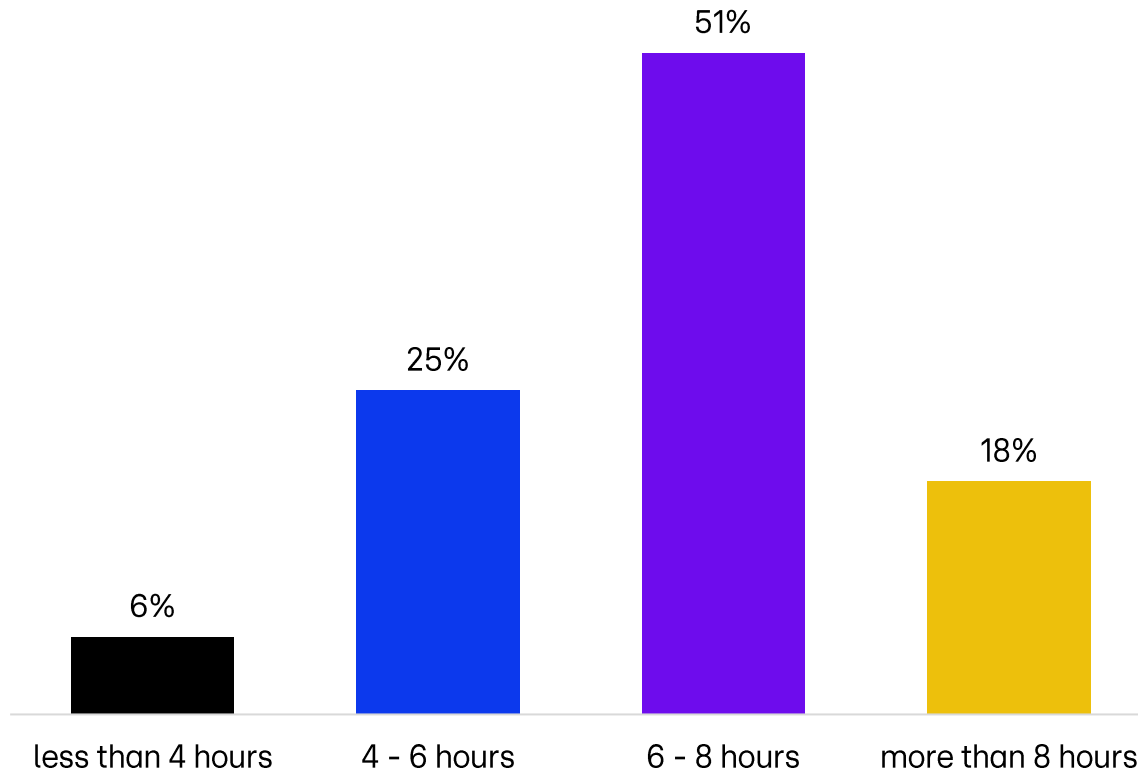
Cluster von der Kommentare



Analysis of office activities

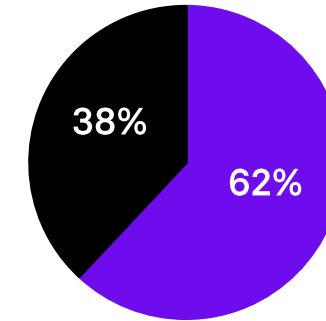
Analysis of office activities

How long do employees stay in the office?



How do employees work?

■ working on their own ■ working with colleagues



2 of 3

Employees stated that they
Are doing networking for at least
30 minutes per day.



80%

of all participants had at least
one in-person meeting when
they were in the office.



Distribution of activities

