



SOL Harris/Day Architecture



# Future OF Work

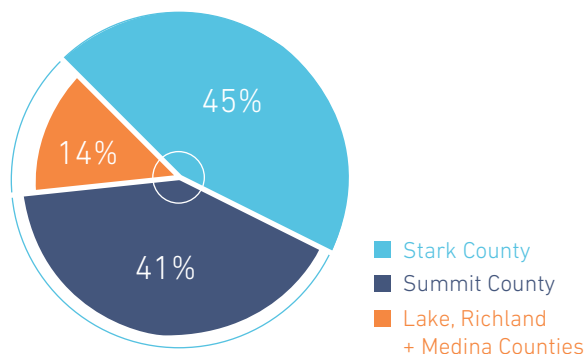
Part 2: Northeast Ohio Leadership Survey Results

# How business leaders in Northeast Ohio are responding to shifts in office work.

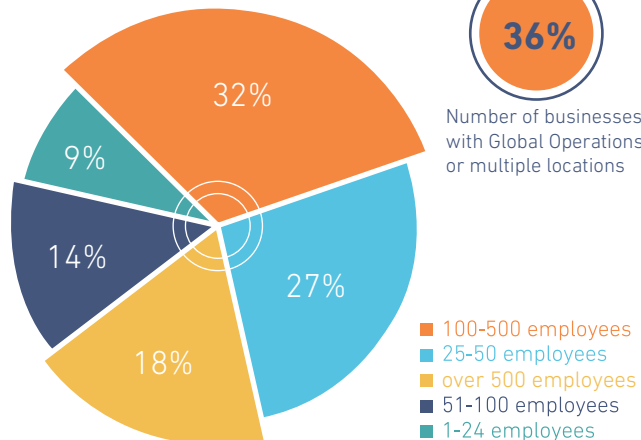
As uncovered in the first part of our series on the Future of Work, evidence of long-term shifts in office work and predictions about the future of the workplace have been abundant. We learned what national research has revealed on these topics, and what employees say they want. We wanted to know what business leaders in Northeast Ohio had to say. We interviewed and surveyed twenty-two businesses in Stark, Summit, Medina, Lake and Richland counties regarding the issues facing organizational leadership today.

## WHO PARTICIPATED IN THE SURVEY?

Location of business (County):



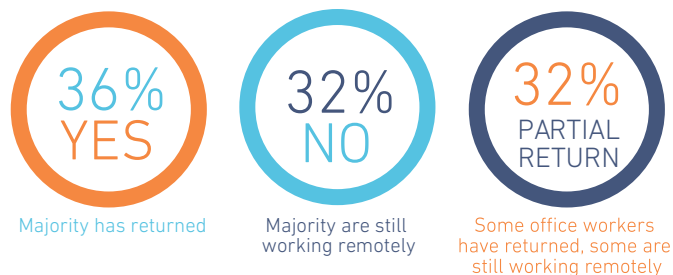
Size of the Organization:



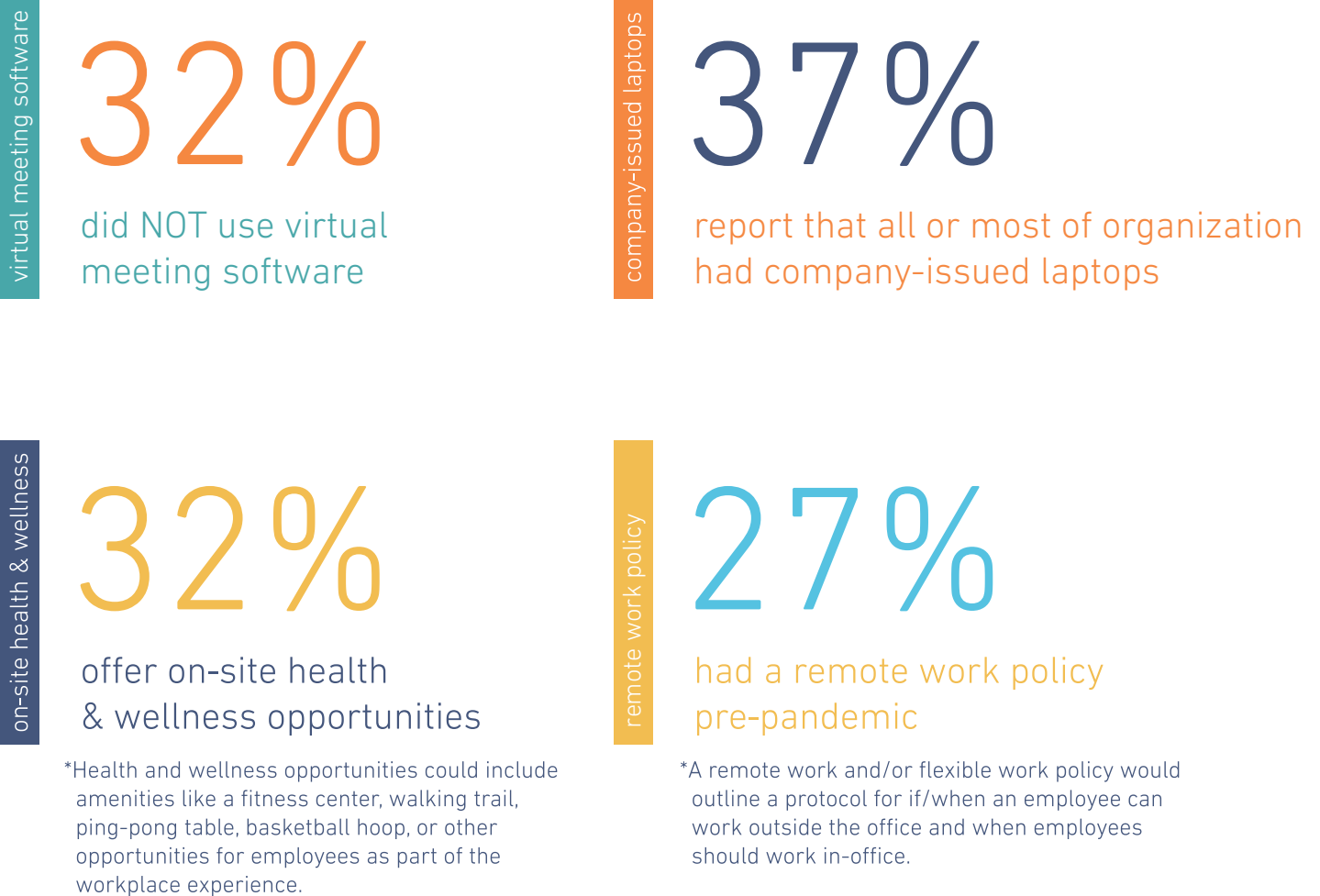
Industry of respondents:



Has your office staff returned to working in the office (since the mandatory shutdown in March 2020 due to COVID-19)?



## STATISTICS ABOUT THE ORGANIZATION, PRE-PANDEMIC:



## ARE NORTHEAST OHIO BUSINESSES EMBRACING REMOTE WORK/FLEXIBLE WORK POLICIES FOR THE LONG-TERM?



82%

have **considered** a remote work policy since the pandemic began

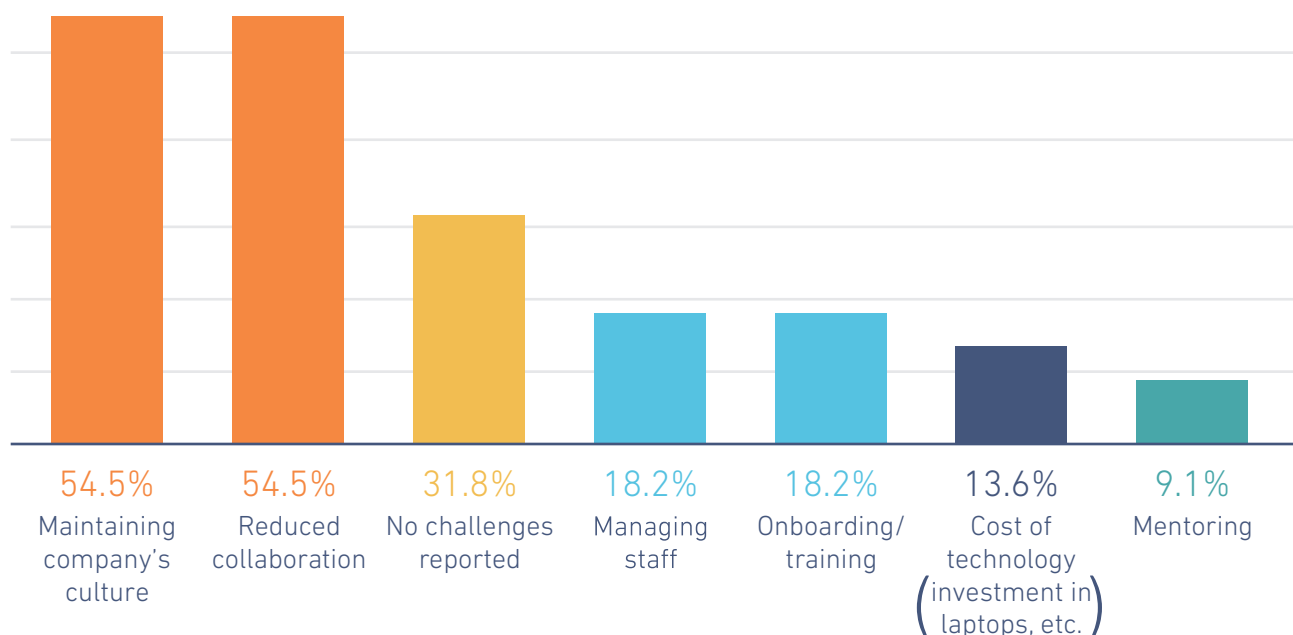
73%

have **issued** or are planning to issue a remote work policy since the start of the pandemic

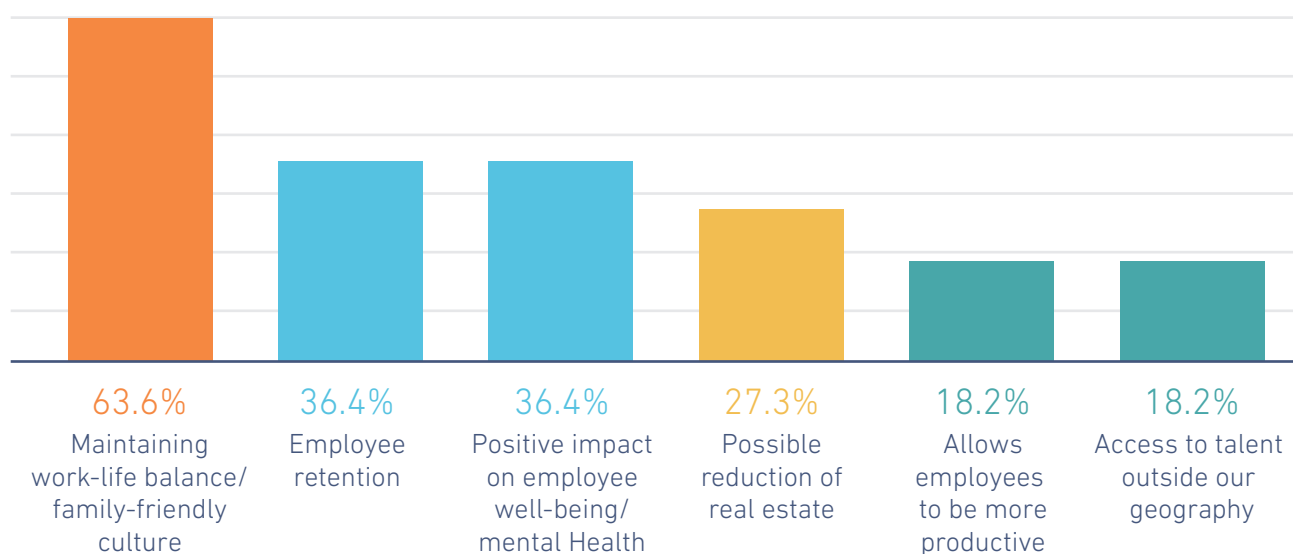
18%

of organizations are planning to stay remote on a permanent basis. *(These respondents were in the Technology and Real Estate fields.)*

## BIGGEST CHALLENGES TO A REMOTE OR 'HYBRID' WORKFORCE?



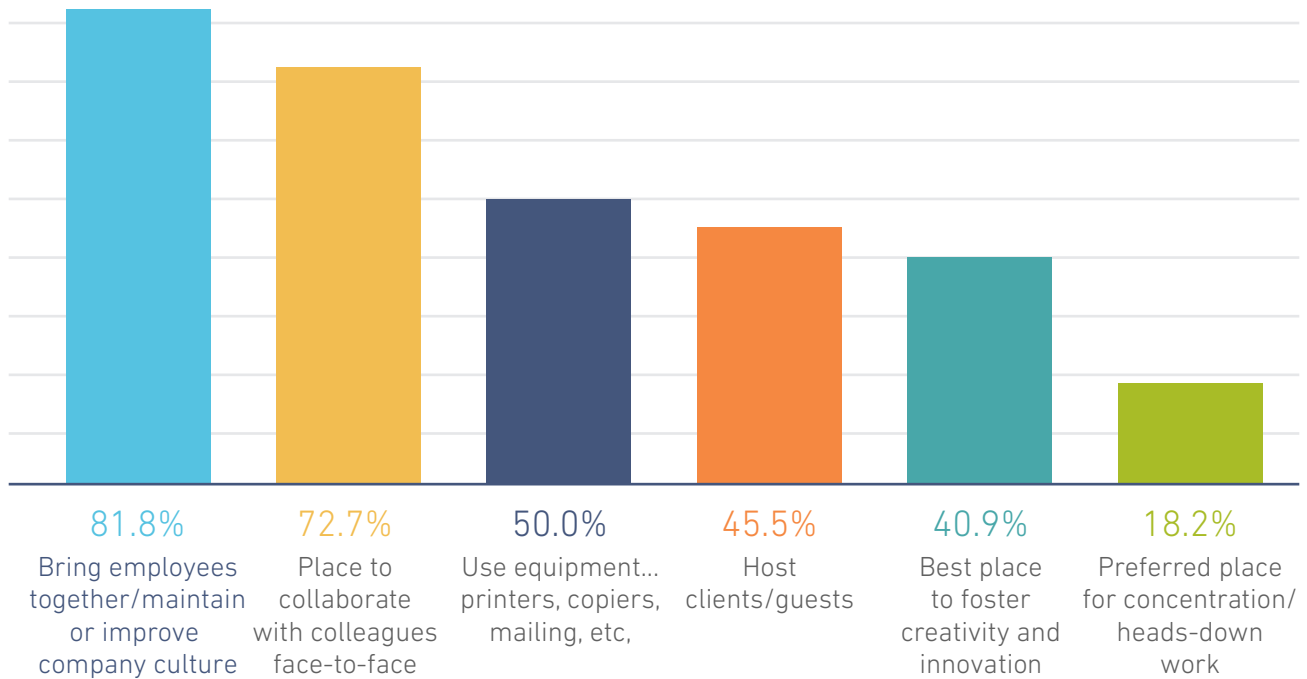
## BIGGEST ADVANTAGES TO A REMOTE OR 'HYBRID' WORKFORCE?



How important a role will virtual meetings play in your business post-pandemic?

86%  
"important" to  
"very important"

## MOST IMPORTANT ROLE OF THE OFFICE GOING FORWARD?



14%

of leaders don't believe the role of the office has been changed by the pandemic.

health & wellness

45%  
Yes

Have you considered a plan for employee health + wellness since the start of the pandemic?

invest in technology

56%  
Yes

Do you plan to invest in technology to support remote / hybrid work or virtual meetings in 2021?



## LEADERSHIP INSIGHTS:

*"Technology has allowed work to be easily performed from either the home or office. For a few people who have not come back to the office at all, I do see an issue with managing and collaborating."*

**"Virtual meetings can be very productive but require unique skills and discipline by all participants for maximum effectiveness."**

"From an HR standpoint, there are concerns for employee retention, as we begin competing with larger companies who are allowing remote work. Likewise, we are looking at the cost of providing work-from-home tools and who will support/maintain those assets."

*"We plan to fully return to a normal, pre-pandemic workplace beginning September 2021. Some temporary accommodations may be made for a few employees who may experience daycare or school challenges for their children."*

**"We will always have some staff working remotely at least part of the time. It has been a positive experience."**

"Desire for remote work by our employees was dictated largely by the quality of their remote workspace and ability to carve out dedicated work time. Those that could not do that clamored to get back into the office."

**"We are pleasantly surprised how well remote work has worked. Our employees are happier. They feel like they've gotten a raise because they are saving money on commute, food, and wardrobe."**

### *In Summary...*

While the pandemic still remains an accelerator in the evolution of the workplace, making remote work and virtual meetings commonplace, business leaders are confronted with decisions today that will potentially reshape the future of their business. The mandatory shutdown of 2020 revealed that much of office work can be done at home, but as many leaders are asking, is that the best way for business and corporate values? For many, remote work presented challenges related to company culture and loss of collaboration that must be considered. One thing is clear: there is not a 'one-size fits all' solution for every business. As the topic continues to evolve, we are examining how the findings presented in this research will impact office design. In Part 3 of our series, we will explore how the physical workplace is being transformed for the future.



*Designed for People. Designed for Life.*

[www.solharrisday.com](http://www.solharrisday.com)