

# Benefits of Hybrid Working

## The 9-to-5 is dead. Long live Hybrid working...

Depending which article you read, there has been a lot of talk about whether the traditional 9-to-5 will ever return or whether there is actually a new way of working.

Technological improvements have made it possible. Lockdowns proved it could work. And now employees are starting to demand a better work-life balance, one where hybrid working is at the core.

The technology that enables people to remain connected from wherever they choose to work has been available for some time and adopted by a few pioneers. However upcoming changes such as the BT 2025 Switch Off will force all businesses to adopt VoIP services, web collaboration tools and cloud or hosted telephone systems.

But it's not just about the technology. For many, the lockdowns and pandemic showed that being able to work from wherever they wanted and still able to do their jobs effectively was a reality. And now the benefits of home-working for employees are clear but what's in it for business owners and employers and why should they support their teams?

So whether you're talking about flexible, hybrid or remote working, or working from home, it's not just about the employee. There are also benefits for businesses to upgrade their technology and embrace work flexibility.

### Increased Productivity

One of the biggest concerns about businesses yet to embrace a more flexible approach to work location is that of productivity. The traditional view that employees must be supervised to work hard is being challenged and numerous commentators have found that productivity can actually increase when a flexible approach to working practises is introduced. In fact, The Chartered Institute of Personnel and Development report that a growing number of employers report increased productivity as they embrace home and hybrid working.

### Cost Savings

Saving money is probably the most obvious benefit to moving to more flexible working. Arguably the biggest overhead for businesses is its people and a flexible approach to work means that these costs can be reduced. One area is rent. People need desks, desks need office space, office space costs money. Some companies have embraced 100% remote working and removed the office altogether, whereas others have simply realised that moving to hot desks can mean that they don't need as much office space for desks and parking spaces.



### Green Credentials

The race to Net Zero means that more and more businesses are looking at ways they can reduce their carbon footprint and flexible working offers advantages here on numerous fronts. Employees no longer need to commute just to do their daily tasks. In environmental terms, according to Project Solar, commuting 10 miles in a mid-size petrol car creates 5kg of carbon per journey. Over a year of commuting, this equates to 1305kg of carbon emissions per car. In addition, the technology need to support flexible working is typically more environmentally friendly and reduces power use over traditional on-premise options.



## Employee Wellbeing

The benefits for employees have been well documented – Smaller commutes means more time with the family. Savings, particularly fuel costs. Reduced stress caused by not having to rush around in busy lives. Time flexibility and ability to do “stuff” during breaks and lunches, All of which makes sure that a flexible approach to work results in a better work-life balance for employees.

## Retain More Employees

And a better work-life balance is one of the key drivers for employees looking for a new job so adopting flexible working patterns will help retain good people and avoid the added expense of recruiting replacements.

## Improve Employee Recruitment

By offering flexible working options businesses are able to extend their catchment area. Many roles no longer need people to be in the office every day and the collaboration tools such as video conferencing means that remote co-workers are able to stay connected and engaged wherever they're located. And their trips to the office become more valuable and, as such, often more focused and productive.



## How can your business better enable remote working

Elevate by LT is a full collaboration suite that not only provides an enterprise grade telephone system but also provides the users with access to all the tools they need to work from wherever they choose – desktop and mobile phone app, webchat, online meetings and much more.

To find out more about getting your business ready to embrace flexible working feel free to download our free whitepaper How to define your hybrid work model - Three principles for effective communication and collaboration in the modern working world.