

NESPRESSO[®]

PROFESSIONAL



ELEVATE
EVERY

WORKPLACE
MOMENT



THE WORLD OF WORK HAS CHANGED DRAMATICALLY.

We know this because we've all experienced it over the past two years. But, now that the dust is settling, the question is 'what is the future of work?' This is, of course, followed up with more queries including how will operations change?

What will workspaces look like? And most importantly, how will these changes impact your workforce and what can you do to support them going forward? From ensuring your employees are comfortable wherever they are, to elevating every social moment your staff experience, there is plenty you can do. **To help ensure you continue to thrive both now and in future, we've put together some helpful hints and tips.**



CONTINUE TO OFFER THE CHOICE OF HYBRID WORKING



The events of the pandemic showed both employees and businesses alike that **spending 40 hours per week in an office is no longer necessary** to achieve maximum productivity and output.



It would seem that those days are gone... or at least going. Improved company performance in future will depend on a return to the office as a place of social connection, and on giving employees more opportunities for face-to-face interaction - as well as more autonomy¹. Basically, you need to be facilitating more coffee points, more water-cooler moments and more serendipitous encounters¹. A key factor in the future of work is choice. Employees can choose to work from a variety of locations, whether it's in the office, at home, or in a local café.

So, here's how to get the most from hybrid working...

HELP YOUR EMPLOYEES FOSTER CONNECTIONS EVERYWHERE

Hybrid workers will be less inclined to visit the office if they don't see the obvious benefit of doing so.

Perhaps if they knew their primary collaborators were in the office, they would visit more frequently. So, to encourage this kind of interaction, give your employees visibility of who is in the office and where in the office they are located. This information will enable your employees to coordinate their schedules and maximise their productivity¹.



HAVE AN OFFICE TO INSPIRE MOMENTS OF COLLABORATION

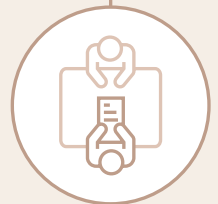
When employees do choose to visit the office, they don't want to be greeted with drab décor and a cold welcome. Make sure your office space is not only aesthetically appealing, but also inspires collaborative working and socialising.

Introduce breakout rooms, social spaces, and break rooms. And, of course, don't forget to provide snacks and refreshments such as high quality coffee to make employees even more comfortable.



THINK OUTSIDE THE BOX... OR AT LEAST YOUR OFFICE

Just because your employees want to work from a local café or hotel bar on a particular day, doesn't mean they should be any less supported by their business – they're still your employees after all. So, look to partner with local co-working spaces and restaurants that will provide your employees with the equipment, atmosphere, and refreshments they need to stay productive throughout the day. **You can then offer your employees day bookings for these locations, secure in the knowledge that you're supporting their choices.**



DON'T COMPROMISE ON EMPLOYEE WELLBEING SUPPORT

The events of the past two years have made many people prioritise their health. The subsequent lockdowns and remote working also gave employees a chance to spend more time with their families and loved ones, and prompted them to re-evaluate what is important in life.



The outcome is a renewed focus on holistic wellbeing and a multi-faceted approach to good health. As an employer you have a duty to support your employees in this pursuit and prioritise their health and wellbeing. Employee wellbeing is no longer a choice; it's a demand.



GIVE EMPLOYEES THE CHOICE OF HOW TO ACCESS PHYSICAL AND MENTAL HEALTH SUPPORT

When physical and mental health is important to your employees, it needs to be important to you too. So, where possible, look to provide access to health checks, health insurance and physical activity rewards. To support mental health, you can introduce an employee assistance programme (EAP) that will provide features such as counselling and expert guidance. Remember, all these services should be accessible wherever your employees are working.



PROVIDE BENEFITS THAT REALLY MATTER TO EMPLOYEES

A sincere 'thank you' goes a long way. Whether it's better access to premium coffee or a free vacation for top performers, there is a variety of ways you can show your employees they are valued. Over the past two years, you may have felt that all of your employees deserved a reward, so consider inclusive events such as a company-wide dinner or social gatherings. To avoid isolating employees, be sure to announce rewards and benefits to your entire workforce on a company video call (when everyone is in attendance).



USE HYBRID WORKING AS A CORE BENEFIT TO A HEALTHY WORK-LIFE BALANCE

Few things are likely to impact the wellbeing of an employee more than their employer forgetting they have a life outside of work. To ensure your employees are able to achieve a healthy work-life balance, pay close attention to workloads, identify employees suffering unusual levels of stress, and give your workforce the freedom to raise concerns if they feel they are becoming overwhelmed.

Also keep your eyes peeled for any employees working late into the evenings and weekends.

ATTRACT AND RETAIN THE BEST STAFF

Over the past 12 months, many people have taken the opportunity to explore their newfound freedom and have changed jobs, and this is likely to continue for a while yet. **This presents you with a great opportunity.** The employee market is currently full of highly talented individuals looking for new challenges, and you have a chance to bring them to your company, whilst also retaining your best people.





DON'T LET YOUR STAFF SETTLE

A lot of the changes in the employment market are fuelled by employees looking for new challenges and targets. So, use this to your advantage. Keep staff motivated with progression paths, and opportunities for growth. When you advertise a position (either externally or internally), make sure you explain the benefits of the role and how it could help further their career. This will likely be linked to results and targets, but make it clear from the start that by performing well in this role, the applicant has an almost unlimited potential for promotion.



SHOW HOW YOU'RE SUSTAINABLE

It's well documented that consumers want to buy from sustainable businesses. But, what's maybe less well known is that employees want to work for sustainable businesses too. So, not only is it important to have sustainability initiatives like recycling schemes, but you also need to ensure you are promoting these to your new applicants and recruiters as well. Whilst it may not be as crucial as salary, benefits and progression to new recruits, it may just be the thing that makes them choose your role over another that they are in line for.

THE FUTURE OF WORK IS CHOICES



The future of work is going to be all about **flexibility and individuality** – unique individuals working how they like from the location they like. The connections that were once taken for granted in a traditional office setting will now have to be facilitated and encouraged in order to create the same sense of togetherness and unity. So, if you want to show your employees you care, and help create a business that is building a workforce primed for success in future, then we can help.



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At **Nespresso®** Professional, we have a range of machines to suit every location, and a variety of blends to suit every personality. Whether your employees are looking to start their day off right, or want to socialise with colleagues, we have the highest quality coffee, crafted with care, to help you elevate even the simplest of moments. If your employees are in the office, at home, or in a café, whatever coffee choice they make, you can rest assured that we have a solution to match.

To give your employees unforgettable coffee experiences and prepare your business for the future of work...

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