



Workplace Modernization



DURHAM

Project Summary:

- The project is to research and create a balance between remote work and in office work by engaging employees and making them feel empowered to come into work through our recommendation.

Project Goals:

- A few recommendations for a balanced remote work model that includes having an office presence to encourage collaboration and break down silos between departments and other work groups.
- To promote a sense of inclusion among all staff, including staff who do not have the option to work remotely.

Methods:

- Secondary Research
- Distributed survey to staff in Durham Region
- Attend National Roundtable talk
- Analyze the Occupancy Scan

Outcomes:

- Researching pain points of in person, hybrid and remote work models in Durham Region
- Researching the best practices at other organizations and how they are attracting staff to be physically present in the office and ensuring staff that do not have the option of working remotely do not feel alienated
- Defining the purpose of the office in person work model as it applies to the Region to support a balanced office presence
- Creating strategies that reflect a balance of remote and in office work that promotes collaboration across departments, and promotes a sense of organizational inclusion and equity

Why is this important?:

- The findings will improve and maintain employee satisfaction by encouraging collaboration between the various departments.
- The findings will be composed into recommendations on how a balanced remote work model and in office model is best for the the region.
- Implementing these recommendations into the current work model and analyze the results to see if employees are more engaged and empowered to come to work