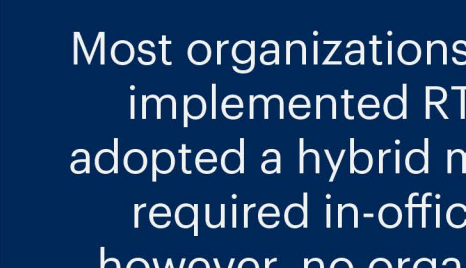
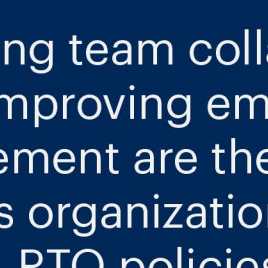


Explore How HR Leaders Navigate RTO Today

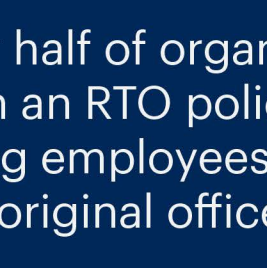
Many organizations have adopted return-to-office (RTO) policies, facing employee pushback and real estate challenges. How are HR leaders navigating these issues? Learn from peers.



Most organizations that have implemented RTO have adopted a hybrid model with required in-office days; however, no organizations reported being fully in-office



Enhancing team collaboration and improving employee engagement are the leading reasons organizations adopt RTO policies



Nearly half of organizations with an RTO policy are moving employees back to their original office space

Data collection: March 11 - July 19, 2024

Respondents: 30 HR leaders whose organizations have implemented RTO policies

About Gartner Peer Community One-Minute Insights:

Gartner Peer Community is for technology and business leaders to engage in discussions with peers and share knowledge in real time.

Surveys are designed by Gartner Peer Community editors and appear on the Gartner Peer Community platform. Once the respondent threshold is met, survey results are summarized in a One-Minute Insight.

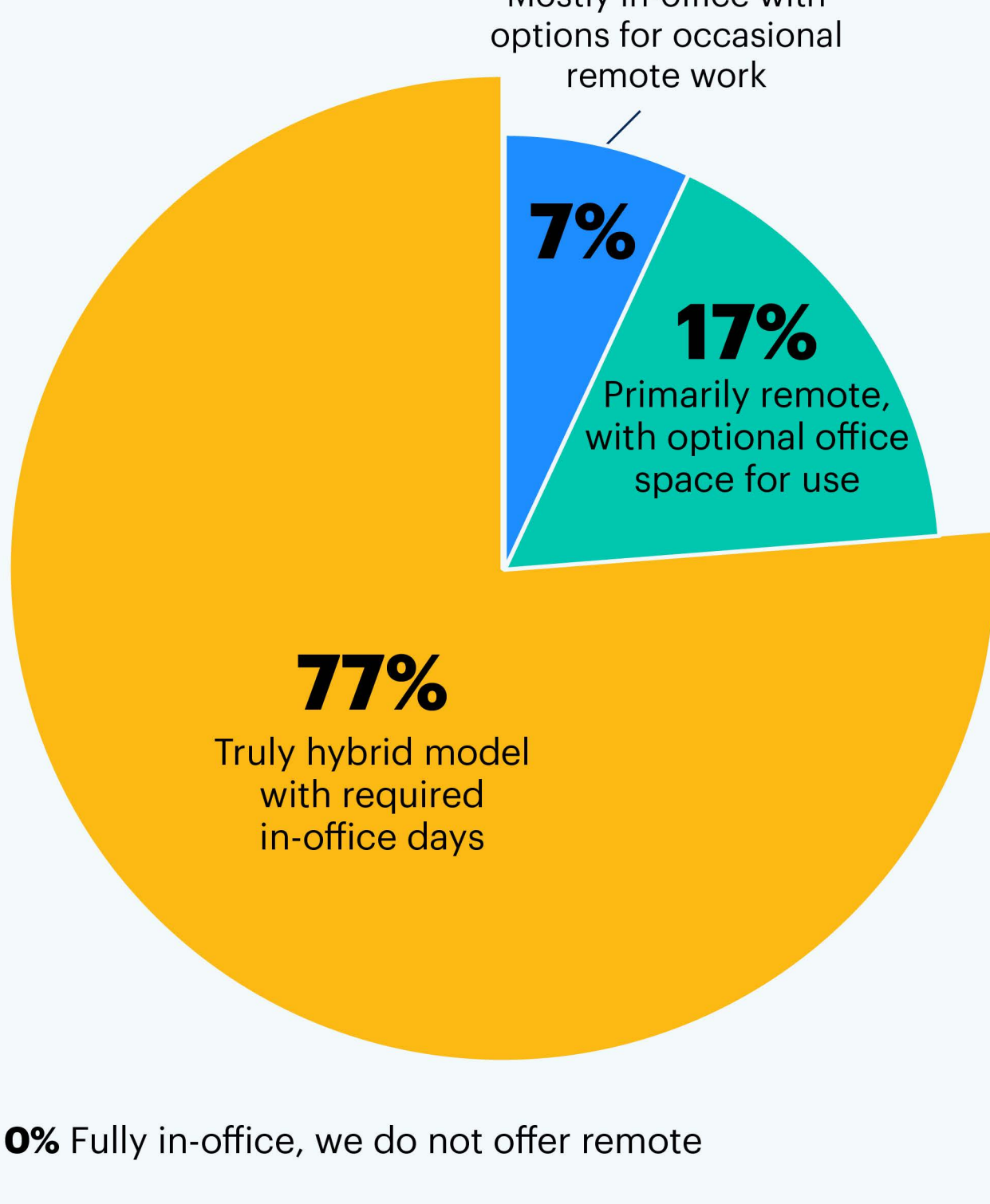
The results of this summary are representative of the respondents that participated in the survey. It is not market representative.



Over three-quarters of organizations have moved to a truly hybrid work model

77% of HR leaders whose organizations have implemented RTO policies say they have a truly hybrid model where employees are required to be in-office a set number of days.

What does your organization's approach to hybrid work look like today?



“Create a phased approach with a hybrid option and let employees decide which days they want to be remote. Create a strong value proposition for return to office and increase in person routines for engagement. Bring in leaders and managers first.”

VP, finance industry, <1,000 employees



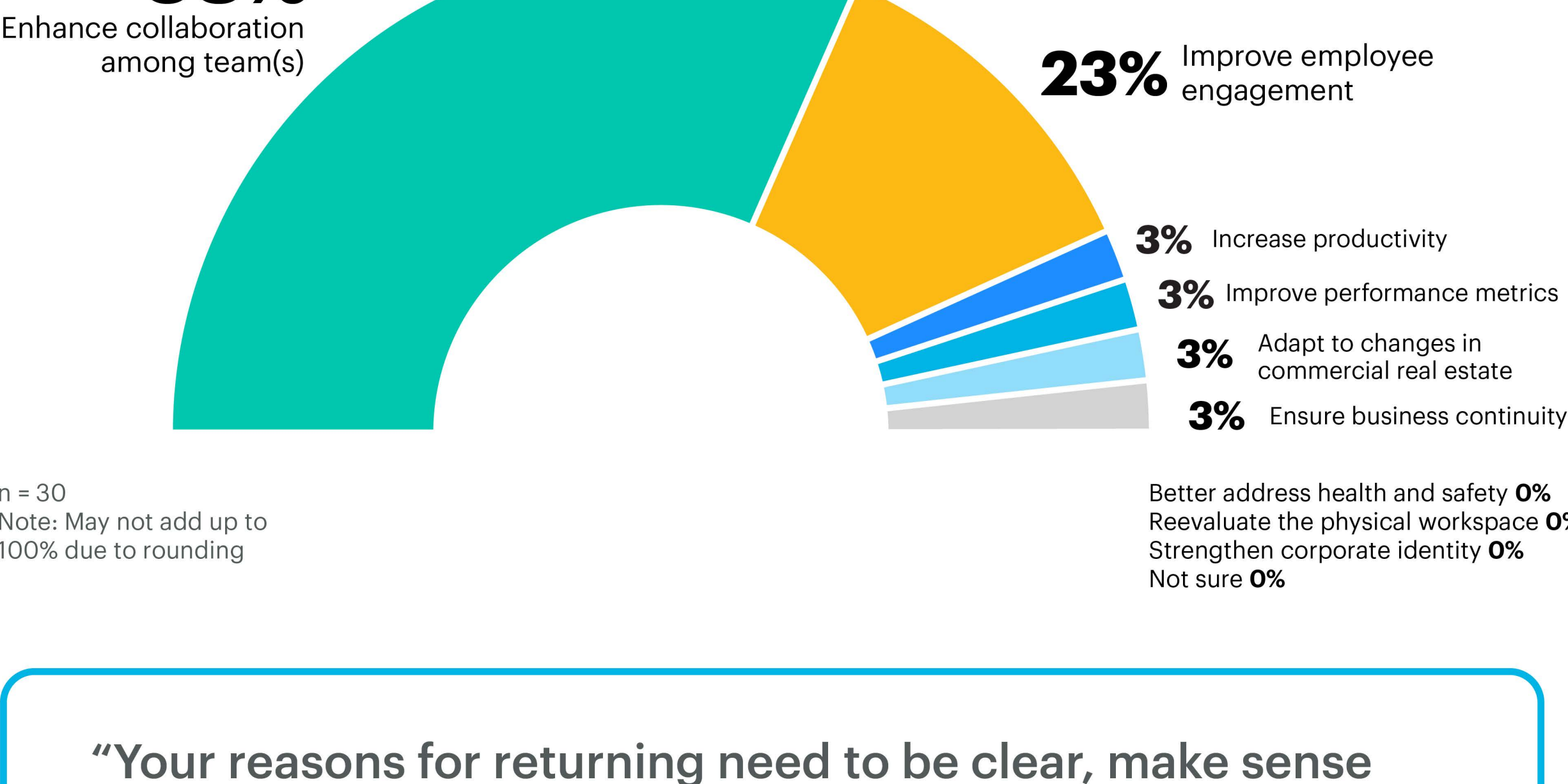
Question: What advice would you give to organizations who have just rolled out their RTO strategy and are facing employee push back?



Improved collaboration and engagement are leading RTO goals

Enhancing collaboration among teams (63%) is the most cited primary goal of organization's RTO strategies. Improving employee engagement (23%) was the second most common response.

What is the primary goal of your organization's RTO strategy?



“Your reasons for returning need to be clear, make sense and be followed up with supporting actions. The biggest problem I think is that often the reasons given aren't compelling, so they don't make sense, and then no additional effort is put into supporting those reasons with other tools/approaches/etc.”

Director, professional services industry, <1,000 employees



Question: What advice would you give to organizations who have just rolled out their RTO strategy and are facing employee push back?

“Ensure that the rationale behind the RTO strategy is clearly communicated to employees. Explain the reasons for returning to the office, whether it's to foster collaboration, maintain company culture or ensure better productivity.”

C-suite, professional services industry, <1,000 employees



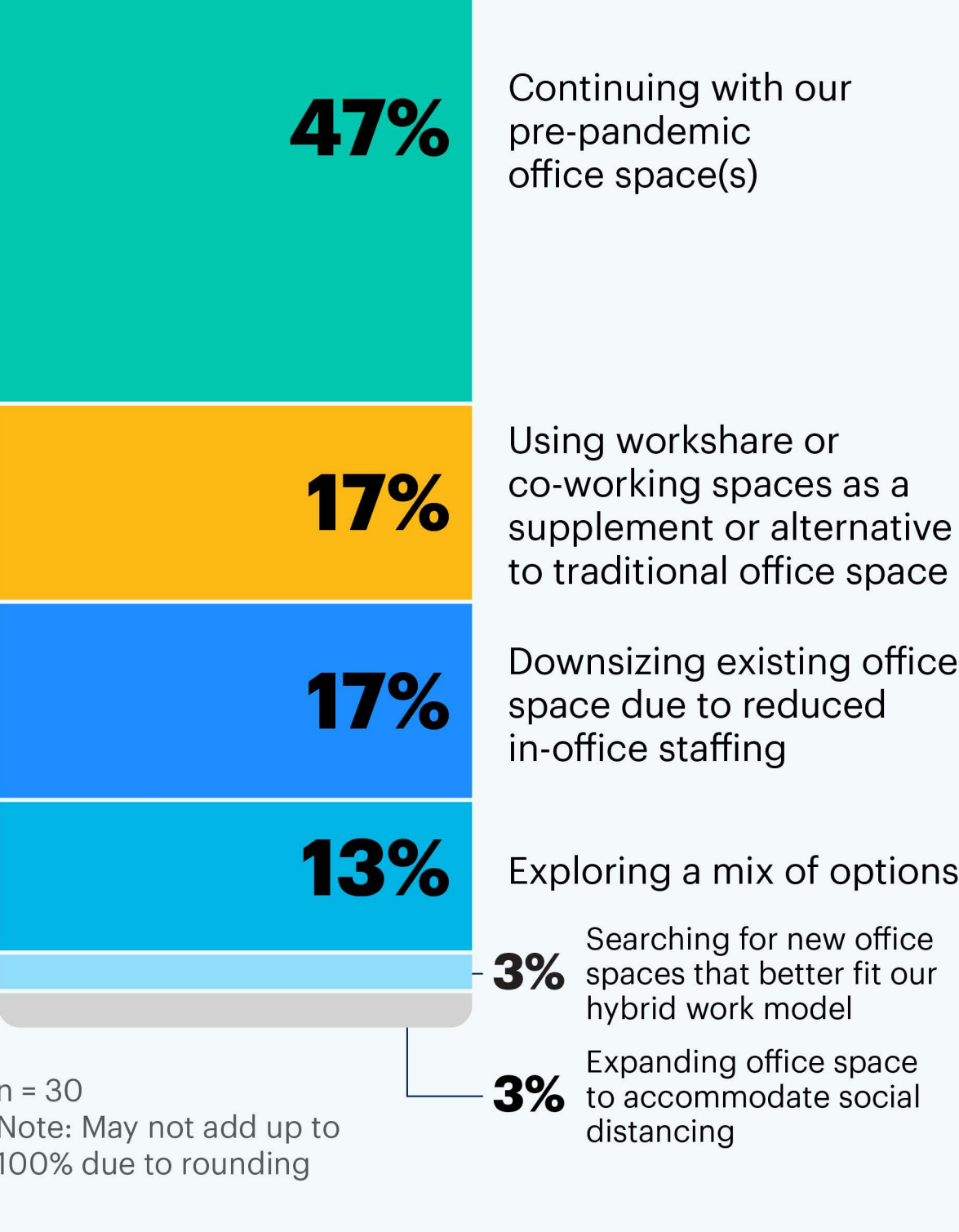
Question: What advice would you give to organizations who have just rolled out their RTO strategy and are facing employee push back?



Most organizations will return to their pre-pandemic office space

Nearly half (47%) of respondents say their RTO office space strategy is continuing with their pre-pandemic office space. Meanwhile, 17% say they will be using office co-working spaces or downsizing their existing office spaces.

What does your organization's office space strategy primarily look like today?



“[We are] optimizing per seat cost by looking at economically viable options.”

C-suite, manufacturing industry, <1,000 employees



“Early in the pandemic we reduced our office usage in our building. We currently have two spaces and do a "hotel" style setup where there are no claimed desks but anyone can sit anywhere when they come into the office. This allowed us to reduce our footprint from a cost perspective but still have enough space for our folks.”

Director, software industry, <1,000 employees



Question: How is your organization navigating the rising cost of commercial real estate and elevated interest rates?

In their own words...

“Give manager discretion to enable the transition with team members. Be flexible with specific situations that arise. Anchor to your purpose behind the RTO. Let the fun of in-office work happen!”

- Director, professional services industry, 1,000 - 5,000 employees

“Prioritize employee well-being as part of the RTO strategy. This can include initiatives such as flexible work hours, mental health resources, wellness programs, and ergonomic workstations. A focus on well-being can help alleviate stress and enhance overall employee satisfaction and productivity.”

- C-suite, professional services industry, <1,000 employees

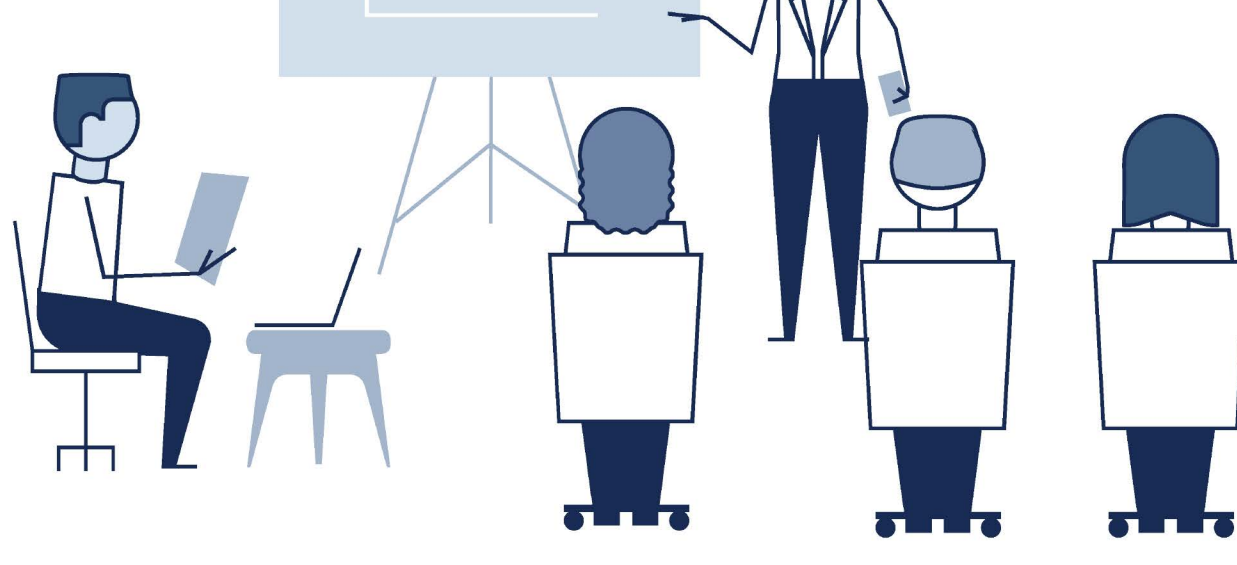
“Clearly communicate the stand at the time of hiring a new joiner. For existing staff, encourage RTO and give a futuristic timeline three months hence when complete RTO will be rolled out. This will mentally enable the employees. Also folks who are totally not in sync will move out but that's the hit the org should be ready to take.”

- VP, manufacturing industry, <1,000 employees

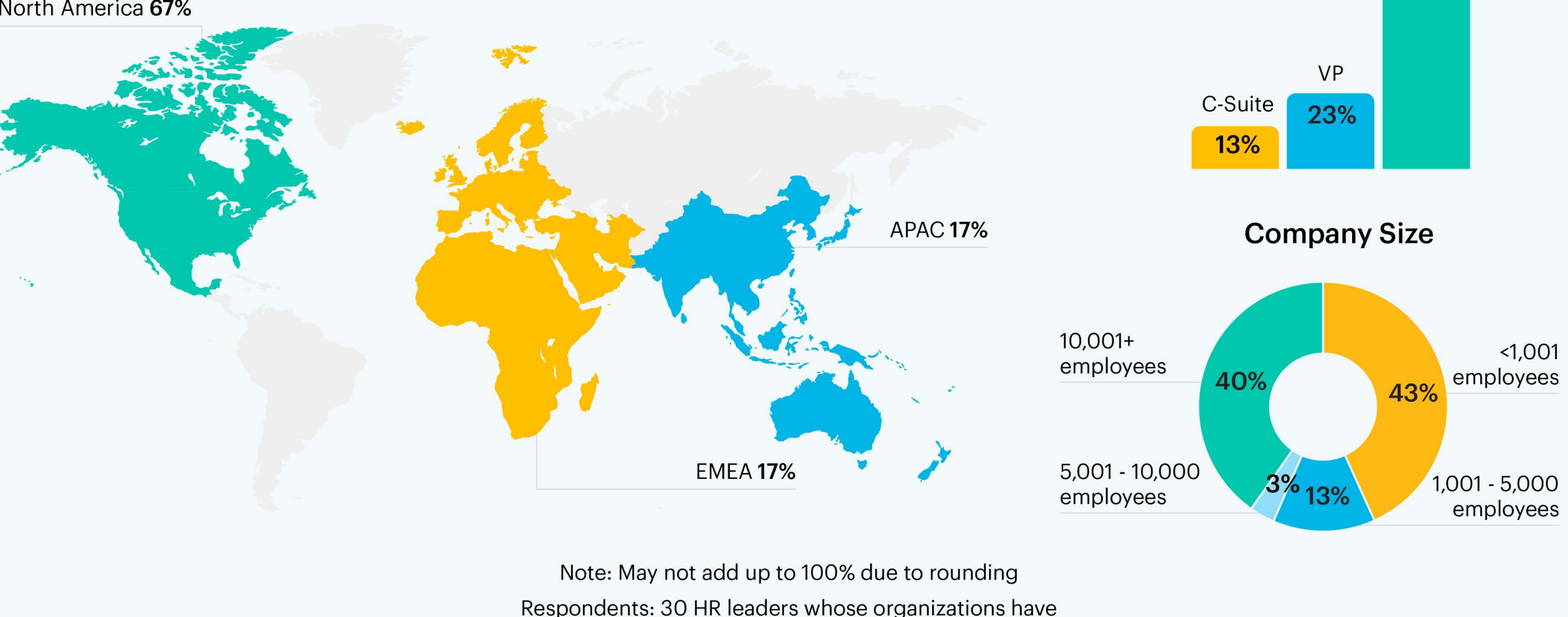
“Avoid punitive actions for people that resist, however, be clear that if a schedule cannot be agreed upon, it may be time to part ways.”

- VP, healthcare industry, 1,000 - 5,000 employees

Question: Is there anything else you would like to share about creating an effective RTO strategy today?



Respondent Breakdown



Want more insights like this from leaders like yourself?

Click [here](#) to explore the revamped, retooled and reimagined insights and engaging discussions from a community of your peers.

Gartner

This content, which provides opinions and points of view expressed by users, does not represent the views of Gartner; Gartner neither endorses it nor makes any warranties about its accuracy or completeness.

Source: Gartner Peer Community, Future of Work Strategy: Navigating RTO survey

© 2024 Gartner, Inc. and/or its affiliates. All rights reserved.

