



Transforming the workplace and workforce for the future

Article
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The pandemic provided a glimpse into the incredible opportunities of the future of work. Prior to the disruptive overnight shift to remote work, many organizations were only beginning to rethink how and where work gets done to meet the needs of the workforce. As the pandemic subsides, there is now a much more urgent call to action to reimagine our workplace to create value in the new era of the hybrid workforce.



Responding to the new reality of work

Before the pandemic the workforce was already changing, with the arrival of the gig economy and contractors complementing full-time employees in the workforce.

Since the emergence of the pandemic the workplace itself has changed: it no longer denotes a physical space. Hybrid models, between the office and anywhere else where work is done, are the new reality.

The Future of Work focuses on transforming work and an organisation's purpose. By prioritising the workforce experience as they reshape the workforce ecosystem, companies can benefit from the productivity gains and innovations that result from a more empowered, included, capable, and engaged workforce.

We help clients who are navigating these shifts gain insight into how to transform their work, workforce and workplace effectively, tapping their potential to achieve their goals.



Creating the hybrid workplace

Recently, we collaborated with UN Today, the official magazine of United Nations international civil servants in Geneva, on [an article about the workplace of the future](#) as the pandemic recedes. Here are some of our key take-aways:

- Due to Covid-19, remote working, long at the heart of the discussions about the 'Future of Work,' has become the new reality.
- Many employees reported feeling more productive and flexible working remotely, but isolation and longer hours were seen as negative impacts.
- What's needed now is a hybrid workplace equipping the workforce to work from anywhere they feel productive and engaged. One size does not fit all: an effective hybrid workplace demands an understanding of employees' preferences, technology, and work patterns.



Transforming the workforce

Hybrid work opens many opportunities. As the Covid-19 home office restrictions begin to be lifted in Switzerland, where employees work is just one key consideration for organisations. Through our Workforce Transformation practice, we help organisations holistically understand what an optimised workforce means for them and how to get there.

By applying our advanced workforce analytics, we use data to drive our approaches. Understanding the skills and competencies of the future, we shape talent pipelines and the employee lifecycle. Leveraging these insights for solutions such as Talent Marketplaces we help organisations become truly transformative by putting employees in charge of their own career paths.

At Deloitte we have been at the forefront of Future of Work discussions long before the Covid-19 pandemic. We have built extensive expertise in supporting clients to adapt to the changing work environment. [Read more about the Future of Work.](#)

Get in touch with us:



Veronica Melian, PhD.

Swiss Human Capital Leader

vcmelian@deloitte.ch

+41 58 279 6161

Veronica is a Partner with more than 25 years of consulting experience at Deloitte. She currently leads the Human Capital Practice in Switzerland, having previously been the Americas Human Capital Leader.

She has more than 20 years of experience leading large scale global transformation programmes. She advises business leaders on how to transform the way their business works and prepare them for the future of work. Veronica holds an MBA from The Ohio State University, USA, and a PhD in Psychology of Human Resources from the University of Valencia, Spain.



Andrew Erhardt-Lewis

Director

acerhardtlewis@deloitte.ch

+41 58 279 6857

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Authors:

Jaël Zahnd

Senior Consultant,
Deloitte Switzerland

jjahnd@deloitte.ch

+41 58 279 7266

Cleo Chevalier-Riffard

Consultant,
Deloitte Switzerland

ccchevalieriffard@deloitte.ch

+41 58 279 9035



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