

TELEWORKING AND FLEX-OFFICE: MOVING TOWARDS MOBILE EMPLOYEES?



FABERNOVEL INSTITUTE and Bureaux à Partager publishe the results of a study on mobile employees

Bureaux A Partager, a networking platform for finding the perfect office anywhere in France, and **Fabernovel Institute**, an organization which supports in organizational transformation, publishe a study entitled “Teleworking & flex-office: moving toward mobile employees?”

In the digital age, companies have access to tools which allow them to manage workers’ mobility both in and outside of the company. We are referring to flex-office and teleworking. These two trends are attracting more and more interest while raising many legitimate questions, especially in large companies. The goal of this study was to assess the challenges to be addressed and the benefits of implementing these tools as well as to survey those who have already implemented them [1], perform a situational analysis and propose solutions in line with the organization’s standards of best practice.

- *More than three out of four companies surveyed have implemented teleworking, 94% of which report that their employees are satisfied.*
- *More than one out of three companies have implemented flex-office for all their teams.*
- *Nearly one out of two companies reported that the Macron ordinances had no impact on them implementing teleworking. [2]*

This study provides detailed information ([full report here](#)) about the challenges and benefits of using flex-office and teleworking as well as methods for their implementation. The key points are summarized below:

- **There is no blanket solution**

It is up to each organization to consider how relevant these solutions are and to adapt them to all the company’s specific characteristics, be they geographic, organizational or cultural.

Antonin Torikian, CEO at FABERNOVEL INSTITUTE et Clément Alteresco, CEO at Bureaux à Partager

In 2019, it is no longer a question of whether or not to allow flex-office and teleworking, but of how to manage the transition in a way that protects employees and does not interfere with the organization's performance."



- **Flex-office and teleworking are only tools for transformation**

They need to be part of a broader systemic managerial transformation policy based on trust and exemplarity.

New weapons in the war for talent.

With an increasingly pronounced desire for better quality of life at work, these systems offer new solutions for meeting changes in employee expectations.

In the 21st century, work spaces - both fixed and mobile - no longer demonstrate a company's power or act as its commercial showcase, but embody its culture and organization instead.

It is an opportunity to enhance agility and well-being in order to foster innovation.



Mathilde Le Coz, Director of HR, Talent Development and Innovation, Mazars *"Mobility is rooted in Mazars' corporate culture which is committed to being a pioneer in new work practices. They regularly and voluntarily conduct test trials. For example, they established pilot partnerships with coworking spaces to enable teleworkers to be more mobile/flexible. Implementing flex-office and teleworking policies will ultimately make it possible to view Mazars' premises as primarily a living space for interacting and co-creating rather than a place for individual wor."*

Shirley Ligneul, Director of Transformation Projects and Work Practices, TF1 Group

"In 2016, the TF1 Group decided to launch a major transformation plan incorporating multiple aspects: the business model, organization, diversification and digital. In order to facilitate this transformation, TF1 radically redesigned its work spaces to change the way they are used and to provide employees with the necessary tools to improve their performance and flexibility as well as to be more innovative"





Ulysse Dorioz, Director of Transformation at Région Île de France

"The Île-de-France region has relocated to new offices in Saint-Ouen embracing these new work practices. This is an important step in transforming our administration to make it more open, collaborative, innovative and efficient. Ultimately, the Île-de-France region aims to be known as the first liberated administration in France"

Content

- Slideshare of the [study here](#)

Survey Methodology

[1] This study was conducted between June and November 2018. The interviews took place both in person and by telephone. We collected data from **48 French and international companies** with more than **300 employees** from the following sectors: Banking and Insurance, Luxury Goods, Transportation, Energy, Distribution, Real Estate, Consulting, Communication, Audiovisual, IT, Telecommunication and the Public Sector. The participants worked in their company's Human Resources, Transformation and Real Estate Departments. Not all companies wished to be named, but some of the participants included ENGIE, TF1, Benefit, CITEO, BNP Paribas, Mazars, Loewe, RATP, AXA, and Groupama.

[2] To the question "At what level have Macron ordinances promoted the deployment of teleworking in your company?" 47.3% said there had been no impact, 23.7% of respondents did not comment, 23.7% noted an impact and 5.3% said that the orders did not facilitate its deployment at all.

About FABERNOVEL:

Founded in 2003 by Stéphane Distinguin, FABERNOVEL is a full-stack consulting and creation group for digital products and services that has been working for 15 years with major international groups, including more than $\frac{3}{4}$ of the French CAC 40 in their cultural and digital transformation and innovation trajectory. FABERNOVEL currently gathers 450 employees on 3 continents (US, Europe and Asia). Its Designers, Engineers, Developers, Data Scientists and Analysts all enact their values and solutions to develop their clients' business and offer users, customers and collaborators simple, high-tech and engaging experiences that respect their personal data. FABERNOVEL also creates and supports start-ups such as Digitick, KissKissBankBank, Bureaux à Partager and, more recently, Urban Campus. In a world that is changing ever-faster and a "winner takes all" attitude is the default setting, FABERNOVEL's mission is simple: distribute the future in the most open and equitable way. FABERNOVEL INSTITUTE, company of FABERNOVEL group, fosters digital and entrepreneurial cultures among managers and staff based in large companies.

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About BAP Group:

BUREAUX À PARTAGER is the starting point to find a workplace anywhere in France. Private or shared offices, coworking spaces, meeting rooms, monthly or daily booking : all the offers are adapted to the

new way of working and follow the needs of each company. With more than 3,000 workspaces, BUREAUX À PARTAGER ensure flexibility, trust and simplicity. Our commercial team offers you free and personalized support at every stage of your research.

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