Flexible working is here to stay
Both employees and leaders want more flexibility

42% of managers said they feel they have not effectively learned how to delegate and empower virtual teams

65% of leaders say innovation and flexibility is a top priority

Key learnings from companies that still see strong innovation

Maintaining a strong team culture emerges as the top challenge for remote and hybrid teams

Business leaders almost now (97%) expect a more hybrid way of working in the longer term

People would like to spend less than half (42%) of their time outside of the traditional work setting

There’s a shared joint vision (77% vs. 43% in less innovative cultures)

In innovative companies

It’s safe to speak up

It’s okay to make mistakes

In less innovative companies

It’s okay to make decisions without a manager

They ensure there is a strong, inclusive vision

They empower employees (innovative vs less innovative companies)

They protect workers’ attention

Frequently able to get into a flow state

65% of leaders say innovation and flexibility is a top priority

When people are able to devote their full attention to the task at hand and work in a flow state—this leads to quality output and more creative employees

A survey of 611 leaders and employees in large enterprises within the United Arab Emirates examined people’s experience since the beginning of the pandemic as remote ways of working became common, and also asked about expectations around the future

Together with Boston Consulting Group, KRC Research and Dr. Michael Parke of the Wharton School, Microsoft’s commissioned research into how companies can best support and empower workers as remote and hybrid working becomes the ‘new normal’.