

FROM NEW  
WAYS OF  
WORKING TO  
HYBRID WAYS  
OF WORKING

Evolutions from 2015 to 2025





# A B O U T

AREMIS



# MISSION



## THE WORKPLACE SHERPA

*Accompanying you to the higher altitudes of workplace.*

We **advise** and **support** you  
in the **design, setup** and day-to-day **management**  
of **efficient** and **sustainable workplaces** and **real estate**

$$€_{\downarrow} + \text{😊}^{\uparrow} + \text{CO}_2_{\downarrow}$$

# Growth - Trust - Fun

+ 65

millions of m<sup>2</sup> of  
managed space

+ 320

clients  
trust us

+ 30

years of  
experience

+ 160

talents,  
consultants  
and experts

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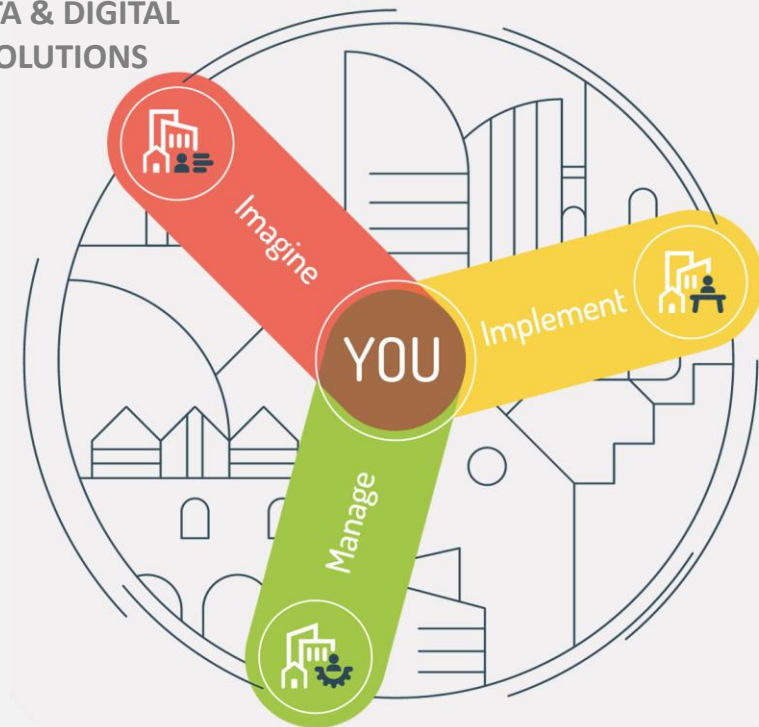
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## A Holistic Approach

- Strategy & Organization
- Workplace Solutions
- Facility Management Consulting
- Digital & Data
- Talents & Project

DATA & DIGITAL  
SOLUTIONS



FACILITY  
MANAGEMENT

WORKPLACE  
SOLUTIONS

# Some clients







From N W O W  
to H W O W

What are the main challenges your organisation faces with the Hybrid Work?










"Flexibility is not a goal,  
it's a necessity."

*(Unknown author)*

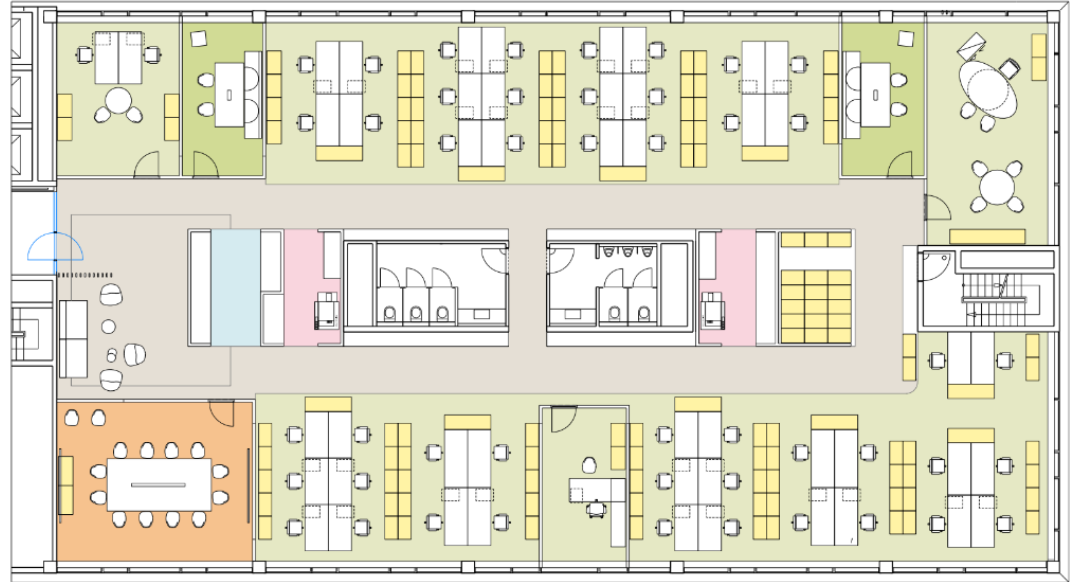


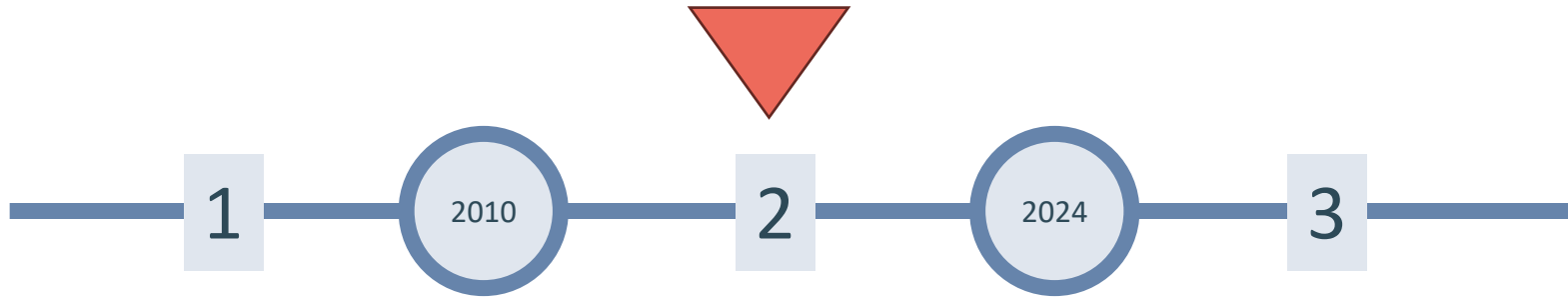
# Before 2010

	■ Individual work
	■ Com. & concentration
	■ Meeting
	■ Relaxing
	■ Support

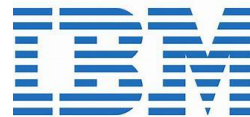
85%  
of m<sup>2</sup>

15%  
of m<sup>2</sup>





2010 - 2024



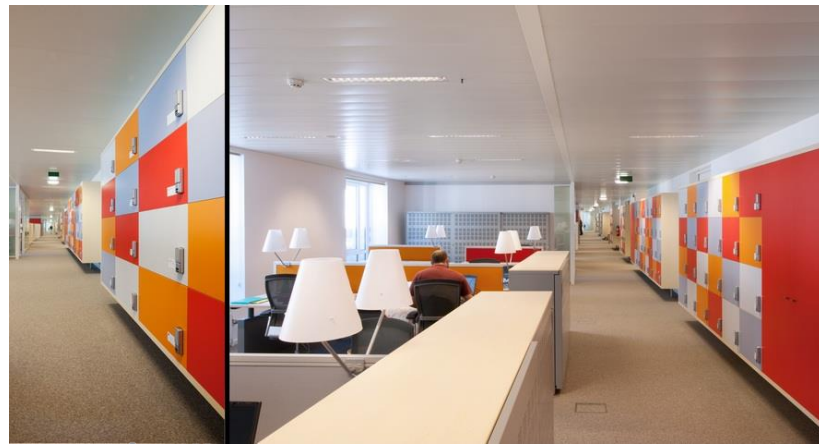
Federale Overheidsdienst  
**Sociale Zekerheid**



.brussels 




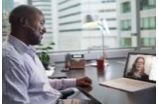







.brussels 

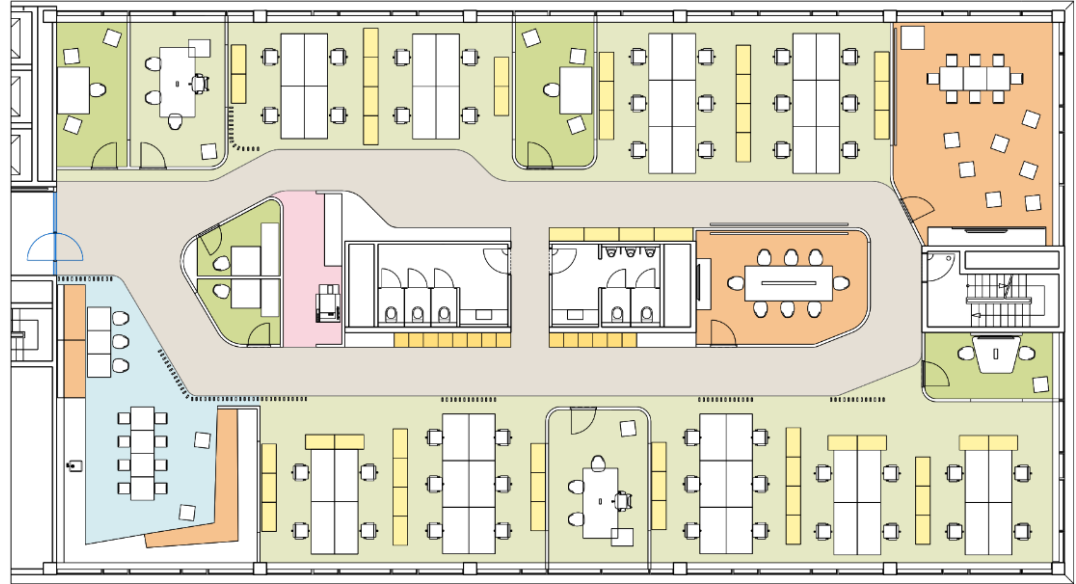


# 2010 - 2024

	■ Individual work
	■ Com. & concentration
	■ Meeting
	■ Relaxing
	■ Support

75%  
of m<sup>2</sup>

25%  
of m<sup>2</sup>





# 2010 - 2024

## BEHAVIOR

- New habits > Activity Based Office
- (Start of-) new culture based on trust & autonomy

## BYTES

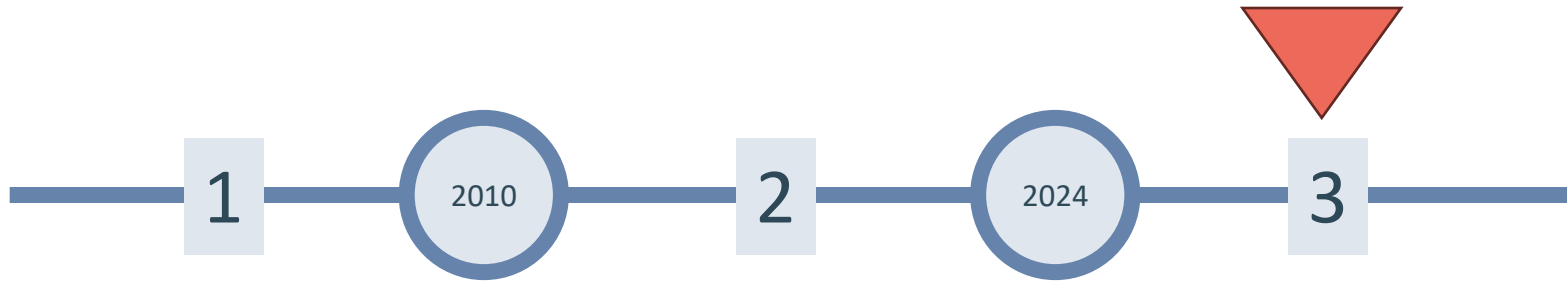
- Portable devices
- Cloud
- Security



*New*  
ways of working

## BRICKS

- Work from home +/- 1day/week
- Centralization of sites
- Activity based office
- Sharing ratio : 0,8-0,9

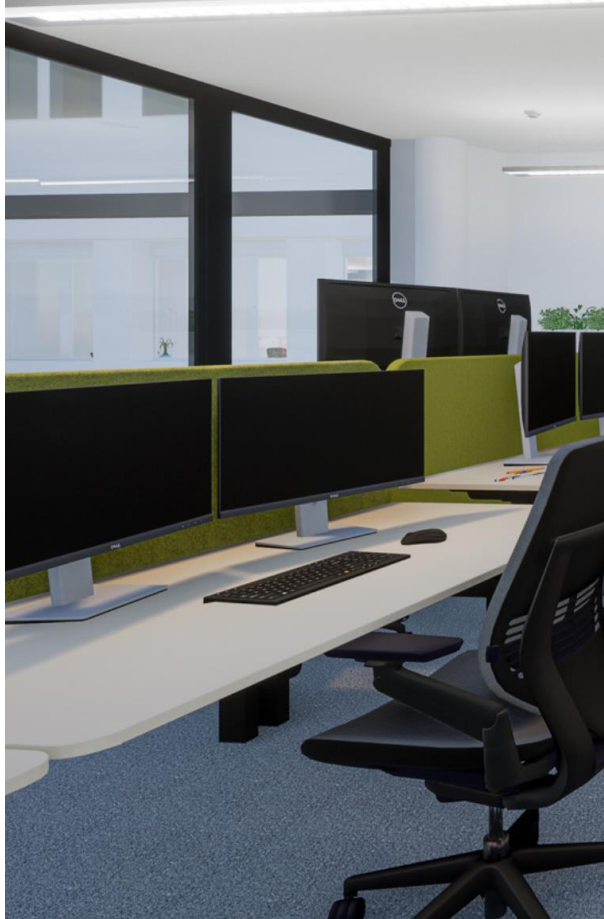


2024 - ...

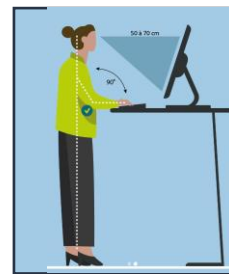
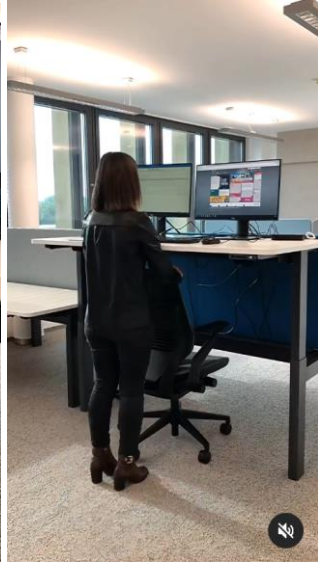
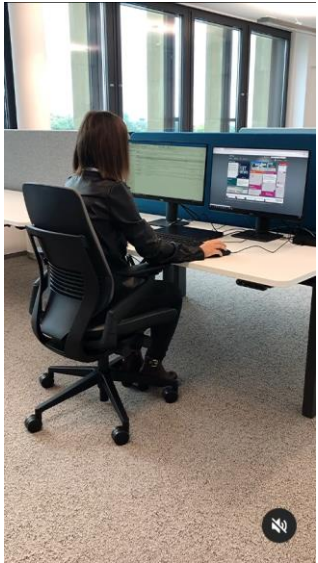


- **Occupancy** lower then 50%
- **How to motivate** employees to come back to the office ?

# VARIETY



# ERGONOMY





# PERSONALIZATION

**Vegetal  
(IT dept)**

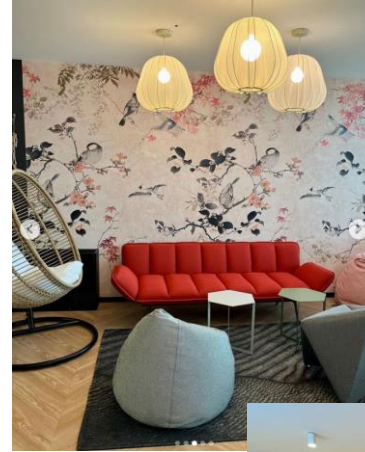


**Globe-trotters  
(Dir. & Sales)**



**Industrial loft  
(PERES)**

**Japan  
(Risk & Legal)**



2  
— 2

**South America  
(BI & Orga.)**


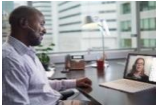





# ACOUSTICS

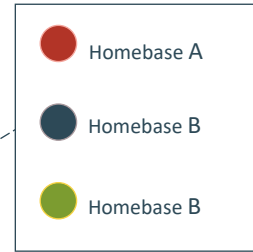




# 2024 - ...

	■ Individual work	} 66% of m <sup>2</sup>
	■ Com. & concentration	
	■ Meeting	
	■ Relaxing	
	■ Support	
		} 33% of m <sup>2</sup>

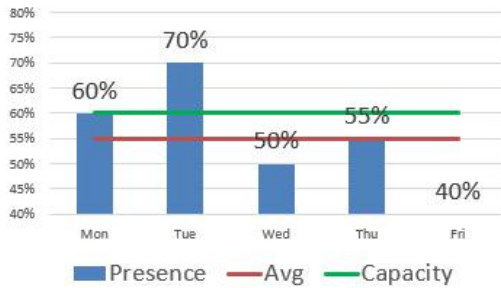
- Activity-Based Office +++
- Workspace diversity +++
- Ergonomy +++
  
- Teams homebases





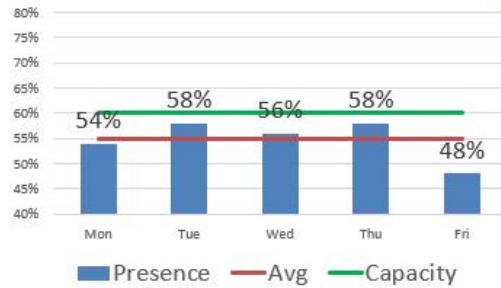
2024 - ...

Présence non gérée



*Illustration*

Présence gérée



*Illustration*

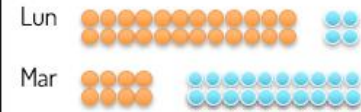
Lundi



Mardi



**Accord d'étage**



**Accord d'équipe**

		Au bureau	A distance
Collectif	Individuel		
	Collectif		

Modes de collaboration hybrides

# 2024 - ...

## BEHAVIOR

- New habits +++
- New culture really based on trust & autonomy
- Digital habits

## BYTES

- Smartphones
- Digitalized (nearly)
- Microsoft Teams (or Slack or...)
- Apps world



*Hybrid*  
ways of working

## BRICKS


- Work from home  
(+/- 2 or 3 days/week)
- De-centralization of sites
- Sharing ratio : 0,6-0,8 + 'corp-working'
- Shared infra with other tenants

## Attention points

- Performance
- Cohesion
- Innovation



AREMIS

 GROWTH  $\Xi$  TRUST  $\Xi$  FUN

THANKS

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