

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 + ☺ \uparrow + CO₂ \downarrow

Growth - Trust - Fun



+ 65

millions of m² of
managed space

+ 30

years of
experience

+ 320

clients
trust us

+ 160

talents,
consultants
and experts

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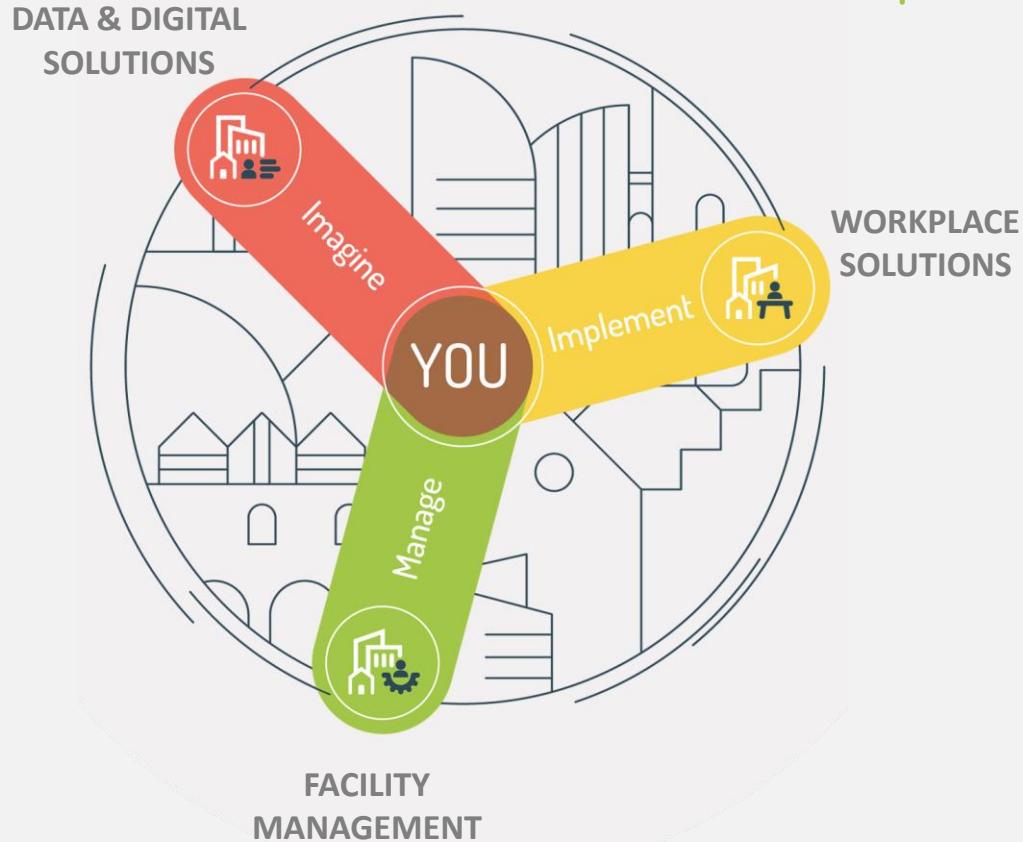
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A Holistic Approach

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



Some clients





From N W O W
to H W O W

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

The image shows a tablet screen displaying a central cloud of challenges related to hybrid work, organized into four main vertical columns:

- Left Column (Organizational Factors):** motivation, complexity, engagement, verbinding.
- Middle Column (Team Dynamics):** cohésion équipes, minder samenwerking, too many calls, team agreements, discrimination, esprit d'équipe, efficient communication, introverti extraverti, verschil tussen 1e lijns, bruks, cohésion, cohesion, sounds, communication, deconnection, confiance hiérarchique, homeworking, group cohésion, management, tuesdays and thursdays, teveel om op te noemen, déconnection, sentiment d'appartenance.
- Right Column (Workplace and Social):** organisation flexible, gestion du bruit, sociale cohesie, équilibre, équilibre pro-privé, fidélisation, appartenance, human connection, culture, travail d'équipe, collectivité, cost of flexibility, lawaai, opvolging, afspraken, open space, lege kantoren, productivité, digitalisation, micromanagement, social cohesion, suppression postes fixes.
- Bottom Column (Technological and Social):** technologie, flexibility, isolément, lien, time, confiance, opvolging, open space, lege kantoren.

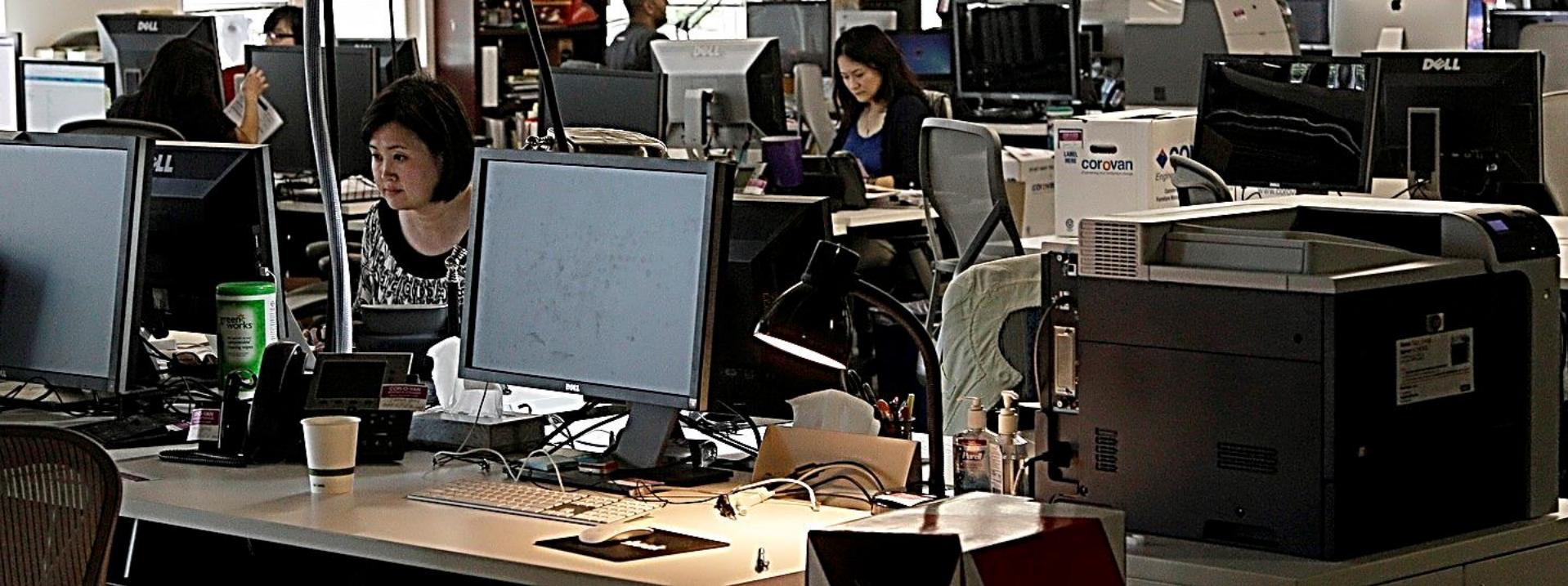




"Flexibility is not a goal,
it's a necessity."

(Unknown author)

GO

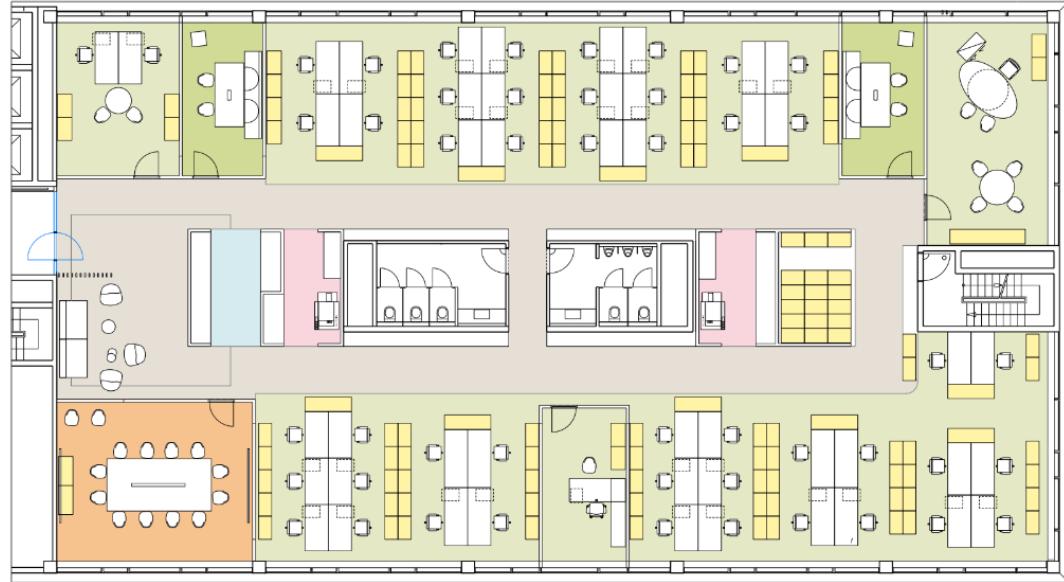


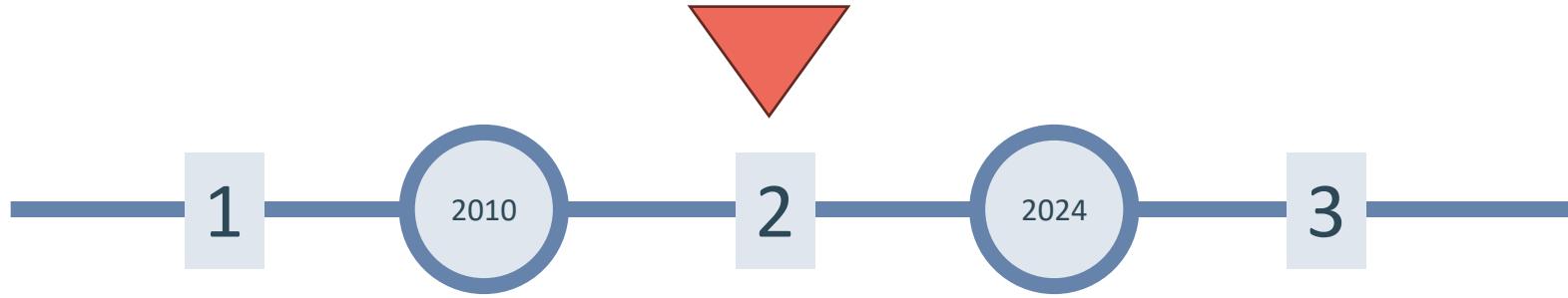
Before 2010

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

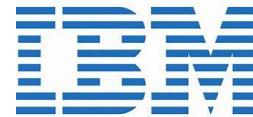
85%
of m²

15%
of m²

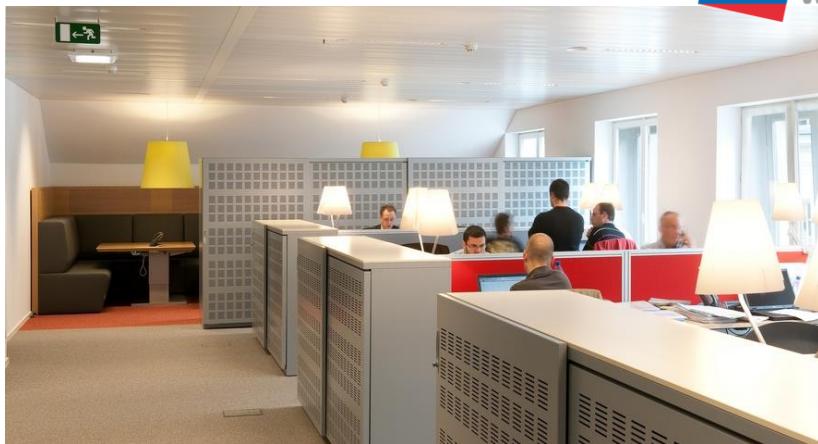
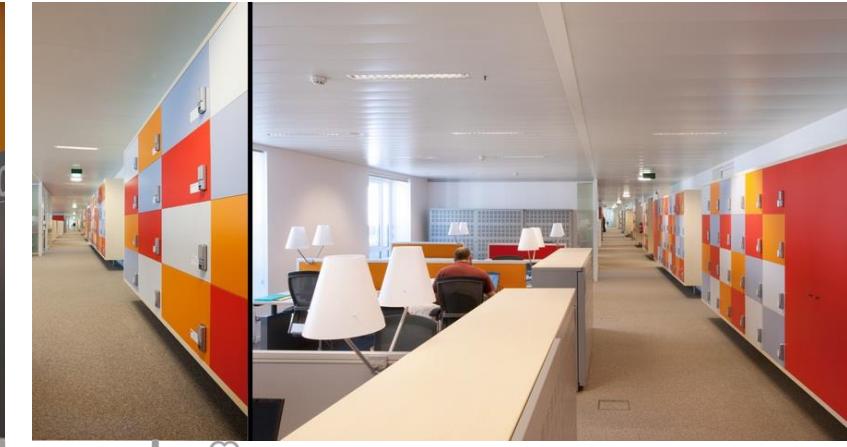




2010 - 2024



Deloitte.



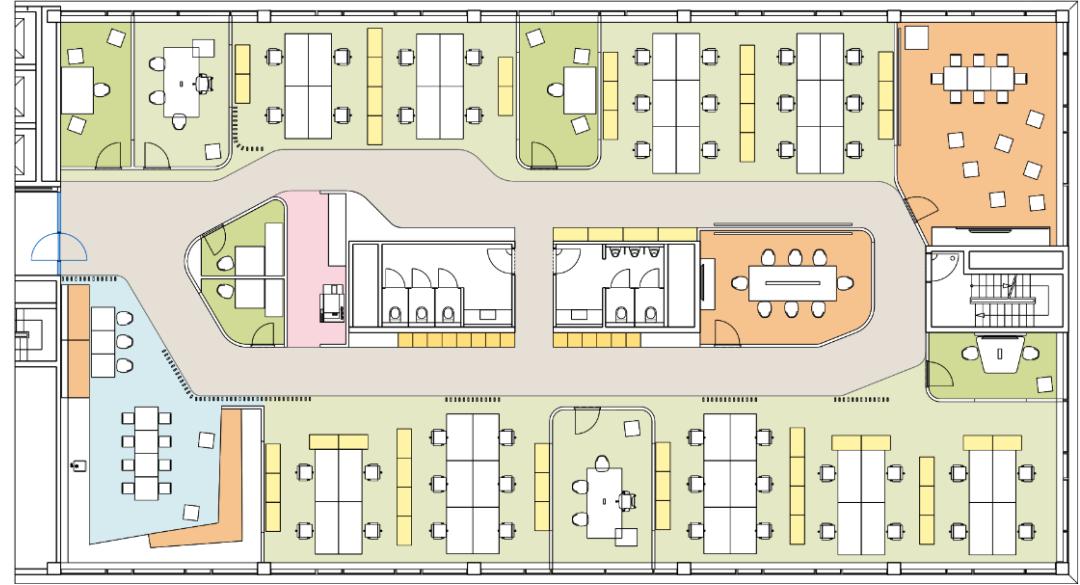
.brussels

2010 - 2024

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

75%
of m²

25%
of m²



2010 - 2024

BEHAVIOR

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

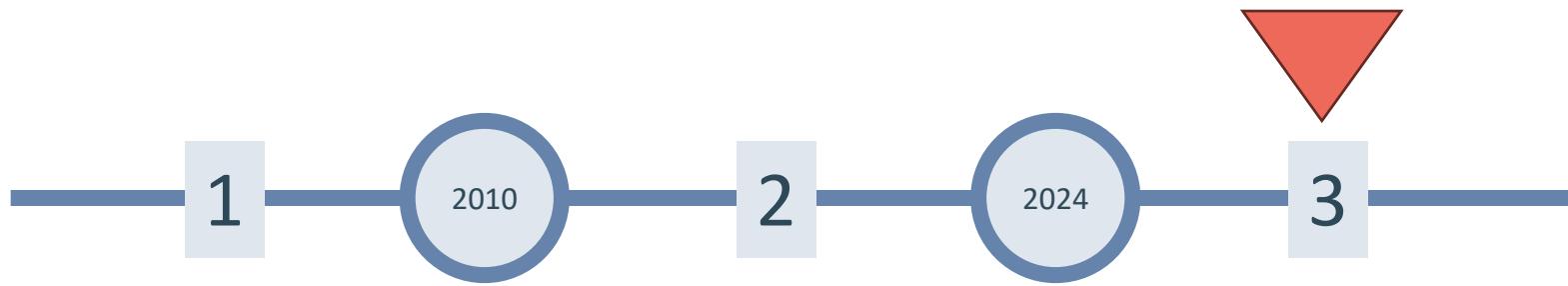
BYTES

- Portable devices
- Cloud
- Security



BRICKS

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

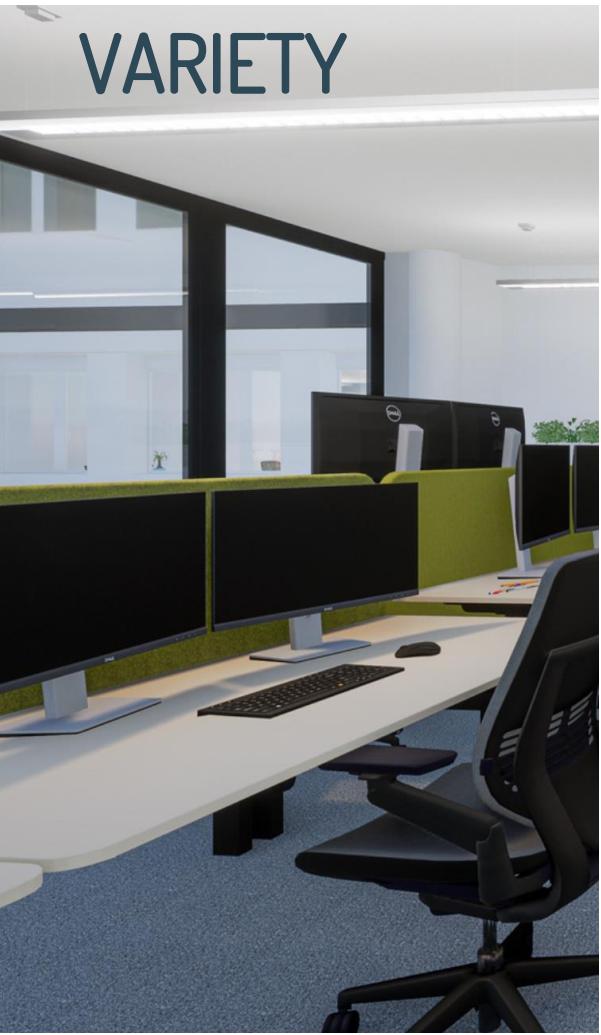


2024 - ...

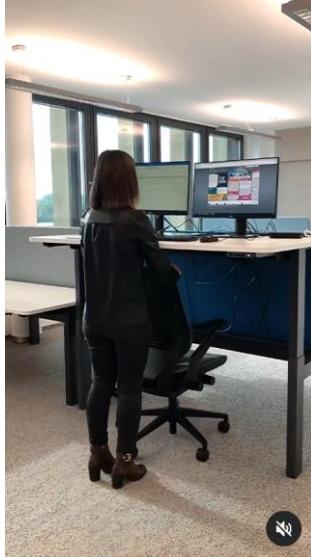
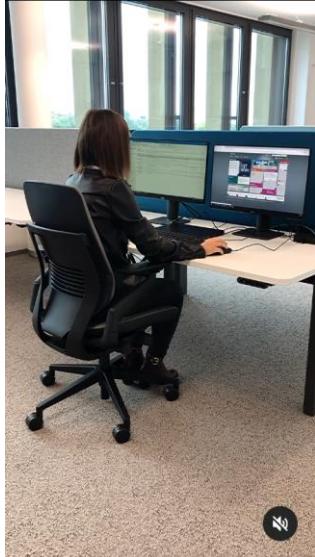


- Occupancy lower than 50%
- How to motivate employees to come back to the office ?

VARIETY



ERGONOMY



PERSONALIZATION



Vegetal
(IT dept)



Industrial loft
(PERES)



Globe-trotters
(Dir. & Sales)



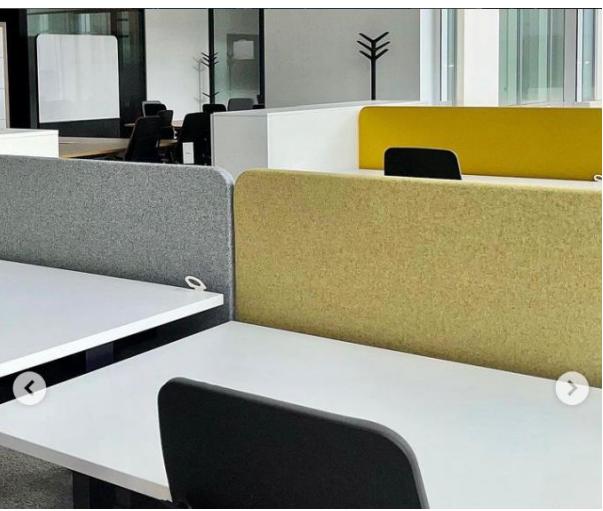
Japan
(Risk & Legal)

2
2



South Amercia
(BI & Orga.)

ACOUSTICS



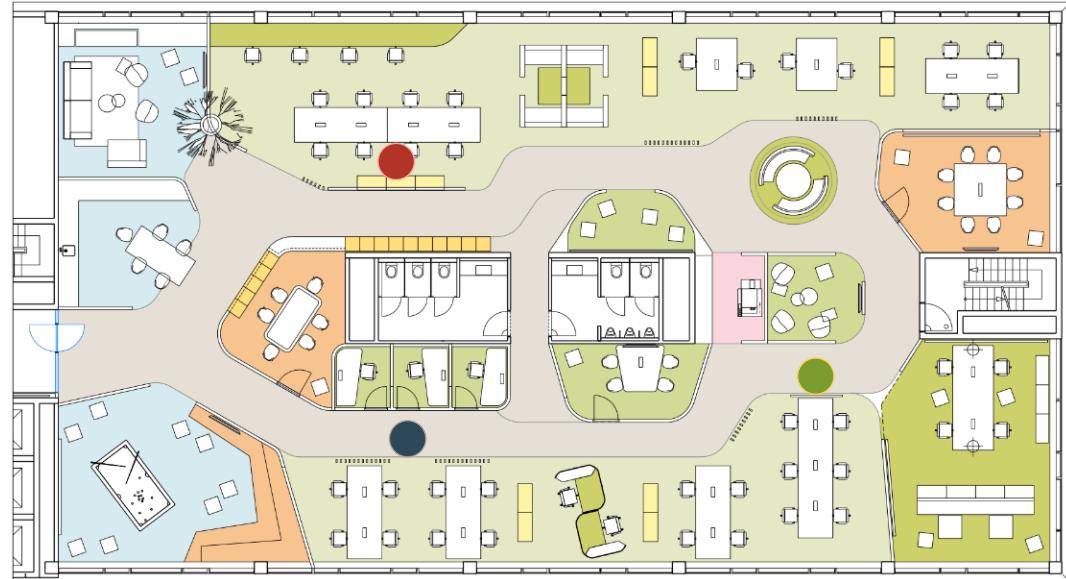
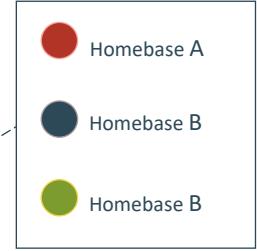
2024 - ...

	Individual work
	Com. & concentration
	Meeting
	Relaxing
	Support

66%
of m²

33%
of m²

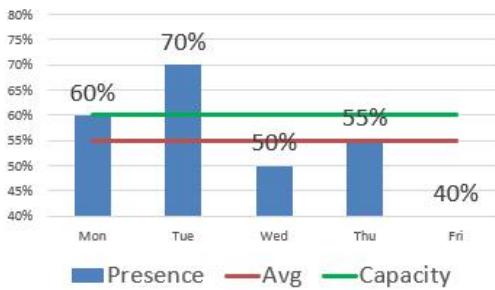
- Activity-Based Office +++
- Workspace diversity +++
- Ergonomics +++
- Teams homebases





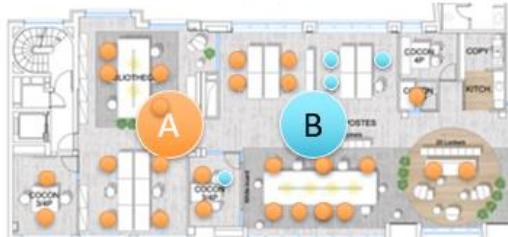
2024 - ...

Présence non gérée

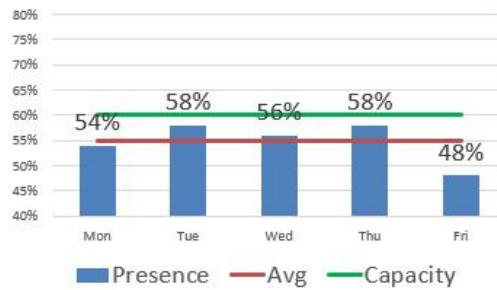


Illustration

Lundi

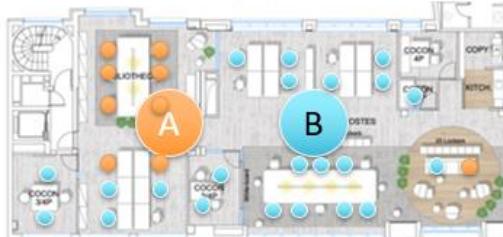


Présence gérée

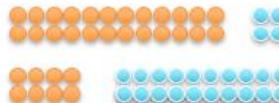


Illustration

Mardi



Accord d'étage



Accord d'équipe

Au bureau A distance

n

Modes de collaboration hybrides

2024 - ...

BEHAVIOR

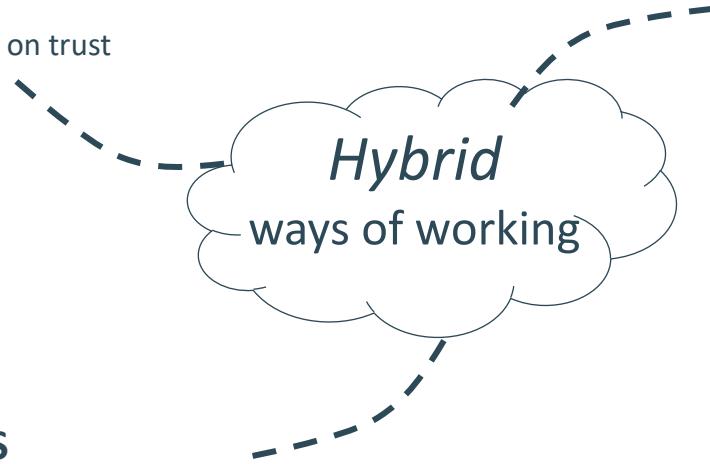
- New habits +++
- New culture really based on trust & autonomy
- Digital habits

BYTES

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

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



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GROWTH • TRUST • FUN

THANKS

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