



# The Future of Work

Latest Working Arrangements  
for the World's Top Companies

# At a glance: What work arrangement policies are companies offering?\*

Full-time remote



Full-time in-Office



Hybrid (1-4 days in office)



Occasional remote work



Occasional in-office



\*Source: Owl Labs 2022 State Of Remote Work Report

# How are the world's leading companies approaching their workplace strategies?\*

## Hybrid

Google

Meta

zoom

Uber

Microsoft

STARBUCKS™

JPMorgan

salesforce

EY

Disney

## Office- first

NETFLIX

Goldman Sachs

## Remote- first

coinbase

Deloitte. shopify

Dropbox slack

# The rise of remote



In June 2021, Slack announced their transition to a remote-first workforce. According to Slack CEO Stewart Butterfield, “We are remote-first, not remote-only. There is real value for people getting together in person and building relationships”.

\*Source: Hubble

# The rise of remote



In October 2020, Dropbox officially announced that had become a “Virtual First” company. This meant that working outside the office is “the primary experience for all employees and the day-to-day default for individual work.”

\*Source: Hubble

# The case for office-first

**NETFLIX** **Goldman Sachs**

“I do think for a business like ours which is an innovative, collaborative apprenticeship culture, (remote working) is not ideal for us and it’s not a new normal,” said David Solomon, Goldman Sachs CEO. Netflix CEO, Reed Hastings, doesn’t “see any positives” in remote work.

However, despite Goldman’s mandate, only half of their 10,000 HQ workers showed up to work in-person.

# Hybrid as a middle ground

Hybrid is by far the most popular work arrangement adopted by companies. However, every company has their own unique configuration, and not all “hybrid” arrangements are flexible. Many of these companies have faced strong pushback from their employees after announcing their return-to-office mandates.

# Hybrid as a middle ground



In January 2023, Disney employees received a memo from CEO Bob Iger mandating a four-day return to Disney offices.

“In a creative business like ours, nothing can replace the ability to connect, observe and create with peers that comes from being physically together,” wrote Iger.



# Hybrid as a middle ground

## zoom

Zoom takes on a more balanced and flexible approach with their hybrid arrangements.

“Whether you want to stay remote, whether you want to be in the office one or two days a week or a month, or whether you want to be one of those 60 people in the office every day,” says Lynne Oldham, Chief People Officer of Zoom.

# **#WFO or #WFH:**

What does the future of work look like to you?

Let us know your take on this in the comments below!