

About the project

Objective: Evaluate new working models for their potential to reduce energy consumption while considering employer and employee impacts.

Scope: Focus on new configurations of energy saving workplace models and their integration with adaptable building design.

Data Source: Expert interviews with companies, practitioner workshop with frontrunners and early adopters, analysis of building adaptability and energy consumption, and comprehensive literature review on flexible work models and their organizational impacts.

Workspace Flexibilization

Forms: Activity-based working, desk sharing

Motivation:

- Maximise office use efficiency.
- Attract and retain talent with modern, collaborative spaces.

Key findings: Requires employee participation and ergonomic adjustments.

Recommendations:

- Use dynamic building systems, monitoring and controlling to maximize occupancy-related energy savings.
- Provide flexible infrastructure and clear guidelines for shared spaces.

Work Location Flexibilization

Forms: Teleworking, (corporate) co-working spaces, working from third spaces (e.g., cafés, library, friends)

Motivation:

- Reduce commuting, support of work-life balance, more flexibility.
- Enhance collaboration and community building.

Key findings: Requires IT readiness, leadership adaption, and mental health support.

Recommendations:

- **Combine** with workplace flexibilization for effectiveness.
- Establish clear communication and guidelines for flexible work location.

WORKING MODELS

Work Time Flexibilization and Work Time Reduction

Forms: Flexible working hours, compressed working hours, 4-day workweeks

Motivation:

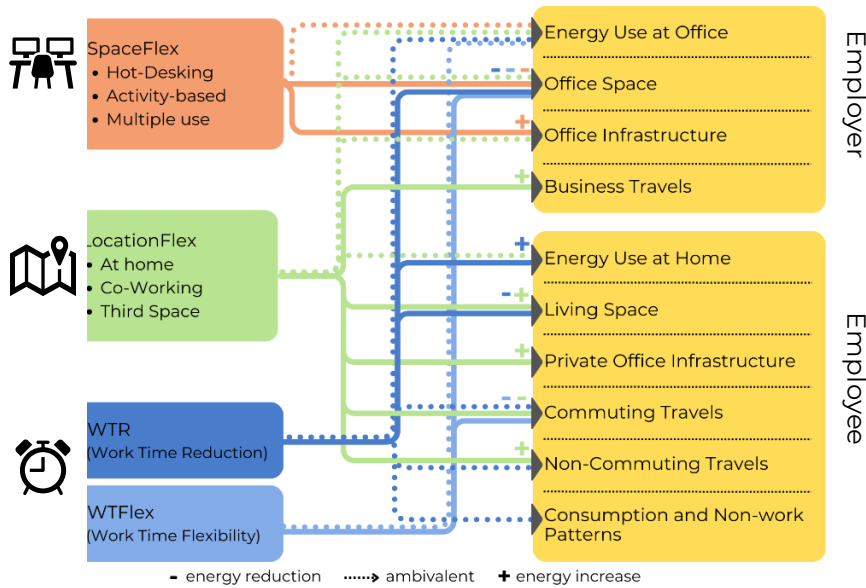
- Improve employee well-being and retention.
- Align work schedules with peak productivity times.

Key findings: Success depends on participatory approaches and cultural change.

Recommendations:

- Align time flexibility with energy efficient building management.
- Experiment with configurations to suit organizational needs.

Impact on Energy



Impact on Employee Well-Being

Benefits: Improved work-life balance, reduced commuting leading to an overall increase in well-being

Challenges: Mental health problems (e.g., isolation), inadequate (home) infrastructure, resistance to change

Well-being depends on many factors: self-determination, family, commuting, work tasks, etc.

Integrated Energy-Savings Strategies

1. Holistic approach:

- Track and optimize energy consumption on employer / employee level.
- Correlate with occupancy patterns to identify inefficiencies.

2. Building Adaptability:

- Design office spaces to accommodate evolving working models.
- Focus on modular designs and retrofits for long-term sustainability.

3. Employee-Centric Transition:

- Engage employees in the design and rollout of new models.
- Offer training, ergonomic tools, and continuous feedback mechanisms.

BENEFITS of NEW WORKING MODELS

- **Energy Efficiency:** Reduced building operation costs and optimised energy use.
- **Employee Well-Being:** Better work-life balance, reduced stress, and higher satisfaction.
- **Organisational Gains:** Enhanced productivity, talent retention, and cost savings.

- 1. Combine Models:** Implement multiple working models (e.g., telework + desk sharing) to maximise energy savings and overall benefits.
- 2. Leverage Technology:** Use desk sensors, occupancy monitoring, and energy data to refine operations.
- 3. Adapt Buildings:** Implement retrofit strategies and modular designs to future-proof office spaces.
- 4. Involve Employees:** Foster a culture of trust and employee participation to ensure acceptance and improve well-being.
- 5. Customise Approaches:** Tailor new working models to the specific organisational culture, infrastructure, and goals.

PRACTICAL RECOMMENDATIONS

Public Relations
für Energieeffizienz



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