

The collaborative workplace

The new desire to work together

Is there a key workplace factor that would improve both a company's profitability and their ability to attract and retain top talent? Collaboration is becoming just that factor.

Critical millennial talent—the largest generation in the labor force—stands out with an above average desire to work in a collaborative environment. With skilled candidates in short supply for many industries, it's important for employers to understand that the collaborative work environment is attainable, and can become a strategic opportunity to foster worker engagement, and capture a competitive advantage.

An ideal work environment

When asked what constitutes their ideal work environment, global workers paint a picture of a collaborative culture. Four out of the top five features of an ideal work environment are those that foster, directly and indirectly, an environment of collaboration.

Features of an ideal work environment cited by global talent (the global average), by percent:

4 out of the top 5 features of an ideal work environment are those that support a collaborative work environment

		Engineering	Finance & Accounting	Information Technology	Science
Highly collaborative environment (cross-functional teams)	57%	67%	60%	66%	71%
Flexible work arrangement such as remote work options, flexible schedules/hours	54%				
Exposure to latest technologies and top-notch equipment	44%	55%	42%	63%	56%
Culture of innovation and creativity; where the status quo is challenged	39%	48%	39%	48%	51%
Virtual teams	37%	43%	39%	56%	30%
Traditional work arrangements; 9 – 5 schedules for all	32%				
Rapid pace with constant change	32%				
Matrixed organization structure	29%				
Traditional hierarchical organization structure	27%				
Competitive; where rewards and risks are high	21%				
Highly individualized work with limited teamwork; limited opportunities to collaborate	18%				

Those with professional/technical skill sets weigh in on collaborative work environment factors **above, below, or on par** with the global average, by percent:

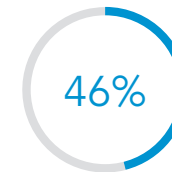
Engineering
Finance & Accounting
Information Technology
Science

A matrixed organization, the 8th top feature, could also contribute to a collaborative work environment

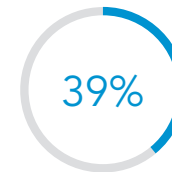
Promoting collaboration

Just over half (52 percent) of global workers feel that their current or most recent employer's (physical and virtual) workplace promotes collaboration and inclusion; 47 percent feel their organizational structure promotes collaboration and inclusion. Given the strong business case for a collaborative work environment, there is room for improvement.

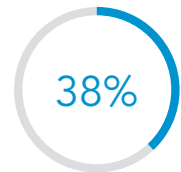
As companies adopt more collaborative structures, processes, and supporting technology over time, engagement may increase.



46% say their current/most recent manager continually fosters and encourages a culture of engagement

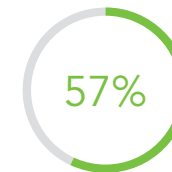


39% of global workers feel totally engaged, up from 31% in 2014

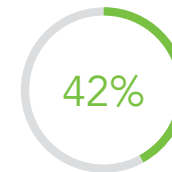


38% of global workers say diversity is an attraction factor, up from 28% in 2014

Collaboration promotes higher knowledge worker productivity, the exchange of ideas, and alignment of action.



57% of workers want the opportunity to work with colleagues who are recognized as knowledgeable and from whom they can learn, up from 46% in 2014



42% say their current/most recent company makes special efforts to retain innovators and key knowledge workers

In addition to analyzing worker preferences and psychographic insights based on survey data from the 2015 and 2014 Kelly Global Workforce Index™ (KGWI), this study pulls insights from Kelly® Free Agent Research (2015) survey data and other research sources.

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