

# Offering a Flexible Work Environment

## Overview

Our understanding of work flexibility, challenging traditional norms. Initially unfamiliar to many industries, including energy, remote work rapidly emerged as a viable and productive option.



Remote vs. in-office stalemate – half of employees want no more than one day a week at the office.

*EY Canada's Neurodiversity Centres of Excellence*

## Why it's Important

Employers have learned the old ways of dictating work terms are no longer sustainable. Flexibility is the way forward—shaping recruitment and retention policies.

While office workers have thrived in a remote world, their colleagues in the field have faced unique challenges as dynamics of the modern workplace often see them excluded from decision making processes.

The integration of site operations and decision making, especially for roles requiring physical presence, became complex, given the lack of necessary IT infrastructure at many work sites.

## What Can Your Company Do?



**Create** a more adaptable work environment by including schedule flexibility, teleworking, IT infrastructure, employee morale, collaboration, and more.



**Develop** a comprehensive plan with flexible work options to adapt to the changing world of work



**Embrace** the transformed world of work because today flexibility is an expectation, not an option.



**Adapt** work processes and infrastructure to accommodate a flexible workforce for increased success and sustainability.

