



# Cultivating Culture in a Hybrid World

Leveraging Real Estate and Technology to activate YOUR culture

Courtney Elling, Cisco Canada Hybrid Work Leader

Natashia Dunham, Sobeys Director of Real Estate



*81% of Canadians say  
flexible work impacts  
whether they stay or  
leave a job*

*61% of Canadian  
employers are setting a  
mandatory number of  
days to return to office*

# Convergence of business objectives



## Attract & Retain Talent

Flexible Work Policies

Maintain Culture

Inclusivity & Engagement

EX



## Space Optimization

Real Estate Compression

Visibility & Insights

Health & Wellness

Collaboration & Connection



## Sustainability

Sustainable Facilities

Reduce energy waste

Reduce Carbon & GHG emission

Cisco is #1



**WE'RE ONE OF THE  
BEST WORKPLACES™ IN CANADA**



## We are Cisco

We are the worldwide leader in technology that powers the Internet.

We are **82,000+ employees** in **98 countries**.

**Our mission is to power an inclusive future for all.**

Cisco has worked with over **92,981 retail** organizations in **177** countries worldwide

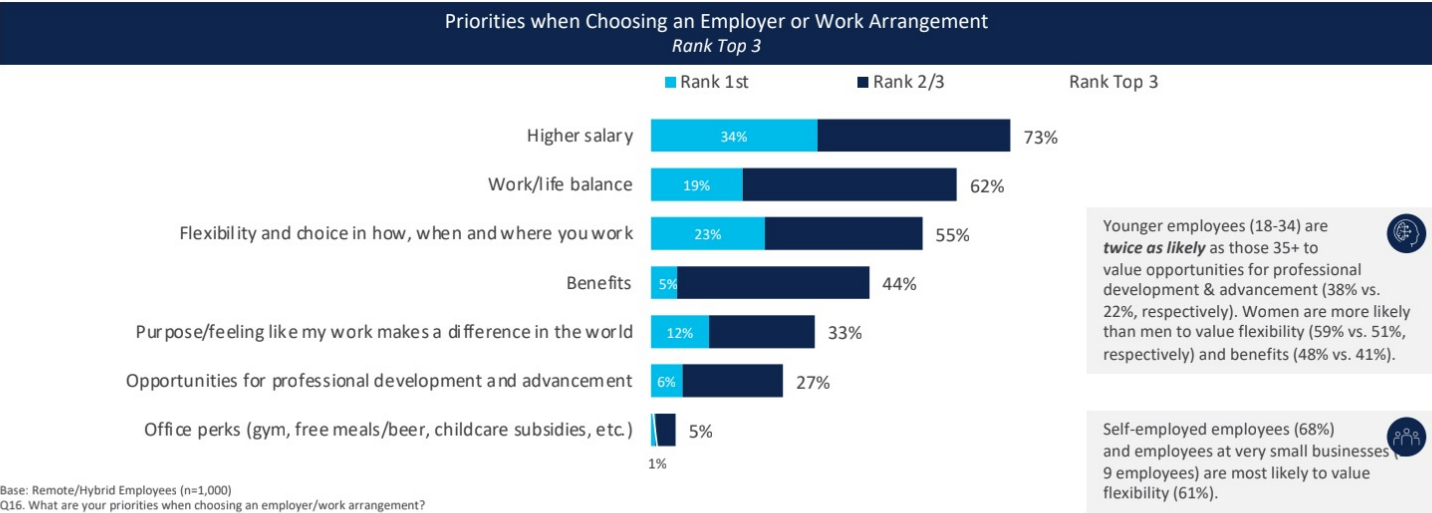
# Attract & Retain Top Talent



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# Employer or Work Arrangement Priorities

Nearly one-in-four (23%) remote/hybrid employees say flexibility in how, when and where they work is their #1 priority when choosing an employer, second only to salary.



# 10%

Increase in productivity when there is  
meaningful improvement in wellbeing

SOURCE: [Harvard Business Review](#)



“This hybrid world will require new mindsets, skillsets and commitments from all of us – as leaders, teams, and individuals.”



Francine Katsoudas  
Cisco EVP & Chief People, Policy & Purpose  
Officer



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Talent is evenly distributed but opportunity is not

In a hybrid world, the talent market is global

Hybrid work is ultimately about inclusivity—of more people in more places, and more work styles

# People-Centric Experiences

## Consistent

Seamless experiences no matter the platform or location



## Flexible

Enabling employees to work where they work best



## Inclusive

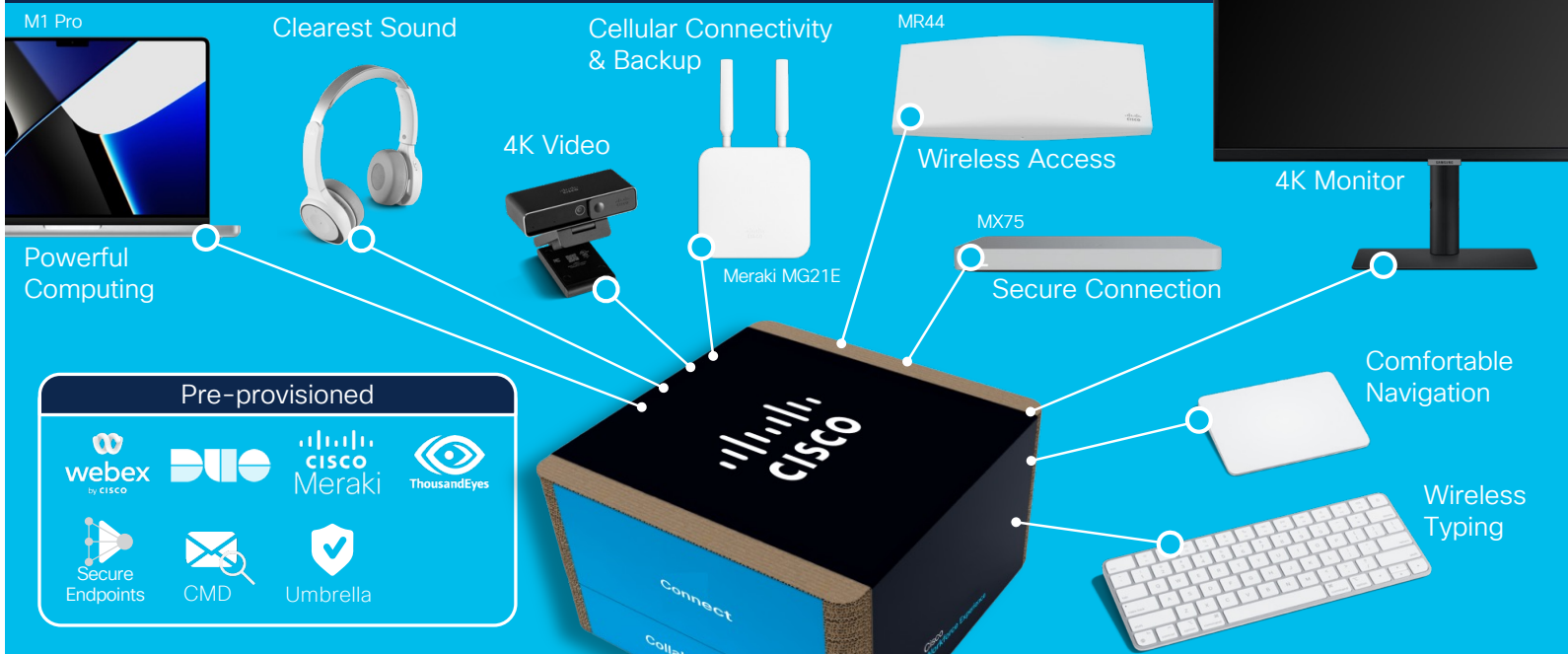
Everyone has an equitable seat at the table



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# The new onboarding experience

Pre-provisioned Hybrid Bundle with Fully Secured Devices



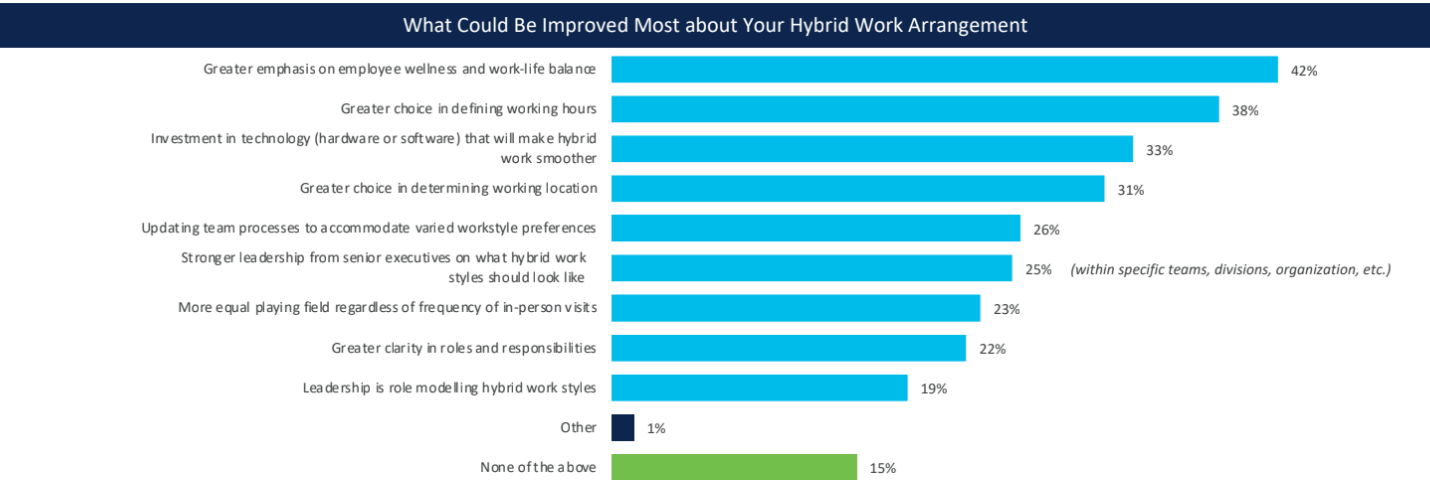
# Flexible Work



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# Improvements to Work Arrangement in 2023

Employees indicate a variety of aspects of their hybrid work arrangements could be improved in the upcoming year, with a greater emphasis on work-life balance and expanded choice in defining working hours two of the most commonly cited adjustments.

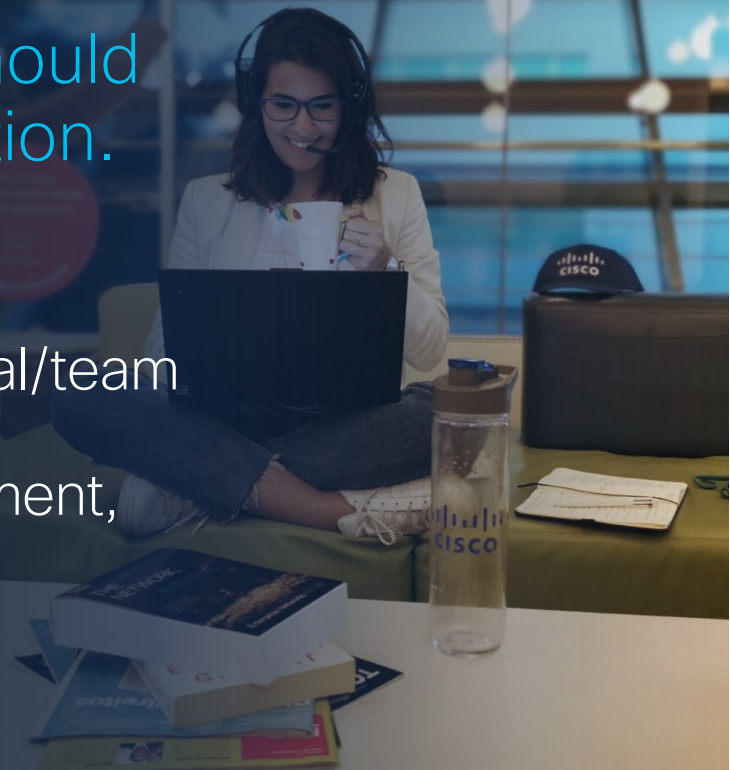


Base: Remote/Hybrid Employees (n=1,000)  
Q23. In 2023, what do you think are the areas of your hybrid work arrangement that could be improved most?

Asking *where* people should work is the wrong question.

A better question is:

How can we unleash individual/team potential and innovation while balancing wellbeing, engagement, and culture?



# How does Cisco provide flexibility

Holistic View with Four Integrated Pillars

## Our Conscious Culture and Values



### People

Putting Employees & Teams First



### Policies & Guidelines

Ensuring Inclusion, Compliance & Equity



### Workspace

Allowing Flexibility & Choice with Location



### Technology

Enabling Productivity, Connection, & Insights

## Engaged Employees and Teams



# Maintaining Culture



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# Why Do You Love Where You Work?



ImageThink  
in partnership with  
Cisco

# Experience Centers, Offices, Workspaces Oh My!



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*The Purpose of the Office is  
Changing*

# Data Maturity

**Only 13%**

are collecting data on an ongoing or real-time basis and leveraging advanced forms of analysis

Source: JLL Future of Work Survey, 2022

**43%**

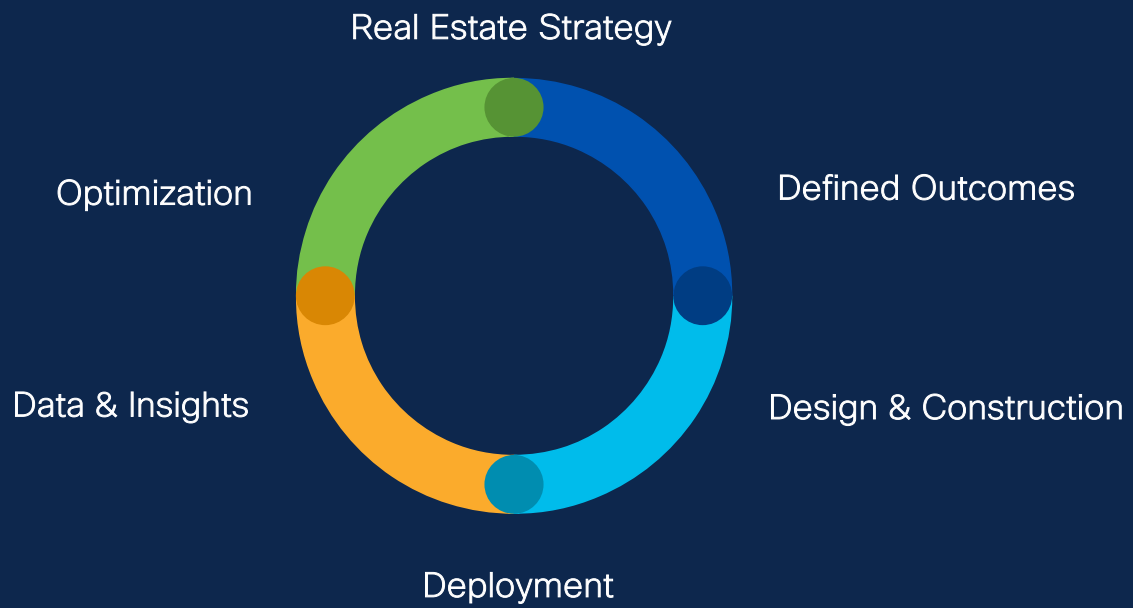
plan to accelerate investment in **leveraging data and analytics** to enable real-time decision-making

Source: JLL Future of Work Survey, 2022



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## Hybrid Work / Smart Buildings Learn Loop





# Spaces with purpose



Collaborate



Learn



Brainstorm

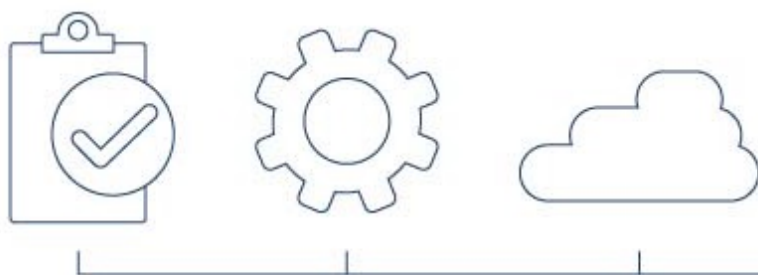


Concentrate



Connect





20% energy-  
related  
greenhouse gas  
emissions come  
from buildings





9

## AMER-USA-NYC1-Building

### 9th Floor

You are here

Occupancy

LOW

Data Source: DNA Spaces + Meraki Video

Indoor Air Quality

VERY GOOD

Data Source: Webex

CO2 Level

GOOD

Data Source: Webex

Temperature

68.0 °F

Humidity

43%

1

Meeting Rooms on this floor

1

Available

0

Occupied

0

No Data

Data Source: Webex



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On this floor

- Rest Rooms
- Cafeteria
- Help Desk
- Child Care Area
- Stairs
- Elevators



© Mapbox © OpenStreetMap Improve this map

# To Recap



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# Having a Hybrid Strategy is an Imperative



Flexibility non-negotiable for many remote-capable employees and future talent.



Hybrid work can positively impact employee experience and wellbeing – and productivity.



Hybrid work optimizes space utilization for more purposeful and meaningful interactions.



We can do good for the planet while we address flexible/hybrid work

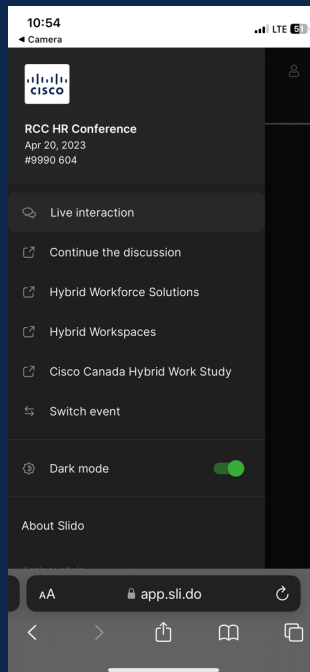


The right Hybrid strategy and integrated approach can unlock employee, team, and organization potential.

# Hybrid Work Requires a Cross-Functional Strategy



If you'd like to discuss further



<https://www.linkedin.com/in/celling/>



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The bridge to possible