

Epta, the future of work is hybrid

21/01/2022

The world of work is continuously evolving: in 2019, Epta had already launched a first pilot phase of its hybrid working project Smart W-in, subsequently extended to all the Italian offices of the Group. A cultural evolution which transcends the change of physical workspace, producing a relevant impact on the organisational model and layout of the offices.



The next step taken by Epta in Italy was to re-design the headquarters to make the work structure even more flexible. It is an initiative aimed at enhancing the employee experience and fulfilling the business imperative of reducing carbon footprint.

In addition to ensuring employees a better balance between private and working life, the digital innovations and the re-layout of the spaces contribute to increasing engagement, improving, at the same time, the productivity and emotional wellness of Epta People.

The modernising project, realised with the advice of the Studio Workitect, required integrated governance between the numerous players involved and an internal team of ambassadors who sponsored the programme. The goal was to raise the awareness of colleagues, stimulating a reflection on the theme of change management related to hybrid work.

Following feasibility studies, analyses, and surveys to gather the needs of the employees, Epta envisaged the adoption of a hybrid model which currently contemplates up to two working days per week off-site. The spaces of the Headquarters have also been redefined to be more functional and stimulating. The physical dimension of the office becomes one of the keys to strengthen the sense of belonging, spread the values of the business culture and encourage moments of meeting and exchange, in total safety, vital for the creative process.

The results gathered over the coming months will be useful to implement the initiative and assess how to extend this pilot model to the entire Epta world.