

INSIGHT

The Future Workplace & Facilities Management



Introduction

The workplace is changing permanently.

Over the past few years, organisations have experienced one of the biggest shifts in working patterns in modern business history. Hybrid working, changing employee expectations, workplace technology, wellbeing priorities and evolving organisational culture have all combined to reshape how and where people work.

The traditional office model built around fixed desks and attendance monitoring is rapidly becoming outdated.

Today's workplace is increasingly expected to:

- attract people,
- support collaboration,
- improve experience,
- reinforce culture,
- and provide meaningful reasons for employees to attend.

This evolution is transforming Facilities Management. FM is no longer simply about operating buildings efficiently — it is increasingly about shaping environments that support productivity, engagement, wellbeing, organisational identity, and business performance. The future workplace is becoming experience-led. And Facilities Management sits at the centre of that transformation.

The Office Did Not Disappear — It Evolved

Predictions that offices would disappear entirely after the pandemic have proven inaccurate.

What actually happened was more nuanced. The workplace evolved.

Many organisations now recognise:

- some work is highly effective remotely,
- while other work benefits significantly from physical collaboration.

As a result, offices are increasingly being redesigned around purpose rather than routine attendance alone. Employees no longer want to commute purely to sit at a desk and replicate remote work. They increasingly expect the office to provide connection, collaboration, energy, culture, and experience.

Experience-Led Workplaces Are Becoming the New Standard

Modern workplaces are increasingly designed around human experience.

This includes:

- how spaces feel,
- how people interact,
- how environments support wellbeing,
- and how workplaces influence organisational culture.

The strongest workplaces increasingly combine functionality, hospitality, flexibility, and emotional experience. Facilities Management now plays a major role in delivering this experience.

Experience
earns trust
Judgement
keeps it



The Rise of Hospitality-Driven Offices

One of the clearest workplace trends is the growing influence of hospitality principles.

Modern offices increasingly borrow ideas from:

- hotels,
- premium hospitality,
- leisure environments,
- and high-end customer experiences.

This includes concierge-style service, premium amenities, hospitality-focused environments, flexible collaboration spaces, wellness areas, and elevated food and beverage offerings. Organisations increasingly understand an important reality: people compare workplace experiences not just against other offices — but against the best environments they experience anywhere.

Offices Must Give People a Reason to Attend

The modern office increasingly competes with home working convenience.

As a result, organisations are focusing heavily on workplace quality, employee experience, and environmental attractiveness.

Many leading workplaces now include:

- high-quality cafés,
- wellness facilities,
- social spaces,
- collaboration hubs,
- hospitality-style reception areas,
- and premium workplace amenities.

The objective is no longer simply attendance. It is engagement.

The best
FM leaders
bring calm to
complexity



Workplace Psychology Is Becoming Increasingly Important

Organisations are increasingly recognising that workplace environments directly influence mood, energy, collaboration, productivity, and behaviour.

The psychology of space now matters significantly.

Workplaces increasingly need to support:

- focus,
- social connection,
- calmness,
- creativity,
- and emotional wellbeing.

Facilities Management therefore increasingly influences how organisations feel, not just how they function.

Hybrid Working Has Changed Workplace Strategy Permanently

Hybrid working remains one of the biggest drivers of workplace transformation.

Most organisations now operate with some degree of flexibility. This has changed how offices are designed and utilised.

The workplace is increasingly viewed as:

- a collaboration destination,
- a culture-building environment,
- and a social connection space.

Rather than simply a place for individual task execution. This shift requires a different approach to Facilities Management.

Occupancy Strategy Is Becoming More Sophisticated

Modern organisations are becoming more data-driven in how they manage workplace utilisation.

Facilities Management increasingly uses occupancy analytics, behavioural insights, and workplace utilisation data to understand how spaces are actually being used.

This allows organisations to:

- optimise layouts,
- reduce inefficiencies,
- improve employee experience,
- and support operational planning more intelligently.

Occupancy strategy is becoming a major FM leadership responsibility.

The strongest
brands earn
authority
through **trust**,
not attention



Flexibility Is Becoming a Core Workplace Requirement

Employees increasingly expect flexibility in where they work, how they work, and how workplaces support different tasks.

Modern workplaces therefore require:

- adaptable layouts,
- flexible collaboration spaces,
- quiet focus areas,
- and multi-purpose environments.

Rigid workplace design is increasingly becoming obsolete.

The Workplace Is Becoming a Competitive Advantage

The quality of workplace environments increasingly influences recruitment, retention, employee engagement, and employer brand perception.

Strong workplaces help organisations:

- attract talent,
- strengthen culture,
- and improve organisational identity.

This is especially important in competitive hiring markets. Many candidates now assess workplace quality as part of employer evaluation.

A wrong hire
costs more
than an
empty seat



Facilities Management Is Becoming More Strategic

As workplace expectations evolve, Facilities Management is becoming increasingly strategic internally.

FM leaders are now involved in:

- workplace transformation,
- employee experience strategy,
- ESG initiatives,
- organisational resilience,
- and business continuity planning.

The profession is evolving beyond operational oversight alone. Modern FM leadership increasingly influences wider organisational performance.

Amenities Are Becoming Part of Workplace Strategy

Amenities are no longer viewed simply as perks. They are increasingly part of workplace engagement strategy.

Leading workplaces increasingly invest in:

- food and beverage offerings,
- wellness facilities,
- social environments,
- event spaces,
- and hospitality-driven experiences.

These environments help improve attendance, support collaboration, and strengthen employee connection to the organisation.

Workplace Design Is Becoming Behaviour-Focused

Modern workplace design increasingly focuses on behaviour rather than aesthetics alone.

Organisations are asking how people actually work, what environments improve collaboration, what spaces support concentration, and what creates energy and interaction.

This behavioural focus is reshaping workplace strategy significantly. The most effective workplaces are now designed not just to look impressive, but to support the specific ways people think, collaborate, and perform.

The office
did not
disappear
Expectations
around it
changed



ESG Is Influencing Workplace Design

Environmental priorities are increasingly influencing how workplaces operate.

Modern workplaces increasingly focus on:

- sustainability,
- energy efficiency,
- wellness,
- environmental impact,
- and responsible operations.

Facilities Management plays a major role in delivering these objectives. The workplace is now closely connected to wider ESG performance.

Technology Is Reshaping Workplace Management

Technology continues transforming the workplace rapidly.

This includes:

- smart building systems,
- occupancy tracking,
- AI-driven analytics,
- automation,
- workplace apps,
- and predictive maintenance systems.

Technology allows Facilities Management teams to improve operational efficiency, personalise experiences, and make more informed decisions. However, human leadership remains essential — because workplace experience is ultimately emotional and behavioural, not purely technical.

Employees Increasingly Expect Better Experiences

The expectations employees place on workplaces continue rising.

People increasingly expect environments that feel:

- professional,
- engaging,
- comfortable,
- flexible,
- and supportive.

Poor workplace environments increasingly damage morale, engagement, and organisational perception. The quality of workplace experience now influences organisational reputation significantly.

Strong facilities
management is
invisible
when done well,
critical
when missing



The Best Workplaces Balance Experience and Performance

Strong workplaces are not simply attractive environments.

They are strategically aligned spaces that support:

- productivity,
- collaboration,
- wellbeing,
- operational efficiency,
- and organisational culture simultaneously.

The strongest organisations increasingly understand that workplace quality influences business performance directly.

FM Leadership Is Becoming More Influential

As workplace expectations evolve, FM leadership is becoming more visible internally.

Modern FM leaders increasingly influence:

- workplace strategy,
- employee experience,
- transformation projects,
- organisational resilience,
- and executive decision-making.

Facilities Management is becoming central to future workplace conversations.

Strong
workplaces
are built by
strong
operational
leaders



The Future Workplace Will Be More Human-Centred

The future workplace is likely to become increasingly flexible, experience-led, hospitality-driven, technology-enabled, and emotionally intelligent.

The focus will continue shifting toward environments that support:

- human connection,
- collaboration,
- wellbeing,
- and organisational culture.

Facilities Management will play a major role in shaping this future.

Conclusion

The workplace is no longer simply a place people attend.

It has become an experience, a strategic asset, and a reflection of organisational culture.

Modern organisations increasingly understand that workplace quality directly influences:

- attraction,
- engagement,
- productivity,
- retention,
- and organisational performance.

As a result, Facilities Management is evolving rapidly. The future of FM is not simply operational — it is strategic, experience-led and deeply connected to how organisations function and how people feel at work. And the organisations that understand this shift earliest will likely build the strongest workplaces — and attract the strongest talent.

About Maxwell Stephens

Maxwell Stephens is a specialist Facilities Management recruitment consultancy supporting organisations across the UK.

We recruit FM professionals across:

- Facilities Management,
- Estates,
- Workplace Management,
- Property Operations,
- Building Services,
- and FM Executive Leadership.

Our approach combines deep sector understanding with long-term relationship-led recruitment. For more information visit www.maxwellstephens.com or call 0207 118 4848.

What the Data Says

The trends shaping workplace and FM strategy: hybrid working, changing office utilisation, employee wellbeing and the built environment's carbon footprint.

- 74% of UK organisations have hybrid working in place.
Source: [CIPD, Flexible and hybrid working practices in 2025](#)
- The BCO says office utilisation has shifted from 80% to 66%, equating to an effective density of 15 m² per occupant, up from 12.5 m².
Source: [British Council for Offices, BCO report calls for new approach to space planning as office use reaches critical shift, 2025](#)
- 25% of UK employees say their work has a negative or very negative impact on their mental health.
Source: [CIPD Good Work Index 2025](#)
- 25% of UK emissions are directly attributable to the built environment.
Source: [UK Green Building Council, Climate Change Mitigation](#)
- Maxwell Stephens has specialised in Facilities Management, estates and workplace recruitment since 2006.
Source: [Maxwell Stephens, 2026](#)

Sources were checked in September 2026. Select a source to open the original research. Maxwell Stephens figures are drawn from our own published vacancies and placement records.

See It in Practice

Director of Workplace Resources (Europe) for Synopsys

Maxwell Stephens ran a bespoke pan-European executive search for Synopsys's Director of Workplace Resources, Europe, covering the UK, Germany, France, Spain and Portugal. We mapped more than 100 relevant professionals, held in-depth discussions with more than 50 senior executives and presented a shortlist of 16. The appointment strengthened workplace leadership across Europe and enhanced the employee workplace experience throughout the region.

It reflects how workplace leadership now spans international estates, consistency and employee experience rather than single buildings.

[Read the full case study at maxwellstephens.com/case-studies/director-of-workplace-resources-recruitment](https://maxwellstephens.com/case-studies/director-of-workplace-resources-recruitment)

Related Reading

- **How Facilities Management Is Changing the Workplace**
maxwellstephens.com/blog/how-facilities-management-is-changing-the-workplace
- **How to Keep Remote and Hybrid Employees Engaged**
maxwellstephens.com/blog/strategies-for-keeping-remote-and-hybrid-workers-engaged-and-productive
- **How Climate Change Is Transforming Facilities Management**
maxwellstephens.com/blog/the-impact-of-climate-change-on-fm-practices

Talk to Maxwell Stephens

Planning an FM, estates or workplace appointment? [Contact us](#) for a confidential conversation, or [browse more case studies](#).



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