Insights from The Virtual Floorplan: New Rules for a New Era of Work

A new global survey of 7,600 IT decision-makers, HR decision-makers, and business decision-makers—conducted by Vanson Bourne and commissioned by VMware—revealed that a prevailing shift towards hybrid work among people and teams carries a new set of rules and opportunities for leaders to advance their organizations—and their careers.

The virtual floorplan is defined by affinity, not proximity. The virtual floorplan can create new career advantages, and certain behaviors correlate to success. Here’s a look at some of the advantages, and certain behaviors correlate to success. Here’s a look at some of the advantages, and certain behaviors correlate to success.

Key success criteria in the virtual floorplan

- At high-growth* organizations, 70% of those whose personal connection has improved while primarily working remotely were promoted since working remotely.
- At underperforming** companies, of those whose personal connection has improved while primarily working remotely, 34% were promoted since working remotely.
- Of those who have not been promoted at high-growth companies, 59% do not feel valued by their colleagues when working remotely.
- Of those who have been promoted at underperforming companies, 75% do not feel valued by their colleagues when working remotely.
- 43% of high-growth organizations enjoy reduced cohort within teams.
- 27% of underperforming companies are more likely to report challenges.

Turning on the camera during virtual meetings is correlated with employees who are more empowered to speak in video meetings.

Video calls

- 79% of respondents who agree that video calls are used to communicate with colleagues

Text-Chat functions

- 70% of respondents who agree that text-chat functions are used to communicate with colleagues

WhatsApp/Text message

- 67% of respondents who agree that WhatsApp/Text message is used to communicate with colleagues

EMERGED VIA DIGITAL TOOLS

- The virtual floorplan can create new career advantages, and certain behaviors correlate to success.

What the future holds

- Any organization or leader that hopes to stay on the leading edge of the remote work revolution should consider the virtual floorplan.

Download the full report at http://www.vmware.com/go/patents. VMware is a registered trademark or trademark of VMware, Inc. and its subsidiaries in the United States and other jurisdictions.

*High-growth organizations are those that have self-reported year-over-year revenue growth of 15% or more.

**Underperforming organizations are those for which revenue is shrinking by 1% or more year over year; not growing organizations are those that have 0% revenue growth year over year.

Survey conducted between July and August of 2021.