

Hybrid Working 2025 Report

Trends Shaping Tomorrow's
Workplace



About this report

As organisations worldwide continue to adapt to the hybrid working model, new trends are emerging that will shape the workplace of the future. In 2025 and beyond, companies must prioritise flexibility, employee well-being, and technological innovation to remain competitive.

This report explores the key trends in hybrid working, predictions from Spica and actionable insights for organisations navigating this evolving landscape.



Contents

11 Workplace Predictions for 2025	4
Collaboration and employee experience take center stage.....	6
The office is evolving	8
Return to Office debate continues.....	10
More set days in the office.....	12
AI will continue to reshape the workplace	14
AI-powered hyper-personalisation	16
Agentic AI	18
AI Legislation	20
Say Goodbye to Legacy Systems	22
Rise of super-apps	23
Shift from presenteeism to a results-driven culture	25
Next Steps for Embracing Emerging Trends	26

11 Workplace Predictions for 2025

1. Collaboration and employee experience take center stage
2. The office is evolving
3. Return to Office debate continues
4. More set days in the office
5. AI will continue to reshape the workplace
6. AI-powered hyper-personalisation
7. Agentic AI
8. AI Legislation
9. Say Goodbye to Legacy Systems
10. Rise of super-apps
11. Shift from presenteeism to a results-driven culture



1. Collaboration and employee experience take center stage

As hybrid working becomes the standard, organisations are placing greater emphasis on ensuring seamless collaboration, regardless of where their teams are located. A key trend for 2025 is the emergence of AI-driven collaboration tools that go beyond basic messaging and file sharing to truly enhance the way teams work together.

Picture AI identifying the optimal meeting times based on everyone's availability or automatically summarising meeting discussions into clear action points. These tools will even suggest ideal collaborators for projects by analysing skills and past contributions, ensuring the right people are aligned to achieve the best results.

As businesses continue to juggle a variety of digital tools, the focus will shift toward integrating these into unified, user-friendly platforms. This integration will eliminate unnecessary complexities, enabling teams to concentrate on creativity and problem-solving rather than navigating cumbersome tech setups.



"Colleague collaboration is a big topic at the moment and will continue to dominate discussions into next year."

Paul Mundy

Business Development Manager



2. The office is evolving

Let's set the record straight: offices aren't disappearing, but the purpose they serve is evolving. Employees no longer want to commute only to work in isolation—so organisations are reimagining what offices can provide.

The focus is shifting from rows of desks to spaces designed for collaboration, creativity, and connection. Picture brainstorm rooms, tech-enabled meeting zones, and casual breakout areas where teams can come together effortlessly. The aim is to transform offices into vibrant hubs of innovation and teamwork—places that energise and inspire, rather than just places to clock in from 9 to 5.

Comfort is becoming as vital as productivity. Offices are taking on the feel of boutique hotels, featuring wellbeing rooms, cosy lounges, quality dining options, and concierge-style services that elevate the workday experience. With the integration of smart office technology, employees will have more control over their surroundings—adjusting lighting, temperature, or even their desk setup with a simple tap on their phone. The office is evolving into a space that feels personal, welcoming, and purpose-driven.



Key Statistics

60% of companies are enhancing collaboration spaces in and around the office.¹

37% of large companies plan to invest in activity-based working.³

63% of London based operate a hot desking policy.²

2/3 of employers have refitted their office to facilitate a smooth hybrid working approach.⁴

3. Return to Office debate continues

The debate around Return to Office (RTO) versus hybrid work is far from settled. High-profile companies like Amazon, Starbucks, Boots, and PwC have already announced plans to bring employees back to the office for three to five days a week starting in January. This push is largely driven by the need to justify substantial investments in office spaces, from rent and utilities to cutting-edge facilities. Empty offices represent underutilised resources, prompting organisations to reimagine them as vibrant hubs for collaboration, creativity, and innovation.

However, while businesses focus on maximising the value of their physical workspaces, employees are standing firm in their demand for flexibility that aligns with their lifestyles and work preferences. This ongoing tension between leadership's priorities and employee expectations is set to remain a defining theme in the workplace as we move into 2025, underscoring the need for thoughtful compromises and innovative solutions.



"We're still going to see the push/pull between leadership and employees on RTO/hybrid continue because no one wants to admit that one size does not fit all."

Gemma Worgan

Head of Marketing



4. More set days in the office

As companies seek a balance between fully remote flexibility and full-time office requirements, we'll see a rise of designated in-office days. Rather than relying on ad-hoc attendance, organisations are introducing structured schedules—often called “anchor days”—when specific teams are encouraged to work on-site. This approach brings clarity and predictability for both employees and employers, simplifying the planning of collaborative tasks, meetings, and team-building activities.

For employees, knowing when their team will be on-site ensures meaningful face-to-face interactions and reduces the frustration of commuting to an empty office.

For organisations, this predictability enhances the efficient use of office resources, such as meeting rooms and shared desks, while maximising the return on investments in physical spaces.

By establishing set in-office days, companies can strike a thoughtful balance between fostering collaboration and preserving the flexibility employees value, resulting in a more intentional and productive workplace culture.



Key Statistics

3 remains the most popular number of days in-office for hybrid workers.⁵

52% of business leaders believe that hybrid working is the most supportive environment for employee productivity.⁶

Tuesday to Thursday is the new office working week with **Thursday overtaking Wednesday** as the day of the week typically recording the highest use of office space.⁸

62% of workers would prefer to change to an office-based four-day week.⁷

£26 more per day is spent on average by hybrid workers when in-office versus remotely.⁹

5. AI will continue to reshape the workplace

Mixed reality and AI-powered tools are set to redefine the workplace experience, driving innovation and connectivity in ways never seen before. Mixed reality—which combines virtual and augmented reality—will transform team collaboration, especially in hybrid and global work environments. Imagine entering a virtual workspace where you can interact with 3D models, use dynamic digital whiteboards, or engage with holographic colleagues as if they were in the same room.

This technology will effectively bridge the gap between physical and virtual workspaces, mitigating the challenges of remote work while fostering more intuitive and immersive collaboration. As hybrid working continues to dominate, mixed reality will enable teams to brainstorm, problem-solve, and connect effortlessly, ensuring that geographical boundaries no longer hinder creativity or engagement.



"The continued rise of mixed reality applications will allow teams to connect in immersive virtual environments that feel tangible and interactive, no matter where they are. Tools like this will be crucial for even more effective collaboration and innovation."

Simon Hilton

Head of New Business

6. AI-powered hyper-personalisation

AI-powered hyper-personalisation is set to redefine workplace experiences by tailoring environments, tools, and workflows to individual needs.

From adjusting lighting and temperature preferences in real-time to recommending personalised learning resources or scheduling suggestions, AI will make the workplace more intuitive and employee-centric.

This trend empowers individuals to work at their best, fostering productivity, comfort, and engagement like never before.



"Technology that tailors tools and resources to individual employee needs and preferences will take centre stage, creating smarter, more efficient workplaces. Who'd have thought technology could boost productivity, right? It's an exciting time to rethink how we work and how tech can make it better —for everyone."

Simon Hilton

Head of New Business

7. Agentic AI

Agentic AI refers to the evolution of artificial intelligence systems that can act autonomously, making decisions and taking actions without direct human input. Unlike traditional AI, which requires human supervision, agentic AI can adapt, learn, and self-manage tasks, often in real-time, based on its environment and the data it processes.

This trend predicts an increased integration of such systems across industries, enhancing efficiency, scalability, and decision-making capabilities while raising questions about ethics, accountability, and the role of human oversight in increasingly autonomous AI processes.

15% of daily work decisions will be made autonomously through agentic AI by 2028.¹⁰

Key Statistics

68% of workers have used an AI tool to aid them in performing their jobs.¹¹

75% of global workers are using generative AI at work.¹²

79% of leaders agree their company needs to adopt AI to stay competitive, and within the next five years.¹³

41% of leaders expect to redesign business processes from the ground up with AI.¹⁴

8. AI Legislation

AI legislation will take center stage as governments and regulators address the challenges posed by the rapid adoption of AI technologies. Over the past few years, AI has been implemented at lightning speed, often without clear oversight, leading to concerns around data privacy, algorithmic bias, and ethical usage. In response, new regulations will focus on promoting transparency, accountability, and fairness in AI-powered tools and systems. Organisations will be required to provide clear insights into how AI algorithms make decisions, particularly in areas like recruitment, performance evaluation, and workplace monitoring.

These changes aim to alleviate concerns about invasive technologies, such as employee tracking, and foster greater trust in AI-driven workplace solutions. Simultaneously, legislation will prioritise safeguarding employee rights and privacy, ensuring AI enhances the work experience rather than exploiting it. As these regulations take shape, the focus will shift toward developing AI solutions that balance efficiency and innovation with transparency and human-centric values.



"People will realise AI has been rushed, and workplace tech companies need to educate the public on the difference between invasive surveillance and IoT sensors."

Gemma Worgan

Head of Marketing

9. Say Goodbye to Legacy Systems

In 2025, a significant shift will be the phasing out of legacy systems hastily implemented during the Covid pandemic. Businesses are moving away from fragmented, ad hoc tech solutions toward streamlined, unified platforms. This trend of tech consolidation is driven by global economic pressures, including inflation, recession, and supply chain disruptions, alongside the growing need to modernise IT infrastructure while managing costs.

IT leaders are prioritising the integration of multiple services and platforms into cohesive ecosystems, aiming to enhance efficiency and reduce expenses. By consolidating their technology, organisations can eliminate redundancies, simplify management, and create a more agile and future-ready IT environment.

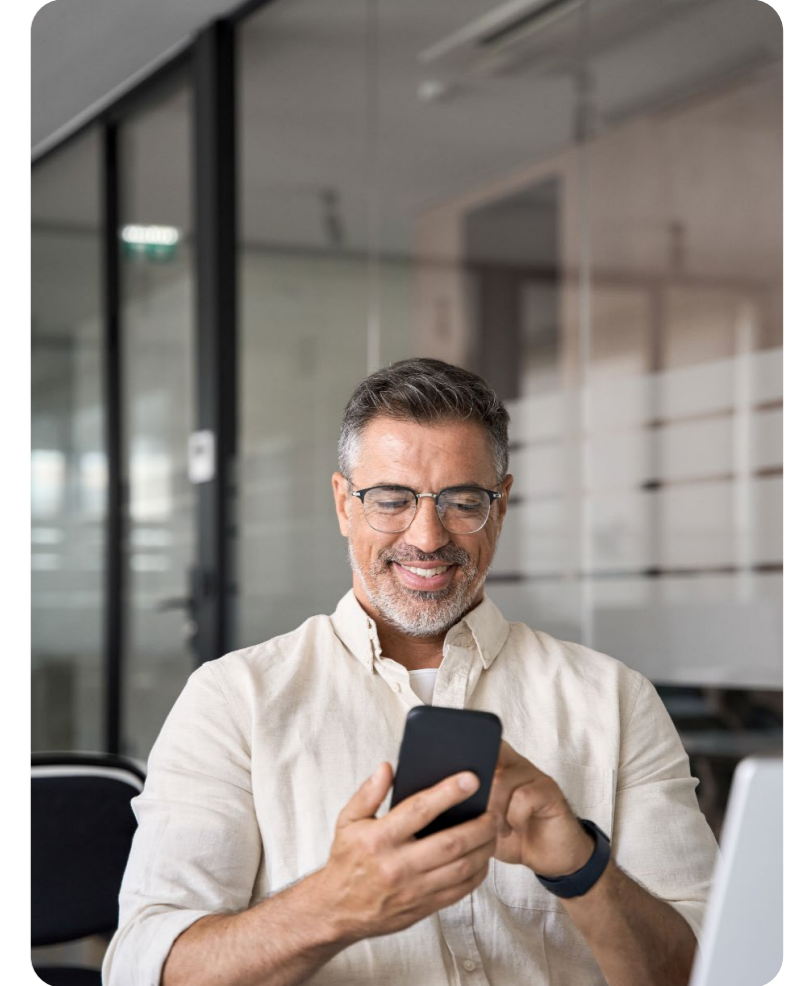


10. Rise of super-apps

The rise of super-apps will redefine the digital landscape, offering users seamless, all-in-one platforms for work and personal needs. These multifunctional apps will integrate various services—such as messaging, payments, task management, scheduling, and collaboration—into a single ecosystem. Super-apps aim to simplify workflows, reduce the need for multiple tools, and enhance user convenience.

For businesses, super-apps will streamline operations and improve productivity by providing employees with an integrated environment where everything from project updates to expense approvals can be handled without switching platforms.

As organisations adopt these versatile tools, the focus will be on customisation, ensuring super-apps can cater to diverse industry needs while remaining user-friendly and secure. This trend will drive innovation and set new benchmarks for workplace efficiency and digital transformation.



50% of the global population will be daily active users of multiple super-apps by 2027.¹⁶

49% of American people believe the number one most common benefit experienced by remote working is saving money.¹⁵

\$18 million was wasted on inefficient SaaS management.¹⁷

36 is the average number of duplicate apps companies have for training, project management and collaboration.¹⁸

11. Shift from presenteeism to a results-driven culture

Organisations will place greater emphasis on achieving goals and meeting performance metrics rather than enforcing strict schedules or requiring employees to be physically present.

This evolution allows employees to work where and when they're most productive, fostering greater flexibility and autonomy. High-performing individuals who deliver measurable outcomes will benefit from increased freedom in choosing their work location and hours. By prioritising results over rigid structures, companies can enhance productivity, improve employee satisfaction, and build a trust-based work environment that supports both individual and organisational success.

90% of employees who feel their companies use employee feedback to drive change are more satisfied and engaged compared to those who believe their companies don't drive change.¹⁹

Next Steps for Embracing Emerging Trends

1. Collaboration and Employee Experience Take Center Stage

- Action: Prioritise employee engagement by investing in collaborative technology, providing regular feedback, and creating a positive and inclusive work environment.
- Benefit: Enhances productivity, reduces turnover, and creates a culture of support and recognition.



2. The Office is Evolving

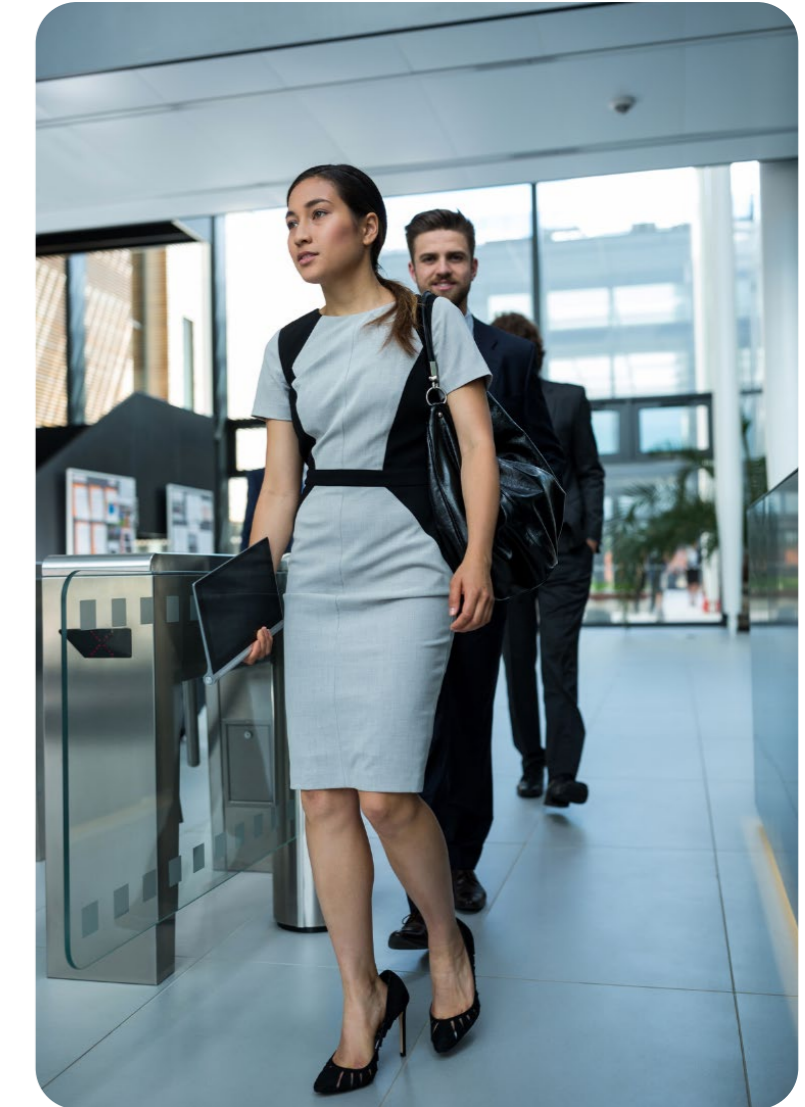
- Action: Invest in flexible, collaborative office spaces that cater to both individual work and group activities. Use smart office technologies and occupancy data to improve space management.
- Benefit: Creates a more dynamic, engaging, and efficient workspace that adapts to employee needs.

3. More Set Days in the Office

- Action: Ask employees their preferred designate in-office days for collaboration and team-building activities, ensuring employees see the value of coming in and strengthening company culture.
- Benefit: Promotes collaboration, innovation, and strengthens interpersonal relationships among team members.

4. Return to Office Debate and Mandates

- Action: Implement a flexible hybrid work model that accommodates employees' needs, balancing in-office and remote work. Engage employees in decisions about office policies via surveys to ensure inclusivity.
- Benefit: Enhances employee satisfaction, retains talent, and fosters a positive work culture



5. AI's Role in Shaping the Workplace

- Action: Invest in AI-driven tools that automate routine tasks, enhance decision-making, and foster innovation. Focus on upskilling your workforce to work alongside AI.
- Benefit: Increases productivity and creates a more agile workforce capable of adapting to new technologies.



6. AI Legislation

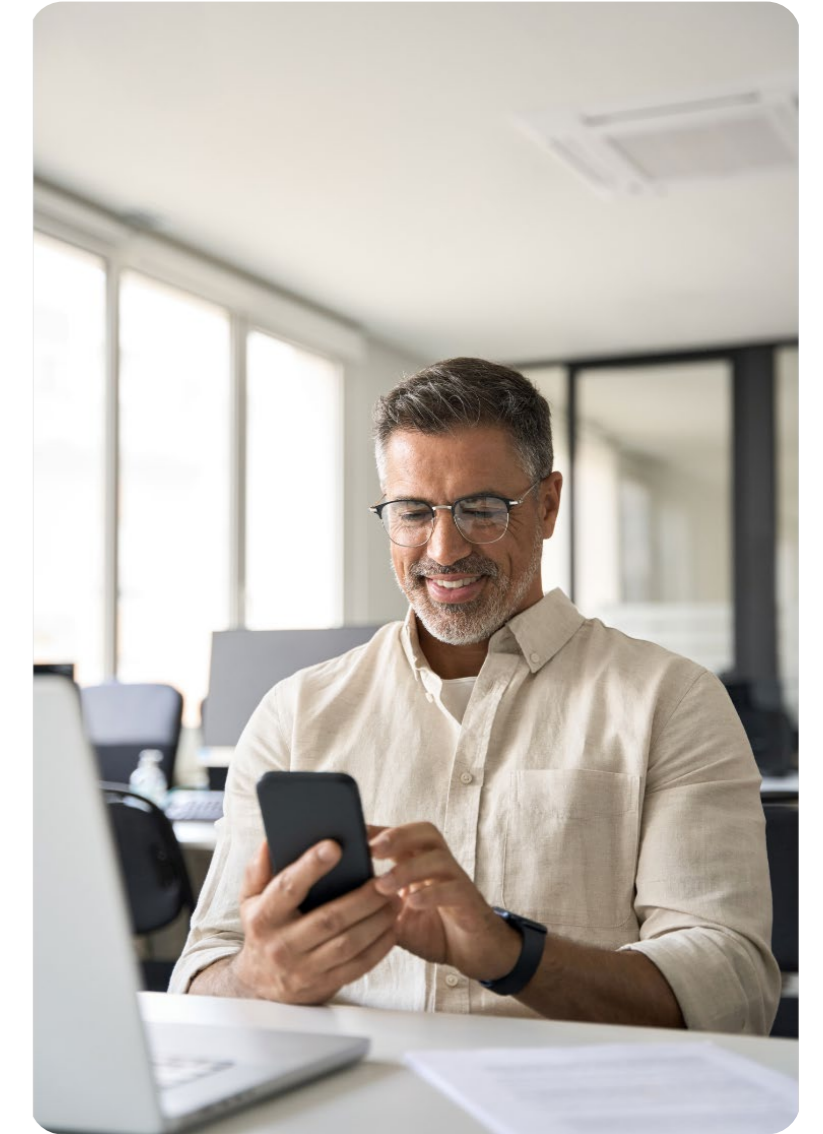
- Action: Stay informed about upcoming AI regulations and ensure compliance. Establish internal ethical guidelines for AI implementation, focusing on transparency, fairness, and accountability.
- Benefit: Reduces the risk of legal challenges and enhances your organisation's reputation as a responsible AI user.

7. Say Goodbye to Legacy Systems

- Action: Start migrating from outdated systems to modern, cloud-based technologies that offer scalability, flexibility, and better integration.
- Benefit: Increases operational efficiency and reduces maintenance costs, positioning your company to leverage the latest innovations.

8. Rise of Super-Apps

- Action: Look at integrating all essential workplace functions, from task management to communication, within a single super-app. This will streamline workflows and reduce employee burnout from juggling multiple platforms.
- Benefit: Boosts efficiency, enhances collaboration, and simplifies daily tasks.



9. Shift from Presenteeism to a Results-Driven Culture

- Action: Move towards a results-oriented approach where performance is measured by outcomes, not hours worked. Set clear deliverables and empower employees with the autonomy to achieve them.
- Benefit: Increases trust, productivity, and employee satisfaction, fostering a healthier work-life balance.



A More Flexible, Tech-Enabled Future

The workplace is evolving rapidly, with these eleven predictions offering a glimpse into the transformative changes we can expect in 2025. From the rise of AI-driven tools to a stronger focus on employee experience and collaboration, businesses will need to stay agile and responsive to these trends to remain competitive and foster a thriving, productive environment.

To navigate this evolving landscape, organisations should prioritise innovation, embrace flexible work models, and invest in the continuous development of their workforce. By taking proactive steps, businesses can ensure they are not only prepared for the future but are also shaping it to their advantage.



Key Statistics

51% of respondents work in a hybrid format, compared to 46% in 2023 – a slight increase.²⁰

87% of American people want to work from home at least 1 day of the week.²¹

44% of UK office workers say they would like their employers to do more to support their health and wellbeing needs.²²

64% of leaders said their workplace is currently implementing a hybrid model.²³

81% of younger workers say they would feel more isolated without time in the office.²⁴

62% of workers would prefer to change to an office-based four-day week.²⁵

Endnotes

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