

# The Future of Teams

What percentage of teams with fewer than 5 days of face-to-face contact per year? Scope: USA and Canada

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# Defintions

**Teams:** Groups of knowledge workers in US and Canadian organizations, 3+ members.

Face-to-face contact: In-person interactions totaling 8+ hours/day.

Fewer than five (5) days: 0-4 days of such contact per year

**CI: Confidence Interval**, a range with a 90% certainty.

Current state: 1 July 2024

Near term: 1 July 2025

Far term: 1 July 2029

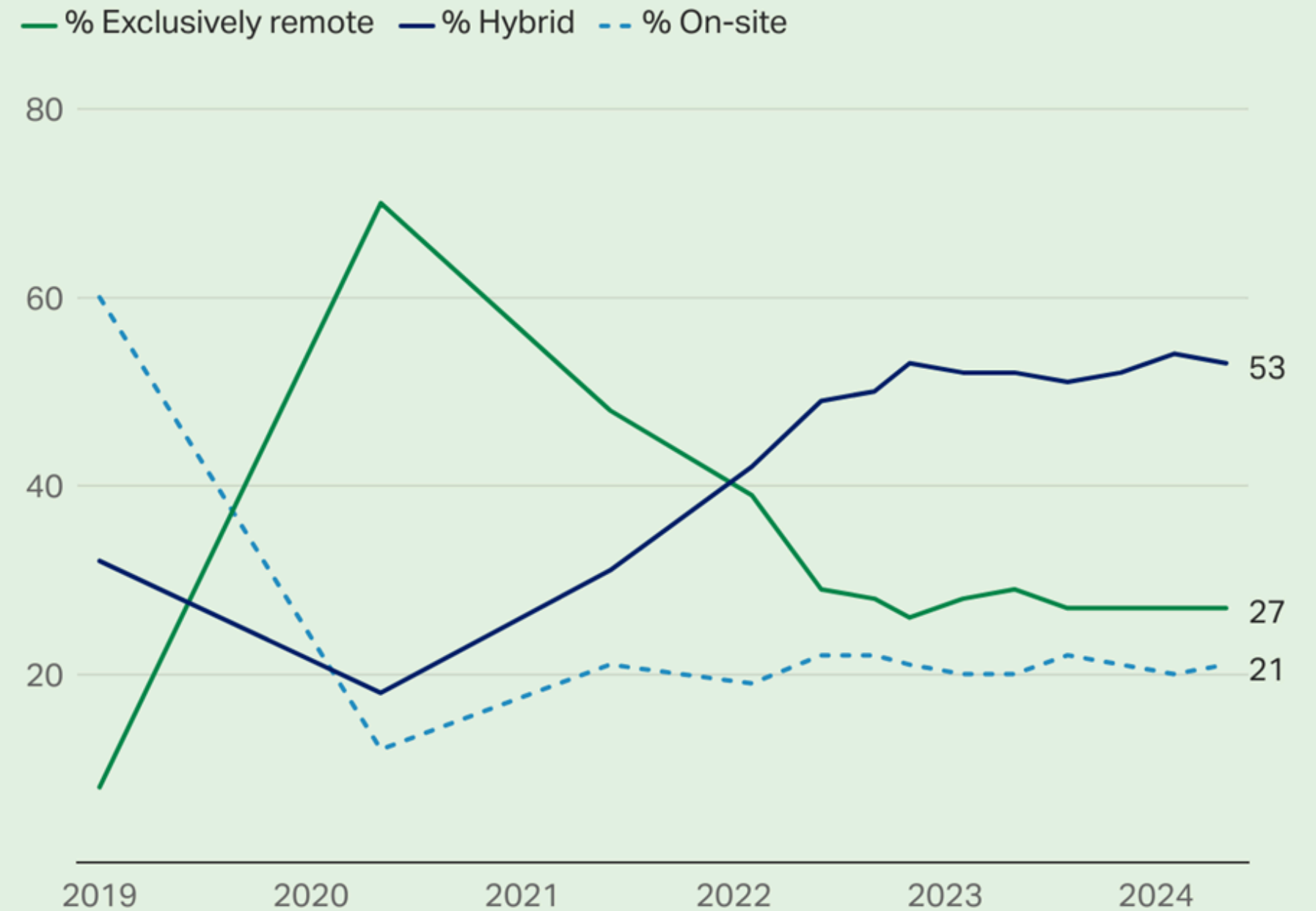


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# Trends in Remote and Hybrid Work

## Work Locations for U.S. Employees With Remote-Capable Jobs

Employees are returning to the office — but with more remote work flexibility than ever.



Data are among U.S. full-time, remote-capable employees.

GALLUP®

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Here are our  
predictions



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# Current State (1 July 2024) - 33% (90% CI: 28-38%)

## Reasoning:

- Pre-pandemic baseline (2019): Estimated 15% of teams had <5 days face-to-face contact
- Post-pandemic shift: 2.2x increase from baseline
- Industry variations (e.g., tech higher, manufacturing lower)
- Slight regression to mean from peak remote work (-5%)
- **VMware's VBI Adoption** to enhance remote collaboration.
- **Impact on Team Meetings** with improved communication capabilities and seamless integration of remote work environments.

Source: Gallup, - US Bureau of Labor Statistics, Statistics Canada, Mckinsey & Company.

# Near term (1 July 2025): 36% (90% CI: 31-41%)

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## Reasoning:

- Trend analysis: +2% annual increase in remote work adoption
  - Economic factors: +1% (potential recession encouraging cost-cutting)
  - Technological advancements: +1% (improvements in virtual collaboration)
  - Organizational resistance: -1% (companies pushing for more in-office time)
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- **Continued technological integration**, such as VBI, increasingly reduces the need for face-to-face meetings
  - Organizations may **reduce office spaces**, relying on virtual environments for productivity and team cohesion

Source: Gallup, - Liberty Street economics, US Bureau of Labor Statistics, Forbes, Spglobal, Statistics Canada



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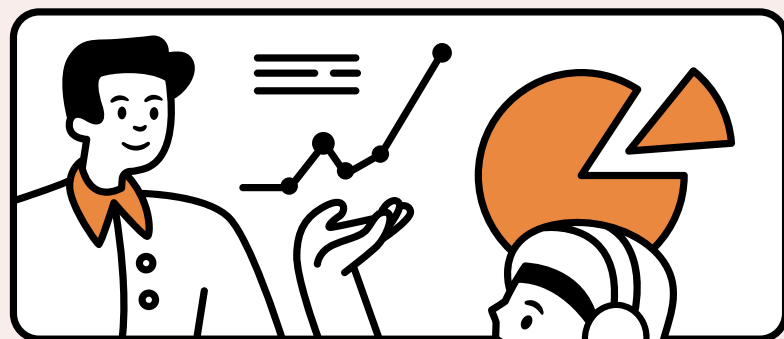
# Far term (1 July 2029): 45% (80% CI: 37-53%)

## Reasoning:

- Compound annual growth rate from near-term estimate: ~5%
- Significant advancements in VR/AR (+5%)
- Generational shift: More digital-native leadership (+3%)
- Climate change policies: Pressure to reduce office space (+2%)
- Countertrend: Recognition of in-person collaboration value (-5%)

**Advancements in virtual and augmented reality**, along with changing attitudes towards remote work, are expected to reduce in-person interactions, as supported by research from Harvard Business Review and McKinsey.

Source: Super forecasting, US Bureau of Labor Statistics, Forbes, World economic forum, Industry Adoption Reports, Statistics Canada.



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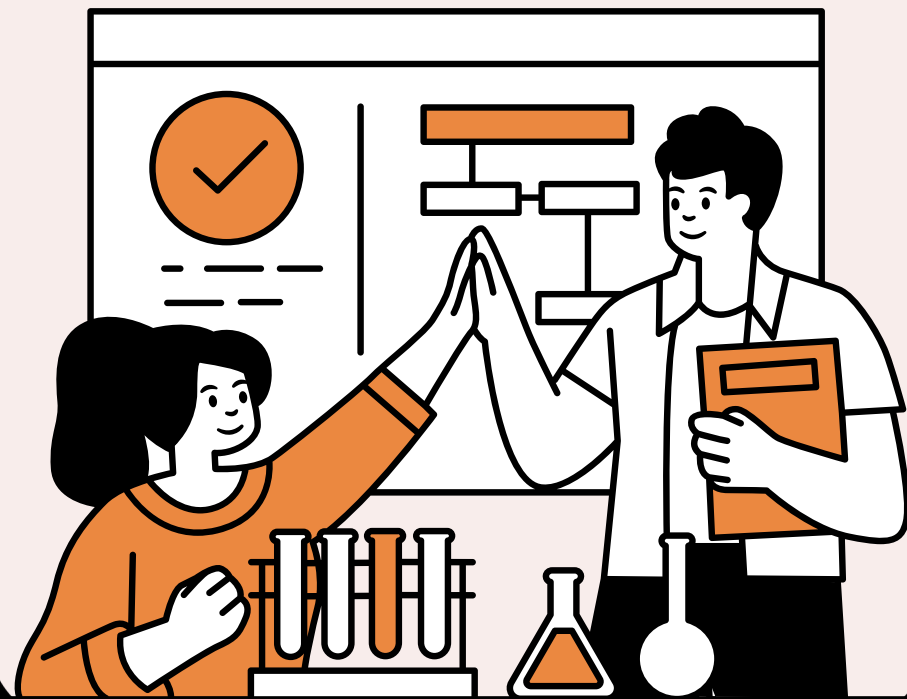
# Methodology:

## Super forecasting techniques:

- Problem decomposition
- Base rate analysis
- Trend extrapolation
- Consideration of key drivers and uncertainties
- Fermi-izing: Breaking down our prediction into smaller, more manageable components

## Verification:

- Verify predictions (2025 - 2029) @ McKinsey's "Future of Work".
- "Remote Work Trends" Formula @ Chapter 2.
- Formula:  $(\% \text{ of knowledge workers with 0-4 in-office days} * 0.9) * [(\text{Tech\%} * 0.25) + (\text{Finance\%} * 0.2) + (\text{Healthcare\%} * 0.15) + (\text{Other \%} * 0.4)]$ .





# Thank you



“Our analysis predicts a rise in teams with minimal face-to-face contact, driven by technology, work preferences, and economic factors. We embrace uncertainty in long-term forecasts, using ranges and confidence intervals, and acknowledge potential disruptive changes in work patterns”.

- Group 7

- [Buffer | State Of Remote Work 2023](#)
- [US Bureau of Labor Statistics](#)
- [How hybrid work has changed society | McKinsey](#)
- [35% of workers who can work from home now do this all the time in U.S. | Pew Research Center](#)
- [Statista Report](#)
- [Future of Work | Gartner](#)
- [The Future of Collaboration \(hbr.org\)](#)
- [Angus Reid](#)
- [Statista Canada](#)
- [Future of Work | Gartner](#)
- [Harvard Business Review](#)
- [Future of Work | McKinsey & Company](#)
- <https://www.gallup.com/401384/indicator-hybrid-work.aspx>
- <https://www.forbes.com/advisor/business/remote-work-statistics/>
- <https://www.spglobal.com/marketintelligence/en/news-insights/research/new-challenges-emerge-with-shift-to-hybrid-work-survey>
- <https://libertystreeteconomics.newyorkfed.org/2023/06/is-work-from-home-working/>
- **Use of AI:** Our team used generative AI (ChatGPT) for initial brainstorming & structuring, but our final predictions, reasoning, & verification were collaboratively developed by our team.

## References: