

# Recent trends in hybrid work Telenor Karlskrona, Seaside



Towe Remmelg,  
Head of Facility, Telenor Sweden



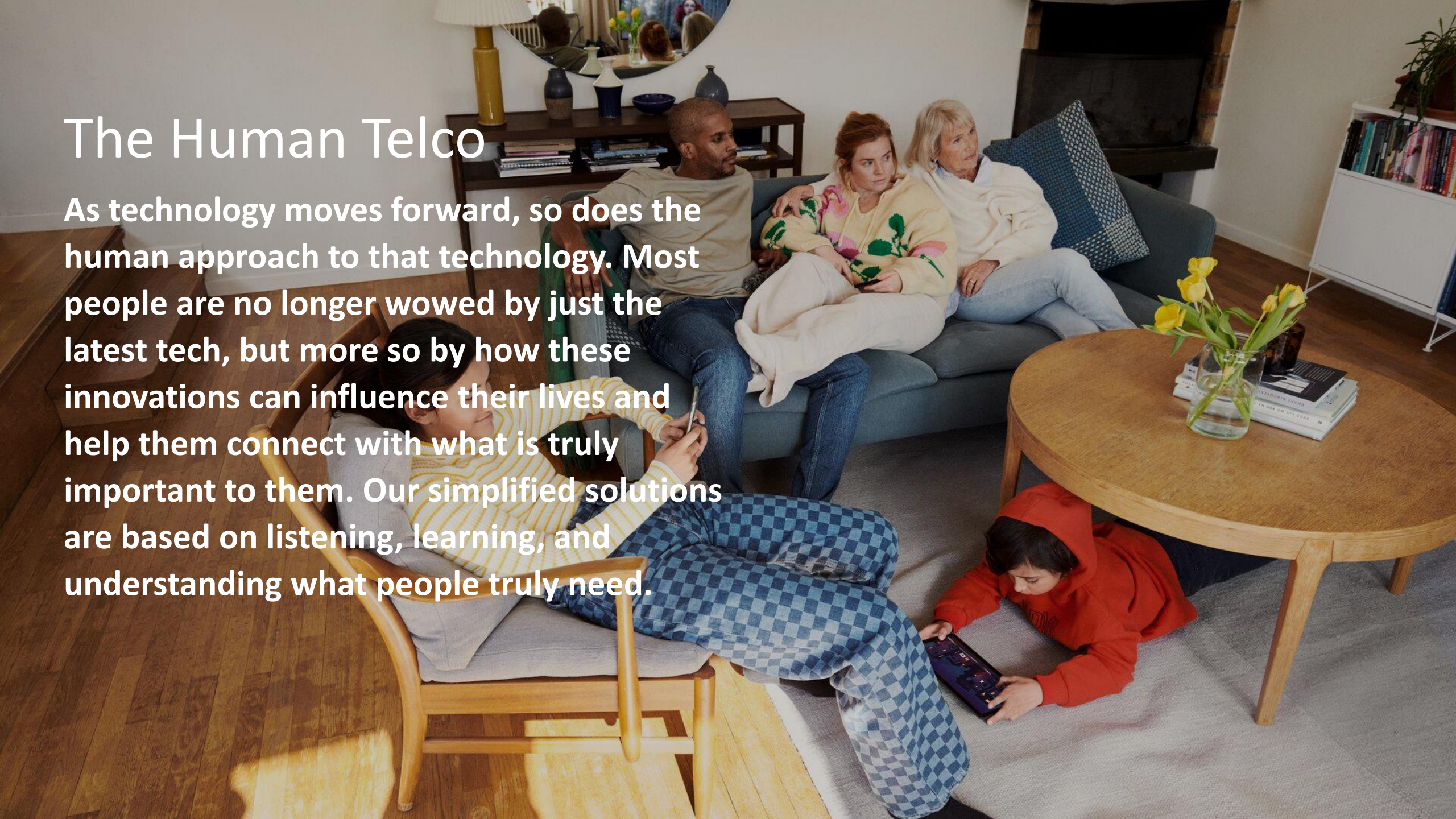


Empowering societies.  
Connecting you to what matters most.

Telenor Group is an international company with a history that spans over 165 years, yet with a purpose that never changed. By empowering societies, we strive to advance, include and safeguard people. Our brand and services are deeply rooted in many nations, where we are **connecting people to what matters most.**

# The Human Telco

As technology moves forward, so does the human approach to that technology. Most people are no longer wowed by just the latest tech, but more so by how these innovations can influence their lives and help them connect with what is truly important to them. Our simplified solutions are based on listening, learning, and understanding what people truly need.



## Our offices



1,500 employees in Sweden  
6 offices  
46 stores



# The Seaside office

- A place you want to come to!
- Modern hybrid office
- Campus Gräsvik



# The New Office Concept



Connect  
People

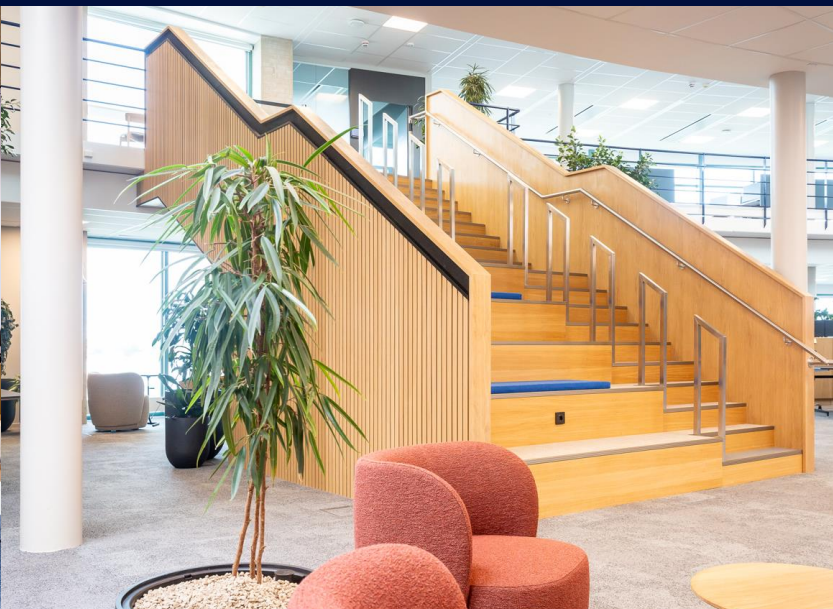
Create  
Together

Always  
Explore





# The Seaside Office







# Drivers for change

Our offices serve as crucial enablers, supporting our way of work and strong collaboration. When meeting in the office we support;

- ✓ Cultivation of a winning culture
- ✓ Boosting engagement, creativity & problem solving
- ✓ Encourage cross-divisional cooperation
- ✓ By seeing each other more often we believe in a strengthen team spirit



# Our new hybrid policy in May 2024

3 days per week in the office



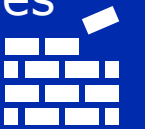
Leaders have the mandate to decide what days to be in the office



Applies to all office-based employees across all offices



Some roles requires more or less office presence, e.g. Customer Service, NOC & Sales roles



# Timeline of opportunity for hybrid way of work



# Data since opening

Time spent in the  
office per  
person/day  
+20 min

60% are in the  
office 2 days or  
more every week

Empoyees never  
in the office has  
reduced by 5%



# Success factors

- Make people **feel safe and informed** in the move and change process
- **Build excitement** and buy in for the change
- **Inspire** to new ways of working and using the new functionalities



**Let the countdown begin!**

**Getting ready for Seaside**

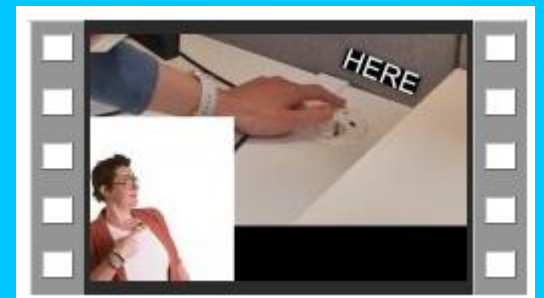
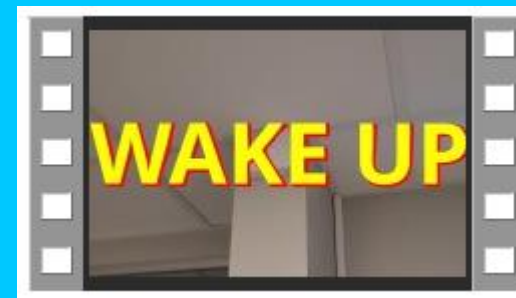
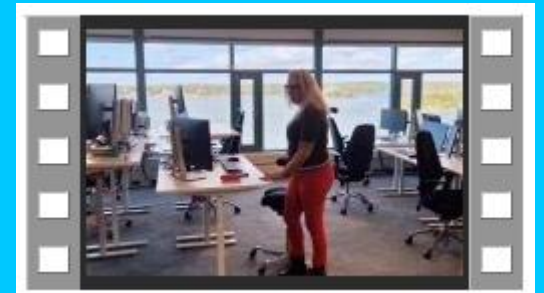
**Our new start is here!**



# Challenges

- Space utilization and free desk seating
- Office culture and behaviors
- Technology and equipment

## “Din mamma jobbar inte här”



# Learnings

- Do your homework
- Stick to the strategy
- Continuous process
- Engagement and communication
- Involve leaders as ambassadors





# Questions