



THE ASPIRE TRACKER

MAY 2024



THE ASPIRE TRACKER

COMPANIES
PARTICIPATING
IN THE TRACKER | 55
representing 39,195 people

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SOLUTIONS & ADVISORY GROUP

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AUTODESK

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HARRIMAN

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THE ASPIRE
TRACKER

EMPLOYEES WORKING FROM THE OFFICE

DAILY AVERAGE

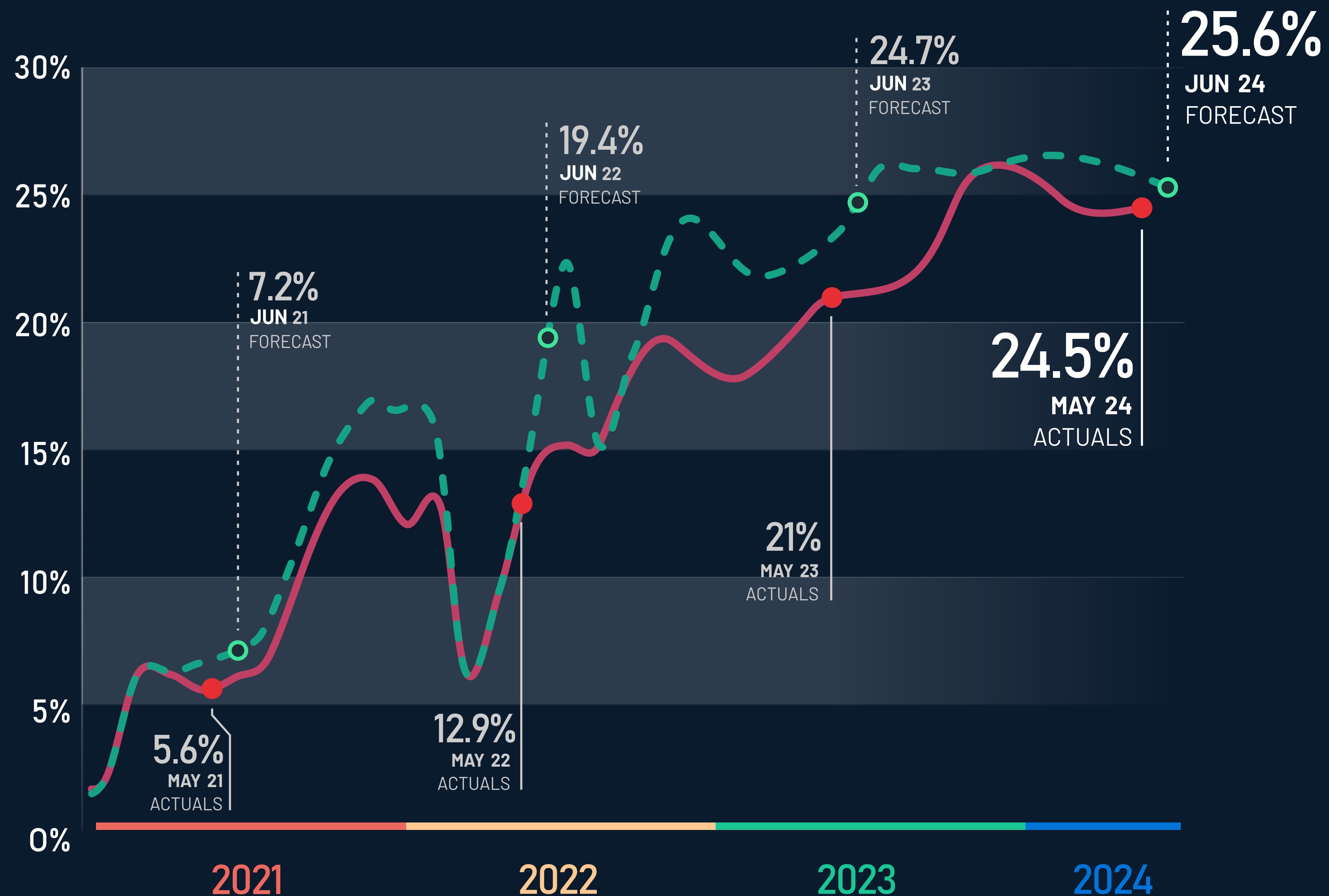
ACTUALS



FORECAST



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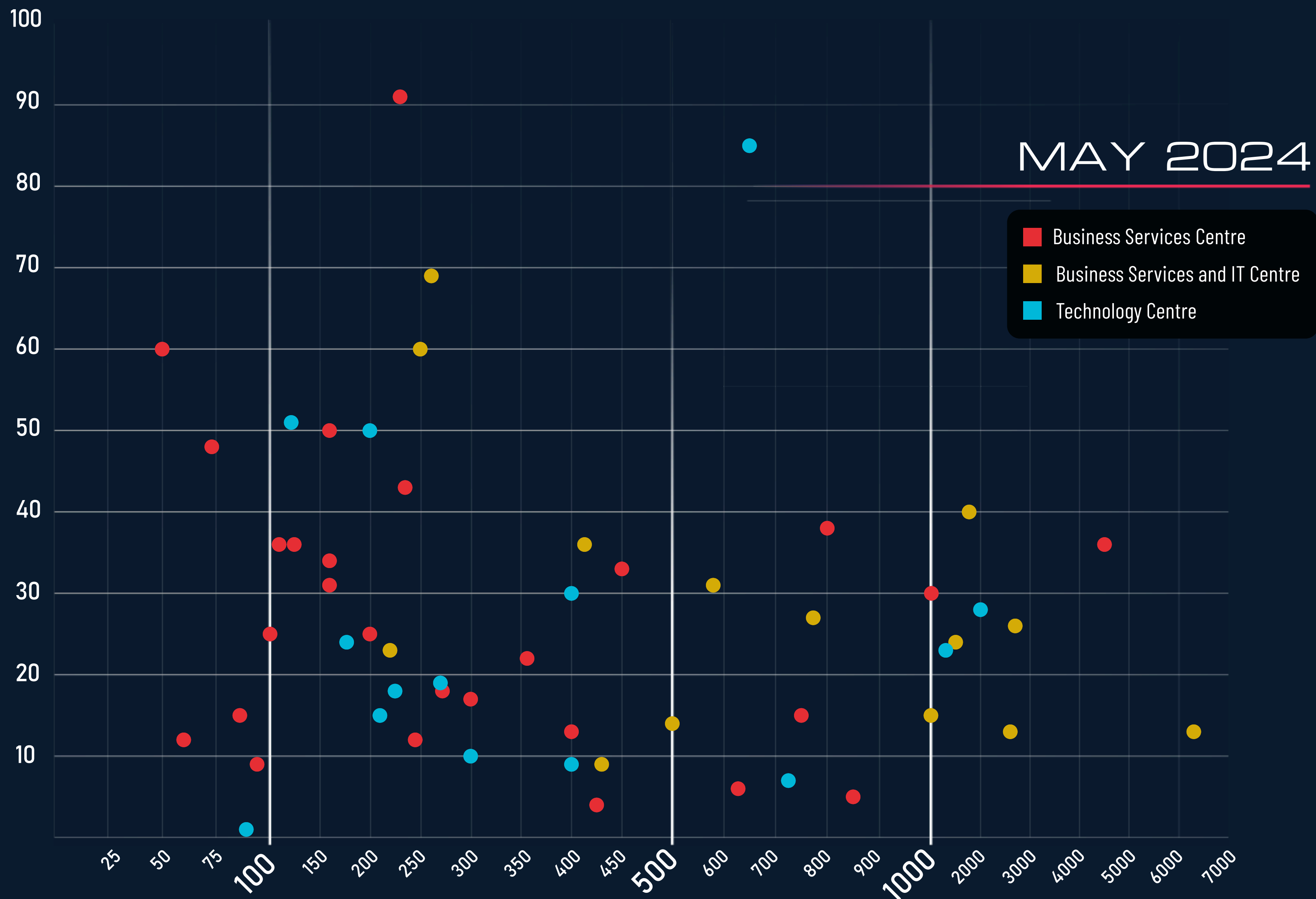
**% EMPLOYEES
WORKING IN
THE OFFICE**
DAILY AVERAGE

VS

**SIZE OF
CENTRE**

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Which of the following describe the hybrid work model in your company?

55 out of 55 answered



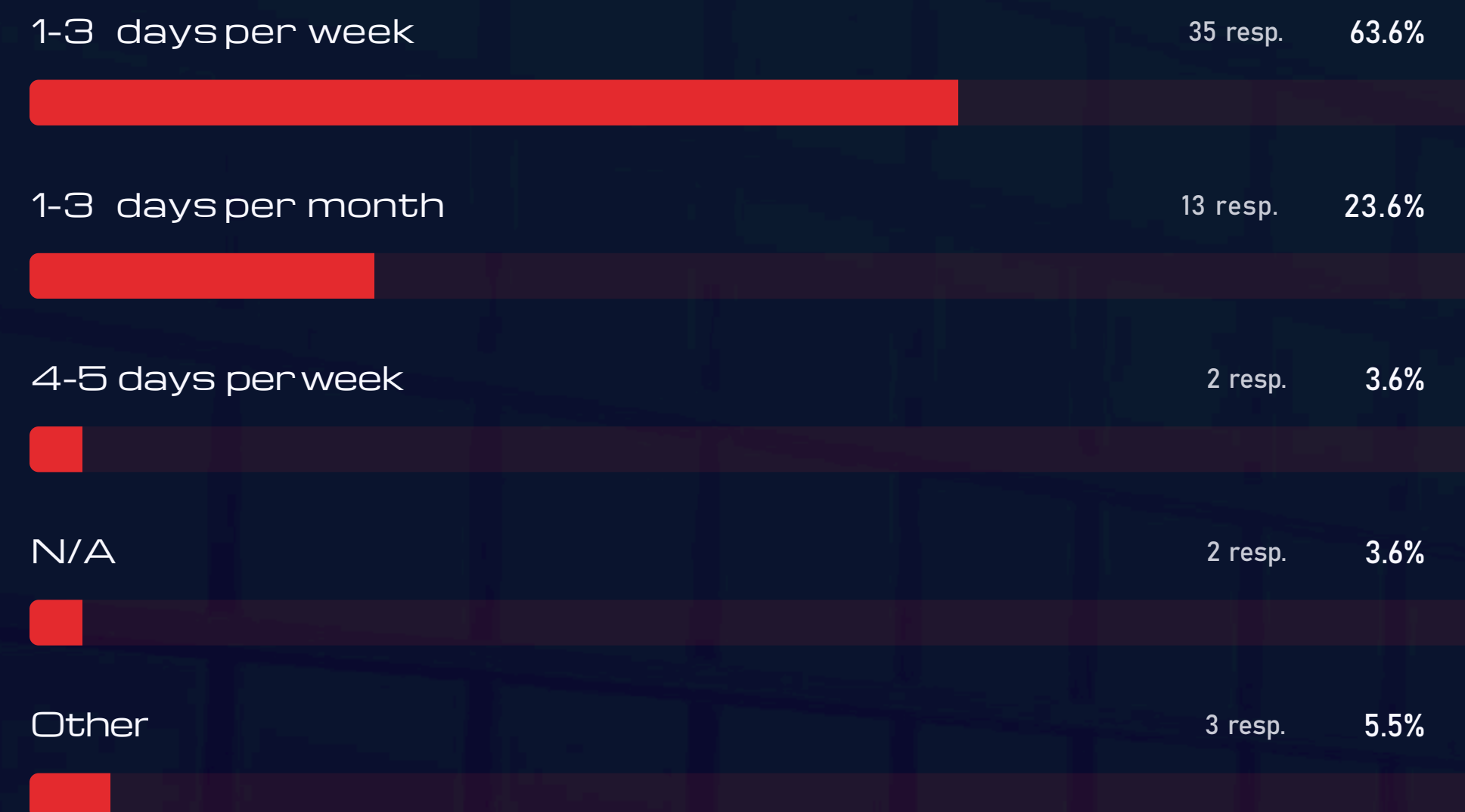
Other:

We are in proces of policy change for remote work
Depending on our external client preferences
Slight variation for junior/intern/early career roles
Encouragement is currently in place for teams to return to the office. However, starting in June, we aim to implement a more structured hybrid approach, tailored to employee's location



Taking everything into consideration, how many days do most of your people work from the office?

55 out of 55 answered



Other:

4 days per month
1 day per week
1 day a week

How many employees are working **fully remote**?

55 out of 55 answered





Do you offer any **benefits** or incentives to employees **to work from the office?**

54 out of 55 answered



Please describe any incentives you offer:

25 out of 55 answered

pizza day, massage, breakfasts

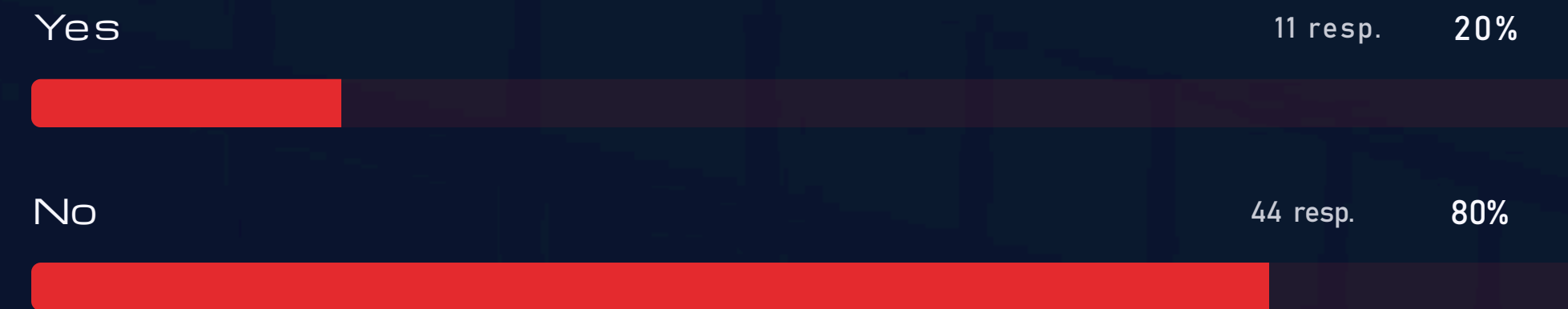
fruits in the office, training in class, board games

yoga sessions, stretching sessions, on site webinars



Do you encounter any issues with differences between your local Work from Office policy vs Corporate guidelines or expectations?

55 out of 55 answered



Briefly describe the issues you have:

11 out of 55 answered

local market is more flexible

increased attrition

Challenges related to potential unfair treatment in light of labour law

How many days per calendar year can an employee **work from abroad**?

55 out of 55 answered



Where does the approval power come from for days work from abroad?

55 out of 55 answered



Other:

| | |
|---|--|
| no approval | we do not offer that at all |
| not regulated | we have no approval for work abroad |
| not allowed | line manager (not all local) & global compliance |
| work from abroad not allowed | in exceptional cases approved via direct manager |
| it is not allowed | not in place |
| not permitted | no such possibility |
| no option | no work from abroad |
| approval from line manager in line with global policy | |



Have you introduced any changes in the working policy in the recent 6 months?

55 out of 55 answered



What changes did you make?

8 out of 55 answered

- we are in process of policy change enforcing obligatory days in office
- details are subject of current discussions
- new disciplinary policy

Do you see any visible impact from the changes? What was the feedback from employees?

8 out of 55 answered

- to early to assess



Where do you see the biggest impacts of new ways of working on your organisation?

55 out of 55 answered





In which areas do you think it is most important for the industry to engage with the new Mayor?

55 out of 55 answered

Other:

good flight connections from anywhere in the world

adoptability and quick reaction time in case of urgent issues

great place to live which supports possibility to keep talents in the City and attract talents from outside of Krakow (Polish and international) to relocate and stay





What are the top arguments you raise with senior leadership for expanding your centre / retaining roles in Kraków?

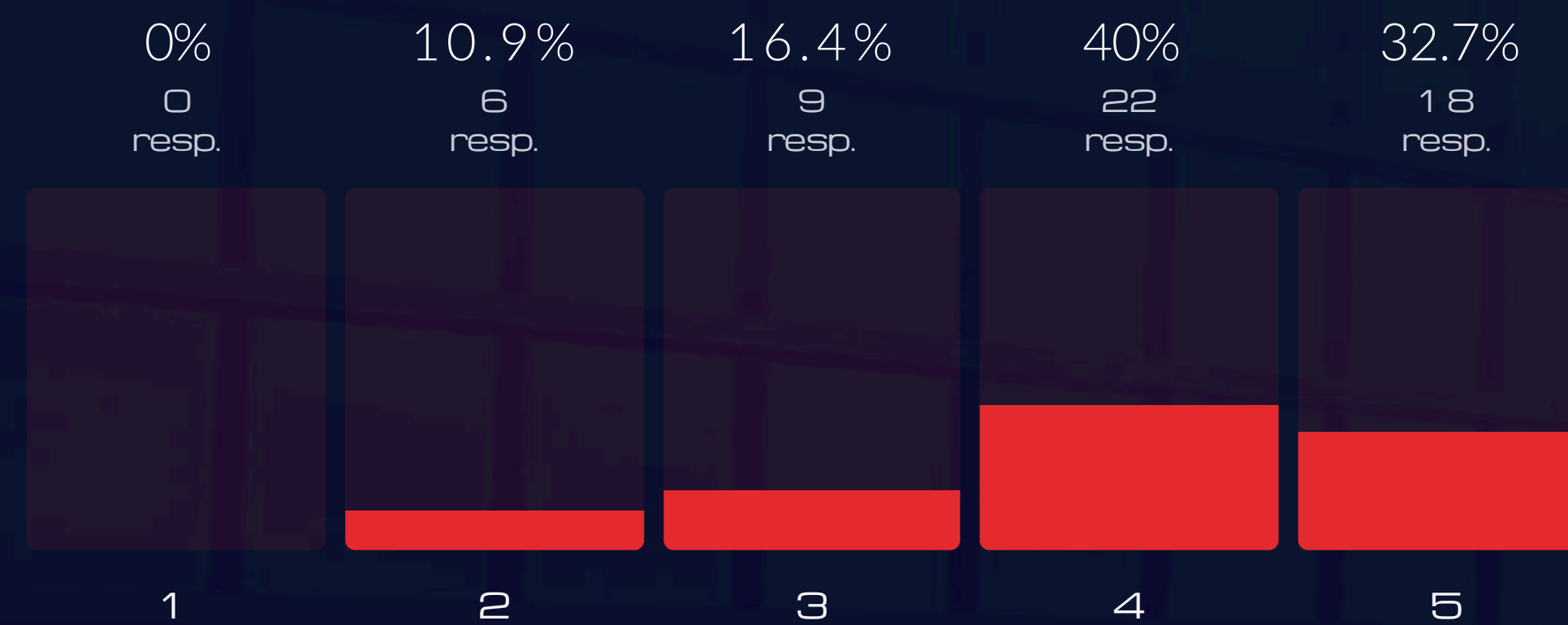
55 out of 55 answered



On a scale of 1-5 indicate how important you believe it is for the industry to have meaningful cooperation with the municipality.

55 out of 55 answered

3.9 Average rating





Which of the following opportunities and initiatives would be of interest to you?

55 out of 55 answered

ASPIRE meeting(s) with the Mayor
(e.g., Business Breakfast) 35 resp. 63.6%



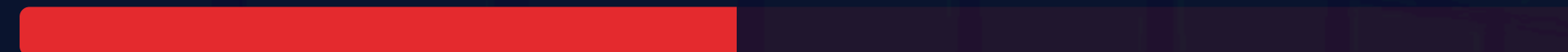
Themed meetings with local stakeholders, e.g.
university rectors 31 resp. 56.4%



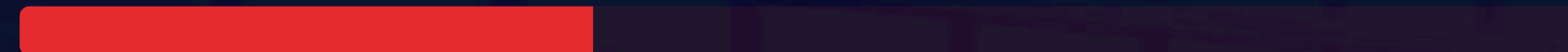
Structured opportunity to input into City
Development Strategy 26 resp. 47.3%



Joint skills initiatives, such as mapping skills needs
against training provision 25 resp. 45.5%



ASPIRE meetings with Heads of Departments 20 resp. 36.4%



Support in raising issues with the municipal
departments 17 resp. 30.9%



Joint CSR initiatives, e.g., focussed on digital
access and social inclusion 15 resp. 27.3%



Other 1 resp. 1.8%



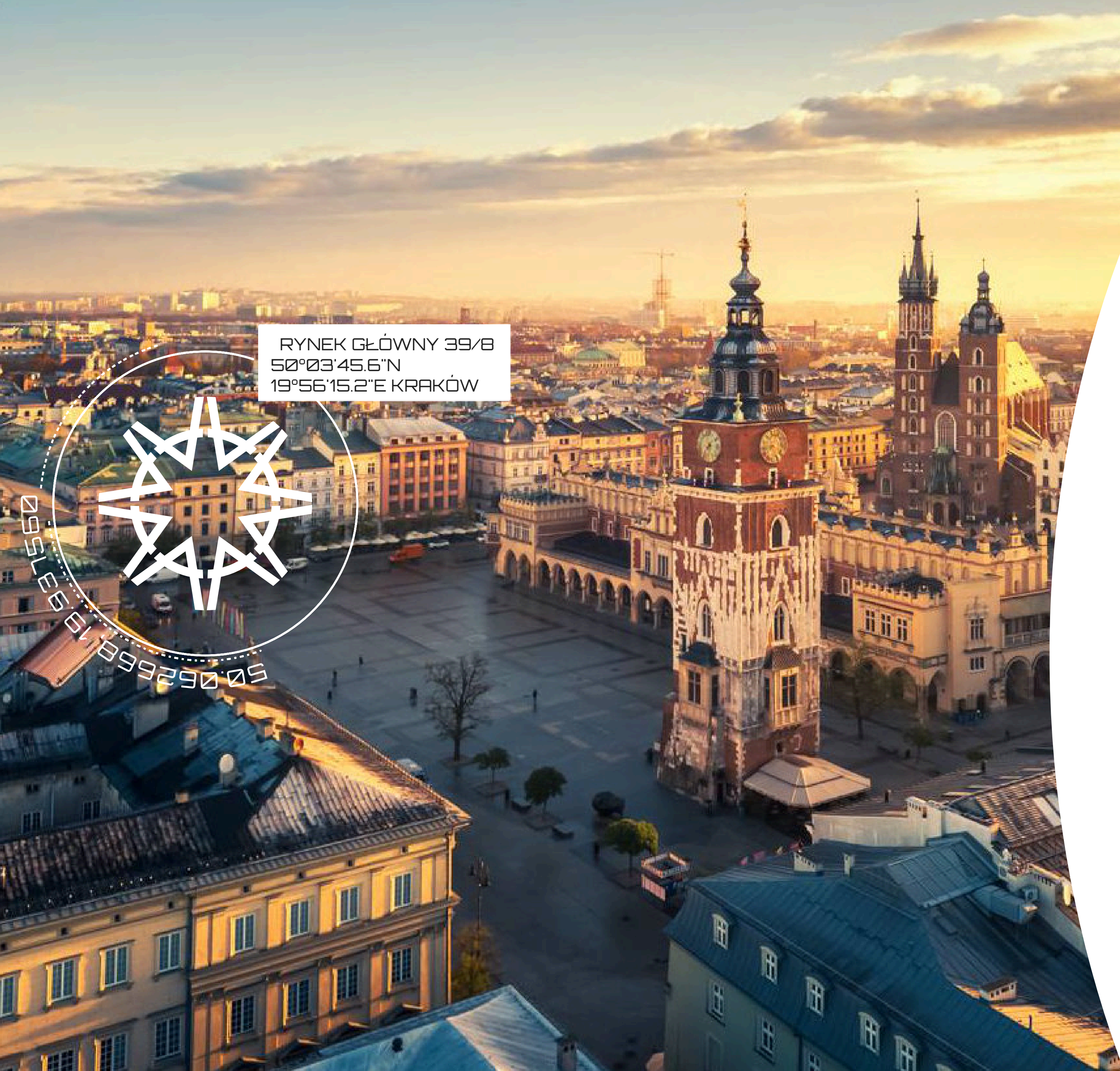


The ASPIRE Tracker is a benchmark of market practices and sentiment conducted across the ASPIRE membership.

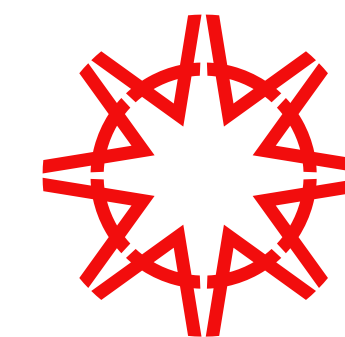
Data is gathered from member companies ahead of a monthly Centre Heads Call and played back in aggregated form during the call.

This Tracker was conducted between 13-24 May 2024.

This PDF contains a selection of comments to open questions asked in the Tracker. To review all comments visit [this link](#).



RYNEK GŁÓWNY 39/8
50°03'45.6"N
19°56'15.2"E KRAKÓW



ASPIRE

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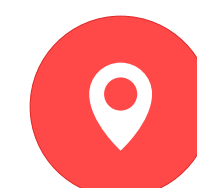
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