

The High Cost of Forced Return-to-Office

While many companies mandate return-to-office, research shows these policies often backfire, creating hidden costs that erode talent, trust, and competitive advantage.



Only 15% in Office Full-Time



60% Hybrid Model



25% Fully Remote

THE PROBLEM: HIDDEN COSTS OF RTO MANDATES



Top Performers
Are the First to
Leave

Employee Trust and Engagement Erode

Mandates violate the psychological contract of trust and autonomy, reducing commitment and discretionary effort.



Employee Trust
and Engagement
Erode



Mandates disproportionately
burden women, caregivers, and
those with long commutes,
reversing diversity gains.



Inequity and
Burnout
Increase

THE SOLUTION: EVIDENCE-BASED ALTERNATIVES



Manage Outcomes,
Not Office Hours

Shift performance management from
tracking presence to measuring
clear, objective results and impact.



Invest managers

Train managers to lead remote
teams effectively and provide
the technology for seamless.



Invest in
Distributed
Leadership
& Tools



Redesign the Office
for Collaboration

Train managers to lead remote
teams effectively and provide
the technology for seamless
collaboration.