



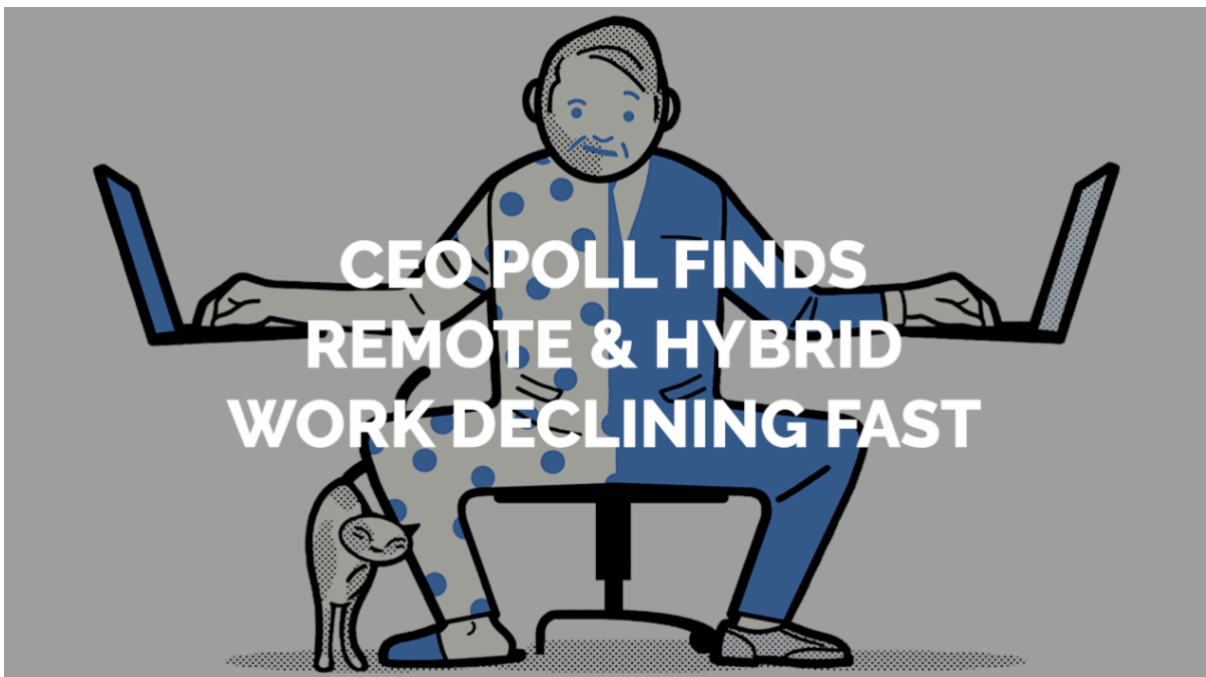
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April 2023

As the Biden administration readies to officially end to the U.S.'s Covid-19 public health emergency on May 11, a new poll by *Chief Executive* shows a growing number of companies are reverting to in-office work, despite knowing the decision may cost them talent in the end.

[The reason has little to do with performance](#)—and everything to do with the difficulties in getting it right.

Would like to know what your organization will be doing. Thanks.



According to the poll of 153 US CEOs, conducted on April 4, 46 percent of companies have called employees back on site for in-person work, up from 31 percent a year ago. This leaves some 53 percent that have adopted remote and hybrid work policies (mainly hybrid), vs. 68 percent at this time in 2022.

And almost all the CEOs surveyed in May say they will work in at least partially hybrid mode for the rest of the year—versus just 7 percent who said they'd be fully remote.

**The data comes as somewhat of a surprise** because when we asked CEOs to share whether they were satisfied with their chosen model in 2022, 60 percent of those that had a remote or hybrid model in place said yes. A negligible half percent said they were planning to go back to in-person work after the pandemic.

**According to our 2023 survey**, only 5 percent of companies operating in a remote or hybrid manner said performance had declined as a result. So, what happened?

**“It kills innovation,”** said the CEO of a small tech company who reported negative results as part of the remote experiment. But perhaps a bigger contributor to the return to the office has been a weaker culture, as CEOs say they struggle to get the same level of engagement and involvement from their remote employees.

**“We've extended remote work flexibility to some of our office staff,”** said Don Ochsenreiter, president and CEO of Dollamur Sport Surfaces, a sporting goods store in Fort Worth, Texas. “And while they get their work done timely, it is difficult and sometimes frustrating to get them involved in team projects, instantaneous ideation, etc.” [Read the full report >](#)

*Source: Chief Executive Briefing*

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