



# ASYNCHRONOUS WORKING IS THE FUTURE OF WORK

White paper by Sony Professional Displays and Solutions

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# Asynchronous Collaboration on Track to be the Future of Work

In our pre-, post-, and mid-pandemic worlds, the corporate workspace landscape has undergone a great many adaptations – changing out of necessity to survive despite the challenges and expectations of their given eras. **The way we work hasn't evolved as much as it has in the past 2 years. It was dominated by strict schedules, physical meetings and on-site technology only.**

As time passed and technology evolved, the 9-to-5 in-office schedule remained, and teleworking, despite being possible, was extremely rare. **This workplace convention changed, seemingly from one day to the next, during the early months of 2020.** With fear around the spread of the coronavirus and the subsequent need to have employees remain physically distanced from one another, **employers in all industries across the globe were forced to embrace remote work.**



**In 2021 and 2022, as the pandemic became more manageable, employers were forced to reconcile their past history of office-centralized working with the new expectations of employees, who became attached to the flexibility that remote work gave them. As a result, hybrid working – the process of working partially in-office and partially remotely – became the next big thing in workplaces everywhere.**



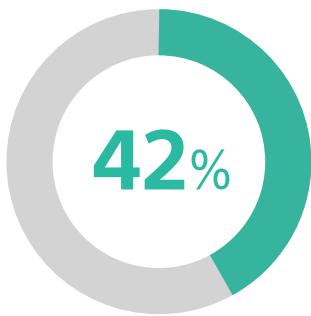
Now, with workplaces, employers, and employees having pivoted their scheduling dynamic so many times in the span of a few short years, a new study commissioned by Sony Professional Displays & Solutions has discovered that yet another workplace approach is gaining popularity as the ideal working environment: asynchronous working.

# What is Asynchronous Work?

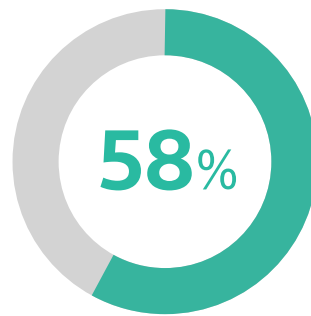


Asynchronous working is defined as scheduling that does not require all members of a team to be online simultaneously, allowing individual workers to embrace more flexibility and personalization in their schedules.

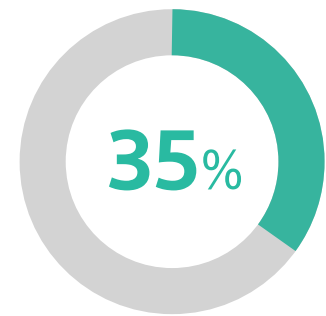
Findings from the Sony-led study indicate that 42% of employees surveyed are of the belief that asynchronous work is the future of corporate life, though 58% of these do not believe that their company currently has the proper tools needed to facilitate asynchronous work, making their workplace unfit for the future of work.



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Do not believe that their company currently has the proper tools to facilitate asynchronous work



People agreeing that this type of work results in more purposeful and less distracting communication

The benefits of asynchronous work are similar to those of hybrid working models, in that they allow for flexibility while removing the obligation of constant in-office presence, making for better work-life balance for employees. However, asynchronous working also benefits the ways in which people work, with 35% of surveyed people agreeing that **this type of work results in more purposeful and less distracting communication between colleagues.**

Compared to traditional workplace scheduling expectations, **asynchronous work is believed to enable a greater sense of personal responsibility amongst employees** as it eliminates the need to be managed within a set timeframe for working hours. Additionally, it is said to free up time for more impactful work during the times that employees are online or in their shared offices at the same time as one another.

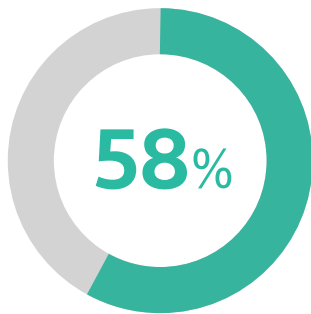
# Employer Trust, and the Technology Gap

With its new study surveying European office employees about their thoughts on the future of work, Sony Professional Displays & Solutions found that **half of office workers surveyed would like employers to adopt asynchronous working.**

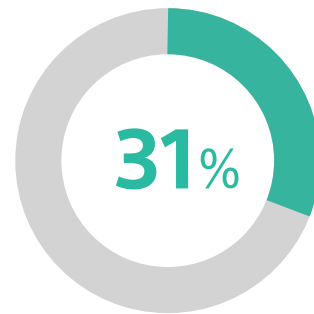
Respondents were from a number of European countries, including the United Kingdom, France, Germany, Italy, Spain, and Poland, thereby providing a diverse crop of employees from varying European cultures who gave their thoughts on these workplace scheduling dynamics.

Despite the significant call to action requesting that European employers accommodate asynchronous working, the study also demonstrated that employees do not feel as though employers possess the technology or the trust in employees that would enable asynchronous working to be adopted successfully.

From a technological standpoint, the survey results denote that **58% of those polled do not strongly agree that their office is well-equipped with the tools and tech solutions required to unlock effective asynchronous work. More specifically, 31% of European employees polled responded that they go into their office spaces in order to have access to better technology.**



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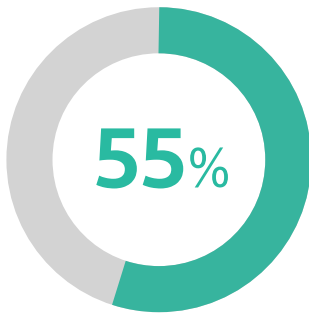
of European employees polled responded that they go into their office spaces in order to have access to better technology.

Consequently, if asynchronous work – and remote work, too, for that matter – are to be effective, employers must ensure that they equip their workers with the solutions, software, and hardware that would unlock greater results for their asynchronous teams.





When it comes to additional barriers to success for asynchronous work, 55% of workers polled are of the belief that their employers do not possess sufficient trust in their staff to allow them to work asynchronously based on the schedules that best suited them individually. The desire to strictly monitor and manage employees' time, even despite the continued expectation of delivering results and meeting deadlines, remains an issue that employees believe would prevent employers from adopting asynchronous schedules.



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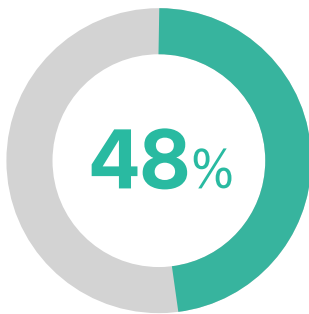


# Asynchronous Work and Work-Life Balance

Despite workplace expectations having changed so much throughout the years of the Covid-19 pandemic, the findings of the Sony Professional Displays & Solutions survey indicate that **the physical office space gave an important fixture in corporate life, and will continue to play a significant role in the future of work moving forward.**

Of those polled, **48% still seek in-person connection and choose to work from their office space as a means of collaborating with their colleagues.**





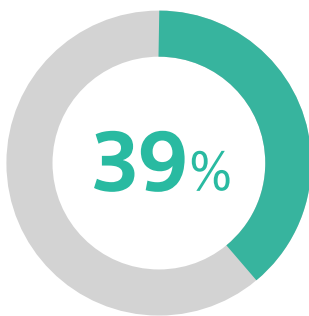
still seek in-person connection and choose to work from their office space as a means of collaborating with their colleagues.

These results are indicative of the role that offices will play for companies moving forward – rather than acting as shared spaces where employees will be monitored and where set standards will be enforced, offices should be used as creative hubs that encourage collaboration among co-workers



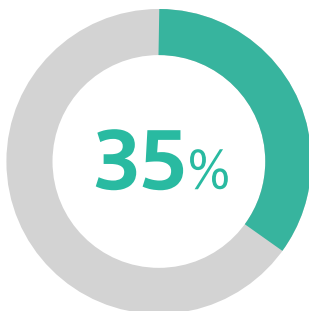
Asynchronous work acting as the model that promoted flexibility and work-life balance at all levels of the organization.

**39% of employees believe this “people-first” approach would be the most important aspect of the future of work. 39% also believe that access to up-to-date technology and tools that facilitate remote and flexible working is also of great importance**, while 35% of those polled believe that asynchronous working specifically is the future of work.



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# Sony and the Future of Work



The results of this study are clear – in order to succeed in the modern era, businesses will need to adapt their policies and invest in the right technological tools that will reflect the expectations of a modern office employee who wants to make the best of both the office environment and the flexibility of remote working.

Adam Dover, Trade & Segment Marketing Manager at Sony Professional Displays and Solutions, sees the advent of asynchronous work as an opportunity for employers to foster more productive and balance workforces.

“Sony sees asynchronous work as a great opportunity for the future of work, creating a more efficient workplace and a healthier workforce. **By combining greater worker autonomy and access to the latest technologies, companies can ensure they set their employees up for success.**”



Businesses today have access to a wide range of support and technology solutions, like those provided by Sony, to ensure they are able to keep up with societal changes and new trends that influence the workplace.

Through every stage of workplace innovation, Sony is there to help organizations unlock their teams’ true potential through the use of technological solutions that are easy to implement and use, while remaining adaptable and scalable to the ever-evolving workplace landscape.

With TEOS’ suite of workplace solutions, employees can collaborate, communicate, meet, and work with increased efficiency and productivity. **With solutions that enable flexible,**

**remote, and asynchronous work, employees save on wasted space and time.**

Partnered with BRAVIA 4K Professional Displays, TEOS delivers superb 4K resolution HDR image quality, business-focused features, and flexible integration.

Sony Professional Display Products include:

## BRAVIA 4K Professional Displays



## Business Projectors



## SRG & PTZ Cameras

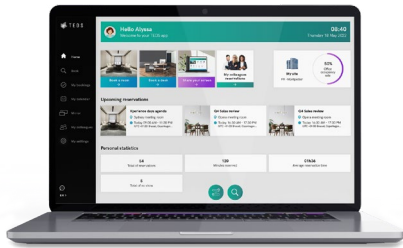


## Crystal LED Display

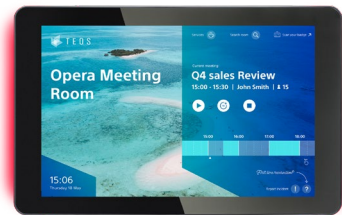


TEOS workplace management solutions include:

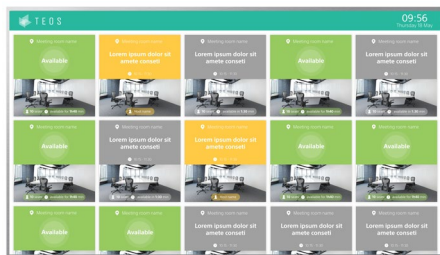
**Meet for TEOS**  
manage desk and room bookings



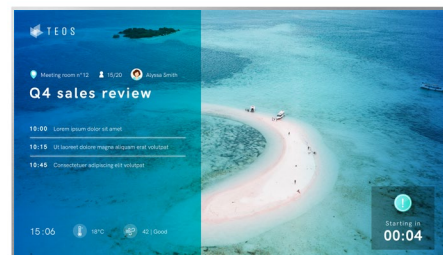
**Book for TEOS:**  
interactive tablets outside meeting spaces to make reservations



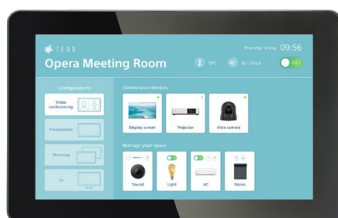
**Room Status for TEOS:**  
a visual overview of room reservations



**Meeting Display for TEOS:**  
a smart meeting display interface



**Room control for TEOS:**  
control room devices from a tablet



**Sensors for TEOS:**  
to enable workspace automation and measurement

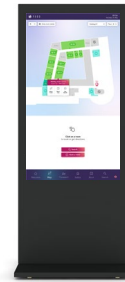




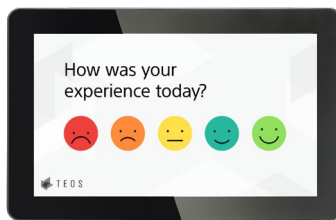
Reception for TEOS:  
visitor sign in on interactive tablets



Wayfinding for TEOS:  
to help people navigate the office



Survey for TEOS:  
to get feedback on events



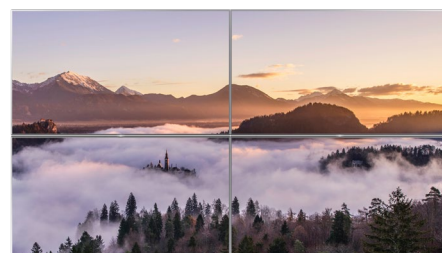
Signage for TEOS:  
to design and schedule content



TV for TEOS:  
to stream corporate IPTV



Videowall for TEOS:  
to create multi-display signage



To scale your business' efficiency through technological solutions, and to unlock the true potential of your workforce in the post-9-to-5 era,

**visit [pro.sony/workplace-solutions](https://pro.sony/workplace-solutions)**

and learn more about Sony's full suite of corporate solutions.

