



# Make the return to the office more

APPETIZING

Workers are hungry for connection, so feed them.

9 in 10 companies are asking employees to come back to the office this year.<sup>1</sup> Business leaders feel company culture and productivity is improved when employees are all together in the office, but three big factors are causing workers to think twice before coming back.



# Why are workers hesitant to return to the office?

More than a third of U.S. workers would consider leaving their current job if the ability to work from home was taken away.<sup>2</sup> But why?

## Employees like flexibility

87% of employees offered the chance to work remotely a few days a week do so.<sup>3</sup>

And that flexibility is more than getting to stay in your PJs all day. The flexibility that comes with working remotely can greatly improve work-life balance. It means less time on the road commuting. It also allows parents to spend more time with their children.

## Employees are saving money

Part of the reason 47% of workers feel overwhelmed<sup>4</sup> is the financial hardships they face.

Returning to the office even a few days a week means paying for things they don't have to worry about working remotely – like childcare, gas and travel expenses, and lunch.

## Employees think they're more productive at home

With the constant chatter and distractions in the office, many employees find they're more productive working from home.<sup>5</sup>

Co-workers aren't stopping by their desks to chat and they're not getting pulled into last-minute meetings.



With all the reservations workers have about coming back to the office, how can employers ease the transition?

# Effective ways to bridge the transition between WFH and RTO

If you're asking workers to be back in the office after they've been working remotely for months (or even years), here are a few ways to improve employee retention and make the move easier for everyone.

## Be Empathetic

There's a disconnect between employers and employees.<sup>6</sup> Employers need to understand what workers are giving up to return to the office. Did you know hybrid workers save \$19.11 a day working from home?<sup>7</sup> How can you help bridge that gap?

## Be Flexible

Will you allow employees to work a hybrid schedule? How understanding will you be with the employee that needs to work from home because of a sick child? Employees are more cognizant of their physical and mental health since the pandemic and want this addressed in their workplace.<sup>8</sup> Flexibility creates a better work-life balance, reduces stress for employees, and drives inclusion.<sup>9</sup>

## Be Social

Social opportunities may entice workers to come back to return. 84% of workers would be motivated to come back to the office if they could socialize with co-workers.<sup>10</sup> Creating socialization opportunities opens doors to collaboration and helps your workers feel more connected and engaged in their work.



A practical solution to transitioning between home and the office? A shared lunch experience for employees.

# The bridge between home and the office is a **LUNCH TABLE**

A company-provided lunch is one of the top perks employees say they want,<sup>11</sup> and in-office lunches benefit employees and employers alike.

## For Employees

### Provides for their Well-Being

4 out of 5 HR leaders acknowledge caring for employees' mental health and well-being is essential.<sup>12</sup> A healthy lunch customized to their dietary needs and taste preferences meaningfully benefits employees.

### Increase Connections with Co-Workers

The connection with co-workers encourages a sense of belonging not experienced during the pandemic. It also promotes collaboration across teams.

### Alleviate Financial Burden

Giving employees breaks from work to share quality meals improves morale. Providing great food for free helps with the financial burden of buying lunch. It also helps preserve some of the flexibility workers desire.

## For Employers

### Increase Retention Rates

Retaining top talent is the 2nd greatest priority for HR professionals in 2023.<sup>13</sup> HR directors need to find tangible, unique ways to ensure employees stay.

### Attract New Employees

One of the top priorities for HR leaders across North America is caring for the mental, physical, social, and financial well-being of employees.<sup>14</sup> Providing a free, high-quality lunch is a tangible way to meet all four of these needs and attract new employees.

### Increase Productivity

A shared lunch experience provides a mental break from work and nutrition making for happier employees. Employees that are more satisfied at work tend to be more productive. When employees are taken care of, employees take care of the customer, which benefits the company's long-term health.



# Why Sifted is the sophisticated caterer your company needs

## ↳ Eaters Love Us.

### The Empowerment

Eaters set their dietary preferences via the app to customize their lunch experience based on what they like. Vegan? Vegetarian? No problem.

### The Experience

Each meal is a chef-led experience from one of our 250+ menus. Employees will savor every bite. They also have the capability to provide feedback directly to the chef on what they liked and didn't like.

### The Care

Sifted serves clients with many different dietary needs. By being transparent with allergen and ingredient labeling, Eaters have the ability to make good dietary decisions for themselves, noting allergies in the app.

## Employers Love Us. ✨

### The Visibility

Custom-built technology provides you with data dashboards that give you unparalleled visibility into what's working well for your lunch program and what's not. Then immediate improvements can be made as necessary.

### The Sustainability

All Sifted kitchens are zero food waste. Any remaining food is either composted or packaged and donated to local non-profits on your behalf.

### The Flexibility

Big headcount swings? Hybrid work schedules? We've got you covered. Set your meal schedule to suit your needs. We accommodate your headcount quickly and dynamically.

### The Predictability

Sifted's all-inclusive pricing is driven by two variables: headcount and frequency. You have visibility into the cost of your lunch program from day one.

### The Consistency

Sifted owns the lunch process from beginning to end, so you can be assured of a consistent experience at each meal. From first bite to final cleanup, Sifted ensures satisfaction throughout the entire process.

"I love Sifted because it helps us build a community. It brings people together and allows them to get to know one another."

*-Sifted Customer*

Don't just invite employees back to the office. Invite them to the lunch table.

Sifted has nearly a decade of experience partnering with companies like Google and Snowflake to bring a great shared lunch experience to the office.



## LET'S TALK

Sifted is proudly LGBTQIA+ women-owned + led. We've donated over \$3M in meals across the U.S. (and counting!) Contact us today to learn how a corporate lunch program can motivate employees return-to-office.

Contact Us

## Sources

- <sup>1</sup> Resume Builder, "9 in 10 companies will require employees to work from office in 2023", March 9, 2023.
- <sup>2</sup> Owl Labs, "State of Remote Work 2022," July, 2022.
- <sup>3</sup> McKinsey & Company, "Americans are embracing flexible work, and they want more of it," June 23, 2022.
- <sup>4</sup> Office Vibe, "The state of employee experience, from here on out," 2022.
- <sup>5</sup> Office Vibe, "The state of employee experience, from here on out," 2022.
- <sup>6</sup> McKinsey & Company, "The State of Organizations 2023," April, 2023.
- <sup>7</sup> Owl Labs, "State of Remote Work 2022," July, 2022.
- <sup>8</sup> Deloitte, "Lunch breaks can feed a healthy culture," July 29, 2022.
- <sup>9</sup> Future Forum, "Future Forum Pulse: Summer Snapshot", July, 2022.
- <sup>10</sup> Harvard Business Review, "To Get People Back in the Office, Make It Social," September 22, 2022.
- <sup>11</sup> Robert Half, "12 Employee Benefits and Perks for Your Hiring and Retention Plan," December 9, 2022.
- <sup>12</sup> McKinsey & Company, "The State of Organizations 2023," April, 2023.
- <sup>13</sup> SHRM, "2022-23 SHRM State of the Workplace Report"
- <sup>14</sup> Mercer, "Global Talent Trends 2022-23"

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