

Reclaiming the Office: How In-Person and Hybrid Work Shape Lease Negotiations

As companies reimagine the future of work, many are rediscovering the unique value of the physical office in fostering collaboration, culture, and innovation. While remote work remains a valuable tool, leading organizations are strategically investing in in-person and hybrid work models that strengthen connections and drive results.

Why In-Person & Hybrid Work Matters:

Prioritizing Collaboration and Culture

Offices are essential hubs for teamwork, mentorship, and idea-sharing. Businesses are seeking spaces designed for face-to-face interaction—think open collaboration zones, conference facilities, and welcoming communal areas.

Emphasis on Experience and Well-Being

In-person work offers access to amenities such as wellness rooms, fitness centers, and hospitality services, all of which enhance employee satisfaction and support talent retention.

Flexible, Future-Proof Spaces

Hybrid models require dynamic layouts that support both collaborative projects and focused work. Tenants are negotiating for adaptable floorplans and the right to reconfigure space as needs evolve.

Upgrading Technology and Connectivity

Modern offices are being equipped with high-speed internet, smart meeting rooms, and seamless digital tools, ensuring smooth collaboration for both in-person and hybrid teams.

Securing Competitive Lease Terms

With demand shifting, tenants have an opportunity to negotiate attractive incentives—including improvement allowances, phased occupancy, or right-sizing options—to tailor physical environments for their unique culture and workflow.

Sources:

Harvard Business Review: *Don't Let Remote Work Undermine Culture*, Microsoft Work Trend Index: *Great Expectations*, Gensler U.S. Workplace Survey 2022, CBIZ Gibraltar Services

CBIZ Gibraltar Advantage – We exclusively represent tenants—never landlords—so our guidance is always aligned with your goals. Our team helps you secure office spaces that inspire your people, reflect your brand, and position your business for long-term success in an increasingly hybrid world.

Looking to strengthen your in-person or hybrid work strategy? Connect with CBIZ Gibraltar for expert guidance on your next office lease.