Kadence

5 Things High-Performing Workplaces Get Right



High-performing workplaces don't happen by accident. They are built on deliberate decisions about how teams communicate, coordinate, use technology, develop capability, and design supportive policies.

1 They are masters of communication



Communication is *key*.

When your employees are on different schedules and timezones, nothing is more important than making sure everyone is on the same page.

Clear communication builds trust and accountability — two foundations of high-performing workplaces.



Did you know?

86% of employees and executives cite the ***lack of effective collaboration and communication*** as the main causes of workplace failures.

Be transparent about how, when and where you expect your employees to work. But more importantly, trust your teams and individuals to choose where and when they work. Clarity and transparency reduce friction and improve accountability across teams.

2 They are coordination experts



High-performing teams coordinate with intention. They understand when to collaborate asynchronously and when in-person time adds the most value.

Use async tools for updates, feedback, and early-stage decisions. Reserve in-person time for alignment, complex problem-solving, and moments that benefit from real connection.

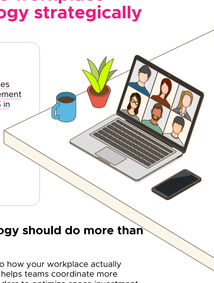
Host events which bring teams together and boost workplace culture.

3 They use workplace technology strategically

Did you know?

IBM reports that businesses leveraging space management tools can ***save up to 30%*** in operational costs.





Workplace technology should do more than manage bookings.

It should provide visibility into how your workplace actually operates. The right platform helps teams coordinate more effectively while enabling leaders to optimize space investment, reduce costs, and support ESG objectives.

When choosing your partner for workplace operations, you might want to consider:

- How the software would integrate with your existing tech stack (Slack, Microsoft Teams etc.)
- How usable and accessible it would be for your employees (great UX!)
- How complete the feature set is (eg. desk, room booking capabilities, AI-driven, integration with flexible workspaces)

4 Their employees chart their own development



Understand the importance of empowering all kinds of employees to navigate their own careers and give them the right tools and resources to do so.

High-performing workplaces invest in capability. They provide structured development opportunities and clear pathways for growth, ensuring teams have the skills needed to perform.

- **Allocate learning and self-development budgets to all employees**
- **Encourage self-selected resources and courses**
- **Set aside self-development days for more focused learning**

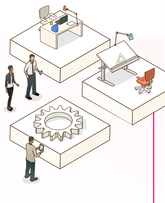
5 They design the workplace around real needs

High-performing workplaces recognize that one-size-fits-all policies don't work. They design flexible frameworks that reflect the diverse realities of their workforce.

Did you know?



Only **12% of workers benefit** from team-level policy flexibility — yet that group shows the highest engagement.



Taking into account lifestyle, location, and personal preferences, companies can ensure their rewards are appropriate and offer specific arrangements for:

Mental health support

Parental leave

Fertility and childcare

Other specific needs (sport and exercise, food costs, travel, career coaching)

Empower teams within clear guardrails to shape arrangements that support both performance and wellbeing.

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Sources
Pumble: https://pumble.com/learn/communication/communication-statistics/
IBM: https://www.ibm.com/topics/facilities-management