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AI's impact on the offices of tomorrow

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Context & methodology

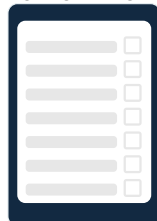
Against a backdrop of rapid development in artificial intelligence, this study aims to understand how companies anticipate its effects on work organization, management, and office usage.

A dual data collection method to maximize the number of respondents.



502 interviews with executives (CEOs, MDs, CFOs, HR Directors) of companies with 50 or more employees.

401 online interviews and 101 by phone.



A 10-minute **questionnaire**

Results were weighted using the quota method to be fully representative by company size, region, and sector of activity (INSEE data)



AI does not reduce the role of the office: it refocuses it on high-value uses.

For executives, the office must become more strategic, higher quality, and better suited to new ways of working.

89%

believe the office will remain
as strategic or more so with AI

85%

see the office of the future
and foremost as a place for
collaboration and decision-
making

78%

consider office quality to be
key to attracting talent

74%

anticipate a widening gap
between high-quality and
standard offices

Companies furthest along with AI are also the ones that most strongly anticipate changes to their offices.

AI has already entered corporate strategies...

60%



45%



76%

50 to 99
employees

100+
employees

of companies have formalized or are currently formalizing an AI strategy

of which...



27% already have a formalized and deployed AI strategy.

... and looks set to become a powerful driver of short-term transformation



65%

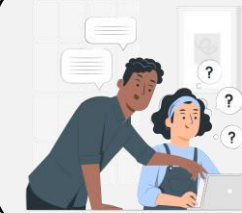
anticipate a strong transformation of their organization by AI within 3 years



59%



72%



80% already have a formalized and deployed AI strategy.

AI is no longer just a matter of experimentation. It is already being driven at the strategic level and seen as a lever for short-term organizational transformation.

AI is redefining the role of the office within the company...

89%

believe the office will remain as strategic or more so with AI

Only 9% think the office will become less strategic.



91%



88%



93%

already have a formalized and deployed AI strategy.

73%

of executives believe that the development of AI will change the role of the office



71%



76%



85%

already have a formalized and deployed AI strategy.

60%

anticipate a change in their office real estate needs: floor space, layout, services, or amenities



52%



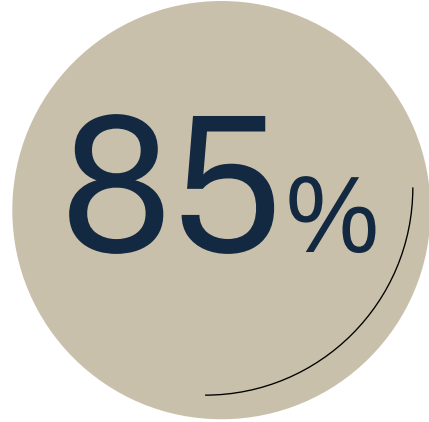
68%



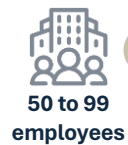
77%

already have a formalized and deployed AI strategy.

For executives, AI strengthens the collective role of the office



agree that in the age of AI, the office will become primarily a place for collaboration and decision-making



83%

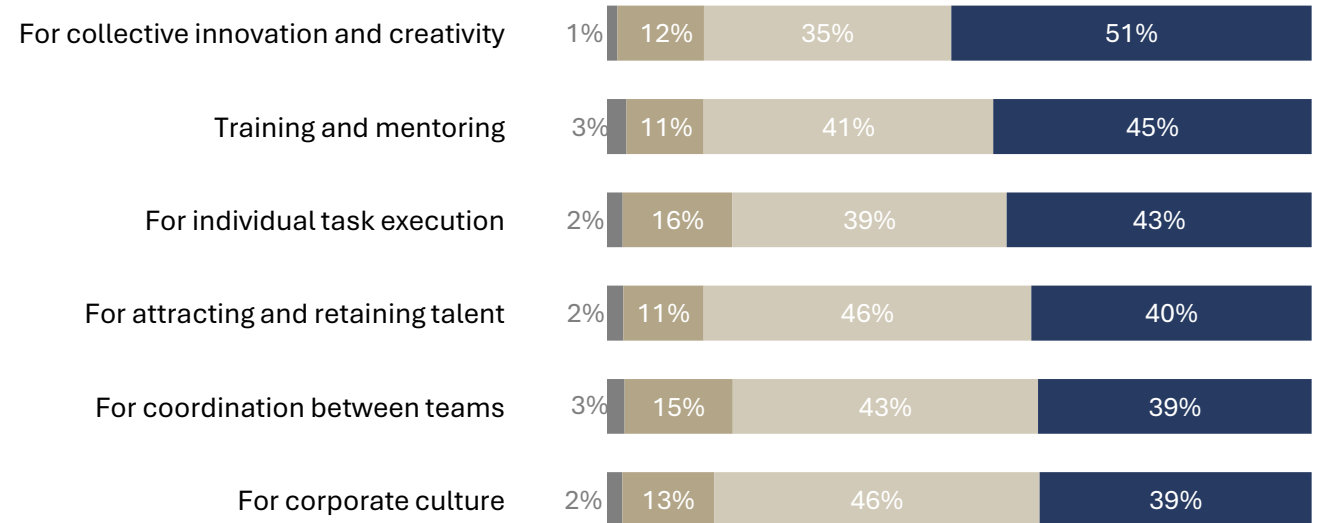


100+
employees

88%

Far from being just a place for socializing, the office appears as a lever for value creation, both collective and individual.

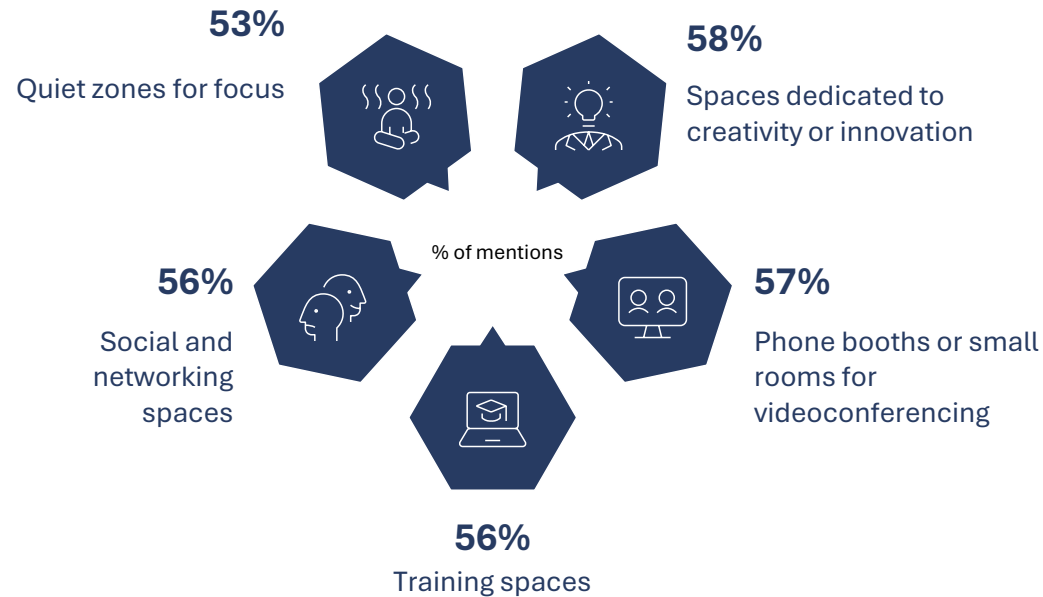
Importance of the office as AI develops, for each of these dimensions...



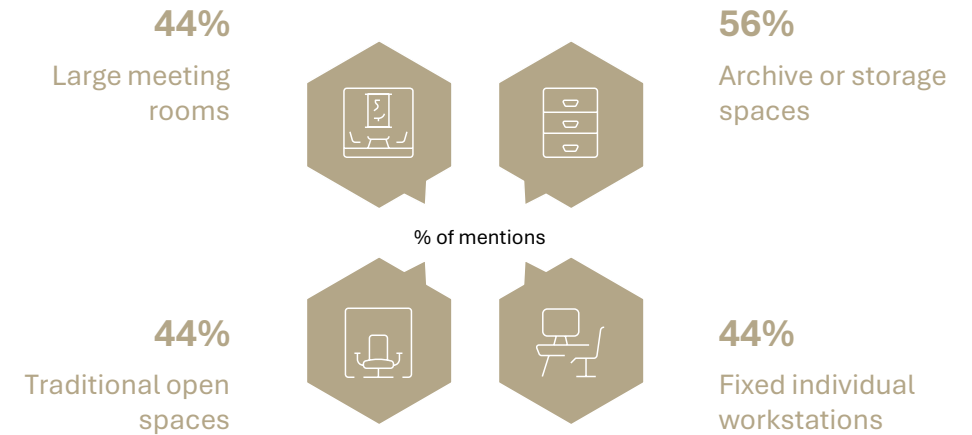
A less standardized office, more oriented toward creativity, exchange, and focus



SPACES EXPECTED TO GAIN IMPORTANCE



SPACES THAT COULD LOSE IMPORTANCE



This new role calls for offices that are more connected, more confidential, and more collaborative

Must-haves in the age of AI:



73%

Digital connectivity



69%

Confidentiality / security of communications

Followed by factors of appeal and quality of life at the office:



63%

Services offered



61%

Collaborative spaces



The ideal office in the age of AI: connected, flexible, and collaborative

When AI automates repetitive tasks, the office becomes a human space again



“Modular, quiet, connected offices, where AI frees up time for creativity, collaboration, and training by reducing fixed workstations in favor of high-value-added space.”

General Services Director

B2B services / consulting company

50 to 99 employees.

With AI, the office also becomes an argument for attracting talent...

78%

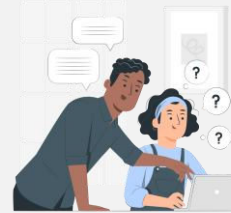
of executives cite office quality as a key factor in attracting talent in the age of AI


50 to 99
employees

73%


100+
employees

85%



87% already have a formalized and deployed AI strategy.

... and thus paves the way for higher-quality offices...

72%

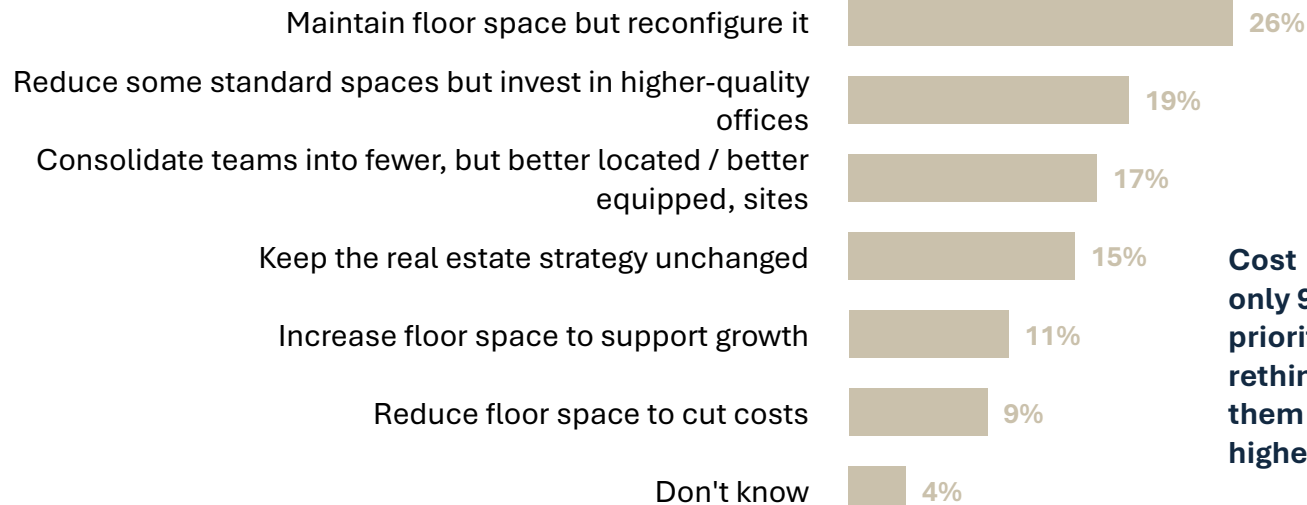
Believe their real estate strategy
will evolve positively over a 3-
year horizon



69%



75%



Cost reduction concerns only 9% of executives. The priority is instead to rethink offices to make them more useful and higher quality.



... which could widen the gap between premium and standard offices

74%

of executives anticipate that the gap will widen between high-quality and standard offices.



71%



77%



82% already have a formalized and deployed AI strategy.

A man with glasses and a beard is looking down at a tablet computer. He is wearing a dark blue button-down shirt. Overlaid on his face and the tablet is a complex, glowing blue digital network of lines and nodes, resembling a neural network or data flow diagram. The background is a blurred city street at night with warm yellow and orange bokeh lights from buildings and streetlights. A large, semi-transparent red circle is positioned on the right side of the image, partially overlapping the man and the background.

**Ultimately,
what about the
companies most
mature with AI?**

Companies furthest along with AI are not abandoning the office... they expect more from it.

This analysis compares two distinct populations: companies that have formalized and deployed an AI strategy, and those with no AI strategy at all. The scores for the “no AI strategy” population therefore differ from those presented so far.

	 Formalized and deployed AI strategy	VS	 No AI strategy
Anticipate a strong transformation of their organization by AI within 3 years	80%	+35 pts	45%
Believe the office will remain as strategic or more so with AI	93%	+8 pts	85%
Believe that the development of AI will change the role of the office	85%	+29 pts	56%
Anticipate a change in their office real estate needs	77%	+43 pts	34%
The office will become primarily a place for collaboration and decision-making	91%	+16 pts	75%
Office quality will be a key factor in attracting talent in the age of AI	87%	+24 pts	63%
Believe their real estate strategy will evolve positively over a 3-year horizon	78%	+19 pts	59%
Anticipate that the gap will widen between high-quality and standard offices.	82%	+20 pts	62%

Companies that already have a formalized AI strategy are consistently more demanding when it comes to the office. They anticipate more strongly the evolution of its role, their real estate needs, and the expected quality of spaces.

At the same time,

Companies in the Île-de-France region, which have a more service-based economy, appear both **further along in AI maturity** and more demanding when it comes to the office.

Executives under 35, meanwhile, hold a more forward-looking vision of the office : they project a stronger impact from AI and place greater importance on the quality of spaces, location, and ecosystem.

These signals suggest that office transformations will be driven first by the organizations most mature in AI and by the new generations of executives.



Everything starts with people