

WORKPLACE STRATEGY FRAMEWORK

Framework Architecture — 10 Model Suite

A modular, licensable methodology for organizations defining how, where, and why people work together.

#	MODEL	IDEAL COMPANY PROFILE	KEY ATTRIBUTES
01	Flex/Social Hub Model <small>ADAPTIVE SPACE</small> Employees gather in shared flex spaces on an as-needed basis, with structured social programming layered in quarterly.	IDEAL FOR Mid-size (200–2,000 employees), distributed teams, no dedicated HQ, existing coworking access.	REAL ESTATE Coworking / flex memberships POLICY Voluntary; min. 4 to activate MATURITY Intermediate
02	Anchor Hub Model <small>DEDICATED SPACE</small> Teams with high in-person concentration are anchored to a dedicated office with attendance expectations set at hire.	IDEAL FOR Teams requiring consistent presence within larger hybrid orgs; 10+ concentrated employees.	REAL ESTATE Dedicated leased office POLICY Required; set at offer stage MATURITY Advanced
03	Full In-Office Model A structured five-day in-office expectation with intentional culture and programming to make the office worth the commute.	IDEAL FOR Financial services, legal, early-stage startups, or culture-first orgs under 500 employees.	REAL ESTATE Fully built-out, sized for headcount POLICY Five days; badge/schedule monitored MATURITY Standard
04	Multi-Site Model <small>CONSISTENT SPACE</small> A unified workplace strategy across multiple locations with consistent standards and local flexibility built in.	IDEAL FOR Enterprise (1,000+ employees) with offices in multiple cities requiring brand and policy consistency.	REAL ESTATE Multiple owned or leased locations POLICY Hybrid; consistent standard, local flexibility MATURITY Advanced
05	Summer Flex Model A structured seasonal policy shift reducing in-office requirements June–August, often including Summer Fridays, with a defined activation and close-out plan.	IDEAL FOR Any company with established hybrid or in-office policy seeking a time-boxed flexibility benefit.	REAL ESTATE Existing footprint; reduced utilization POLICY Temporary reduced attendance for remote, hybrid or in-person models MATURITY Entry-level
06	Neighborhood Hub Model <small>PROXIMITY-BASED</small> Employees work from rotating micro-locations near where they live — usually co-working or similar — with no central HQ anchor.	IDEAL FOR Distributed companies consolidating real estate, with employees spread across a metro area.	REAL ESTATE Coworking network; no owned HQ POLICY Voluntary; employee selects location MATURITY Intermediate

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07	<p>Team Rhythm Model</p> <p><i>Hybrid</i></p> <p>No fixed company-wide attendance policy. Each team sets its own cadence within company guardrails and a minimum connection requirement.</p>	<p>IDEAL FOR</p> <p>Mature, trust-based orgs (tech, creative) where team autonomy is a cultural value and managers are strong.</p>	<p>REAL ESTATE Flexible / activity-based</p> <p>POLICY Team-defined; company guardrails</p> <p>MATURITY Advanced</p>
08	<p>New Hire Immersion Model</p> <p><i>Hybrid</i></p> <p>A structured first-90-day in-person requirement for all new employees, regardless of the company's broader hybrid or remote policy.</p>	<p>IDEAL FOR</p> <p>Any company recognizing the compounding cost of remote onboarding on culture, retention, and productivity.</p>	<p>REAL ESTATE Onboarding space or hub layer-on</p> <p>POLICY Required in-person, first 90 days</p> <p>MATURITY Entry-level</p>
09	<p>Event-Driven Model</p> <p><i>Hybrid</i></p> <p>The office is used exclusively for designed, high-value moments — all-hands, offsites, team sprints — with no standard daily attendance.</p>	<p>IDEAL FOR</p> <p>Fully or near-remote companies wanting high-ROI in-person connection without a daily workplace.</p>	<p>REAL ESTATE Event venue or rotating third-party</p> <p>POLICY Attendance tied to events only</p> <p>MATURITY Intermediate</p>
10	<p>Distributed-First Model</p> <p><i>Async-Primary</i></p> <p>Async-primary, in-person optional. For fully remote companies that want structured, intentional connection on a quarterly or annual basis.</p>	<p>IDEAL FOR</p> <p>Fully remote companies prioritizing global talent access with deliberate, low-frequency gatherings.</p>	<p>REAL ESTATE No permanent space; gathering budget</p> <p>POLICY Remote default; structured opt-in</p> <p>MATURITY Advanced</p>

ABOUT THIS FRAMEWORK

The Zamaworks Workplace Strategy Framework is a proprietary methodology developed from lived implementation experience across enterprise environments. Each model is a standalone deliverable and a component of the full suite. Models can be licensed individually or as a complete package for consulting engagements, CRE advisory mandates, or internal People & Workplace teams.

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Per Model (À La Carte) Single model license for one engagement or organization.

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