

# Remote vs. Office? New PMI Research Shows Location Doesn't Matter for Project Success

May 9, 2024



**In a move that challenges traditional thinking, new research from the Project Management Institute (PMI) debunks the myth that project performance hinges on physical work location. Their 15th annual Pulse of the Profession® report, “The Future of Project Work: Moving Past Office-Centric Models,” reveals that organisations can embrace flexible working models without compromising project delivery.**

The report, based on a global survey of over 2,500 project professionals and leaders, provides compelling evidence. Since the COVID-19 pandemic transformed work practices nearly four years ago, many studies have questioned the effectiveness of remote work. However, PMI’s data suggests otherwise. Organisations that bring employees back to the office are unlikely to see a significant improvement in project performance.

PMI argues that organisations should prioritise empowering teams to collaborate effectively, regardless of location. This can be achieved through a hybrid management approach that blends agile and traditional methods, fostering innovation and agility. Creating an environment of continuous learning and support is key to success.

“This report highlights the need for organisations to re-evaluate work location policies and prioritise developing essential skills within project teams,” says Pierre Le Manh, President & CEO of PMI.

“Empowering project professionals to choose the most effective working methods, irrespective of location, positions them for greater success.”

The research identified “enablers” – specific support programmes for team and individual skill

development – as a more significant factor in project success than location. Providing these enablers empowers teams to navigate the demands of a dynamic business environment. The three most common enablers are:

- Coaching and mentoring
- Training on new ways of working
- Knowledge-sharing communities of practice

Organisations offering at least three enablers report significantly higher project performance. Conversely, those lacking enablers are more likely to experience project scope creep and budget overruns.

### **Rise of Hybrid Management**

The research also highlights the growing popularity of hybrid management frameworks across sectors and project types. Since 2020, there's been a 57.5% increase in reported use of hybrid approaches. This trend demonstrates that organisations recognise the benefits of combining different methods to optimise project delivery.

The consistent project performance results across various project management approaches suggest that organisations should focus on skill development opportunities for individuals and teams, rather than location-based strategies.

### **[Read the full report here](#)**

This research from PMI offers valuable insights for organisations navigating the future of work. By focusing on team empowerment and support, businesses can leverage the benefits of flexible working models without sacrificing project performance.