

Smart Lighting key to bringing employees back to the office according to leading consultancy

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As businesses continue with hybrid work environments, a growing challenge remains motivating employees to return to the office. With many leading employers returning to traditional office working weeks, [BEIS Strategic Consultancy](#), a leader in lighting and electrical sectors, sees smart lighting as a pivotal tool in creating office spaces that are not only functional but desirable. Human-centric, automated, and energy-efficient lighting solutions are transforming offices into hubs of collaboration, productivity, and well-being.

Michael Burdon, CEO of BEIS Strategic Consultancy, commented: “Lighting is not just about illuminating a workspace; it’s about creating an environment that inspires innovation, collaboration, and well-being. With smart lighting, businesses can offer employees a space that is dynamic, comfortable, and tailored to their needs—helping to bring them back to the office.”

High quality lighting plays a critical role in shaping employee experience. Studies show that the quality of the lighting, alongside the wider lighting design, directly impacts the mood, focus, and productivity, making it a key factor in workplace satisfaction. Poor quality lighting products, combined with unsuitable and outdated lighting designs cause discomfort and fatigue, while the right lighting can improve concentration and overall job satisfaction.

The choice of lighting luminaires and lighting design schemes are also important to consider. High CRI, low flicker and low glare should be factored into the decision-making process.

Smart lighting solutions, particularly human-centric lighting, are designed to mimic natural daylight, benefiting employee well-being by aligning with natural rhythms. Further enhancing the workplace experience, smart lighting systems can also integrate with office automation and AI technologies. This allows lighting to automatically adjust based on time of day, occupancy, or individual preferences.

Beyond improving employee well-being, smart lighting contributes to energy efficiency, enabling businesses to cut costs while supporting sustainability goals.

“Employees, especially the younger generation, are increasingly drawn to companies with a commitment to sustainability,” Burdon adds. “Adopting energy-efficient lighting solutions not only reduces the company’s carbon footprint but also positions the business as a forward-thinking, responsible employer.”