

Three Key Factors of Workplace Design

1 Focus Work & Collaboration

We have embraced the idea that collaboration is good, so more must be better, right? Not necessarily. It's all about balance.

2 Choice & Adaptability

The increasing speed of business change requires a much more flexible, easy-to-change workplace; many aspects of which may even be modified by the users themselves as the phases of a process change or as the process itself changes over time.

3 Technology

Because technology enables us to work anywhere, work spaces should too. Provide users with the choice of space types and amenities to support the task at hand, worker preferences, and stage of development cycle.

ESTIMATED TIME
SPENT AT DESK

80%



ACTUAL TIME
SPENT AT DESK

40%



Reality Check

Most workers report spending about 80% of their time at their desk. The real average is closer to 40%.

Source: *The Importance of Movement in the Workplace* - Allsteeloffice.com 11/14

Challenges with Workplace Design



Distractions

53% of workers say they are distracted by others around them when trying to focus.

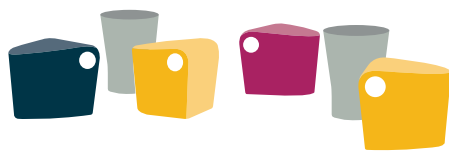
Source: http://www.gensler.com/uploads/documents/2013_US_Workplace_Survey_07_15_2013.pdf



Collaborative Work

Time spent by managers and employees in collaborative activities has increased by 50% or more.

Source: <https://hbr.org/2016/01/collaborative-overload>



Underutilized Space

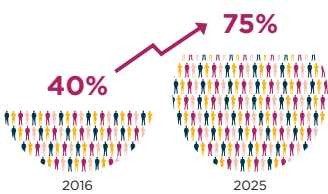
It is estimated that 50% of office space today is underutilized.

Source: *Refiniti, Inc. Smart Workplace Council Results*

Supporting Millennials

Growth

Millennials make up almost 40% of the workforce and are on pace to hit 75% by 2025.



Source: *Facing the Millennial Wave*, Cushman and Wakefield Global Business Consulting Publication, 1/7/15

Interest

Of Millennials with the highest levels of education and professional focus, 50% say they will be looking for a new job within the year.



Source: <http://www.cushmanwakefield.com/-/media/reports/corporate/Global%20Reports/Facing%20the%20Millennial%20WaveCW2014.pdf> 1 Job Hopping is the the New Normal for Millennials, *Forbes* 2012

Managing Change



Organizations not handling change well are four times more likely to **lose talent**.

Source: <http://www.right.com/though-leadership/research/employee-engagement---maximizing-organizational-performance.pdf> 10/2014 (used Vol. 1)



70%

of change initiatives fail.

Source: *Gensler Design Forecast, 2015*



A Cornell University study of 320 small businesses showed that companies which grant employees choice in how they do their work grew at four times the rate and had one-third the turnover vs. control-oriented firms.

Source: *Drive*, Daniel Pink