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TRENDS IN WORKSPACE DESIGN

Don't Follow Blindly

By Lynn McGregor

We share the following excerpt from an article from "Work Design Magazine" (<https://wprkdesign.com/>); entitled: "Moving Beyond Open Plan Spaces", as it highlights the danger in blindly following office housing trends, without understanding that all successful workplace designs have been customized to meet the specific needs of a specific group.

To blindly apply someone else's successful approach could well result in an unsuccessful project and lost funds. Correcting these types of errors is hugely expensive and a management embarrassment.



So, before you get wed to a specific approach, do your organization a big favour, and execute proper due diligence with a team who specializes in developing appropriate workplace design.

Enjoy the attached!

An excerpt from Article:

Moving Beyond Open Plan Spaces

Work Design Magazine

(<https://wprkdesign.com/>)

“...there are many factors contributing to the alarming number of today’s dissatisfied and disengaged workers. Poor or misapplied space solutions; lack of protocols or leadership; environmental factors (too hot, too cool); and poor lighting may all contribute to user frustration. It cannot be denied that attitude, too, also plays a major role in workplace satisfaction. People influence people.

A study by the Harvard Business School (in collaboration with ‘Cornerstone On Demand’ (<https://www.cornerstoneondemand.com/>)) found that dense workspaces with productive employees also raised the productivity and effectiveness of workers located nearby. Conversely, workers who sat near disgruntled “toxic” workers, were negatively impacted by a “spillover effect”. The sphere of influence diminished outside a 25-foot radius. When that measurement is applied to the typical modern workspace (in which each employee is generally allocated 150 square feet), one disengaged worker has the potential to negatively influence 16 coworkers without ever leaving his or her desk. This is a compelling argument to give *others* the choice to move if they so desire.

So, how do companies determine the right solutions that address the needs of an increasingly mobile workforce; combat the traditional models of space delivery; and create a great experience for teams while avoiding the homogenization of pre-packaged co-working solutions? Immersive Environments pull the best lessons learned from work spaces – including open plan, co-working, ABW (activity-based workspace), NCE (neighbourhood-based choice environments) and MEMO (maker environments, mobile occupants) – **and tailors them to meet the specific needs of a company to create tailored spaces**. They are less about what is trending and more focused on desired functions, outcomes and creating compelling places.

As the workplace continues to evolve from “open plan” to “immersive” spaces, we designers and workplace strategists need to continually assess it to determine what is working and what isn’t. We also must be willing to acknowledge the side effects and adjust to embrace the reality that different companies need different solutions, we can make where, and how, we work a powerful asset for business and the people who drive it.”