

# VOLUME 2: RESHAPING THE WORKPLACE PLANNING FOR TOMORROW & THE POST-COVID FUTURE

AUGUST 2020



margulies perruzzi

# WHAT ARE THE QUESTIONS EVERYONE IS ASKING?

## WHAT DOES THE FUTURE OF OFFICE DESIGN LOOK LIKE?

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A Vision for the Post-COVID Workplace.

SECTION 1

# WHAT ARE THE IMPACTS ON REAL ESTATE?

## IDENTIFYING NEW WORKPLACE CHALLENGES

*“businesses need a whole new shift in strategy, structure, and staffing.”*

**30%**

*were considering enterprise-wide restructuring*

*Korn Ferry’s survey of about 3,500 organizations suggested this kind of reality check hadn’t quite come yet: as of late May*

### WHAT ARE THE NEW CHALLENGES?



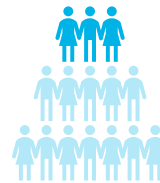
Increase in **workplace utilization rates**



Increase of **workplace safety protocols**



Restoration of employee **engagement and culture**



Management of a **reduced in-person population**



**Remote work** will likely continue into the foreseeable future

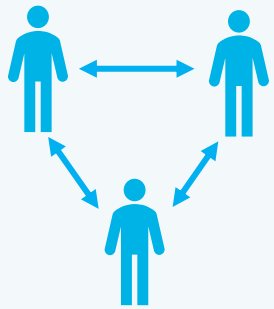


Increase in need of **technology to collaborate**

SECTION 3

# HOW MUCH REAL ESTATE WILL BE REQUIRED?

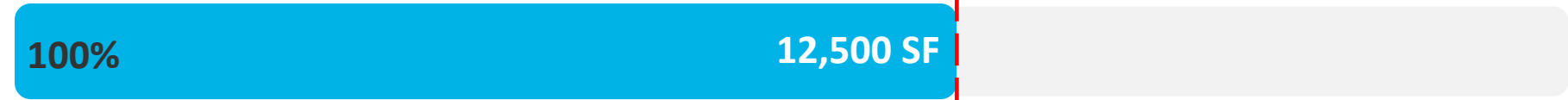
SF PER SEAT CASE STUDY: BASED ON AN OFFICE OF 100 PEOPLE



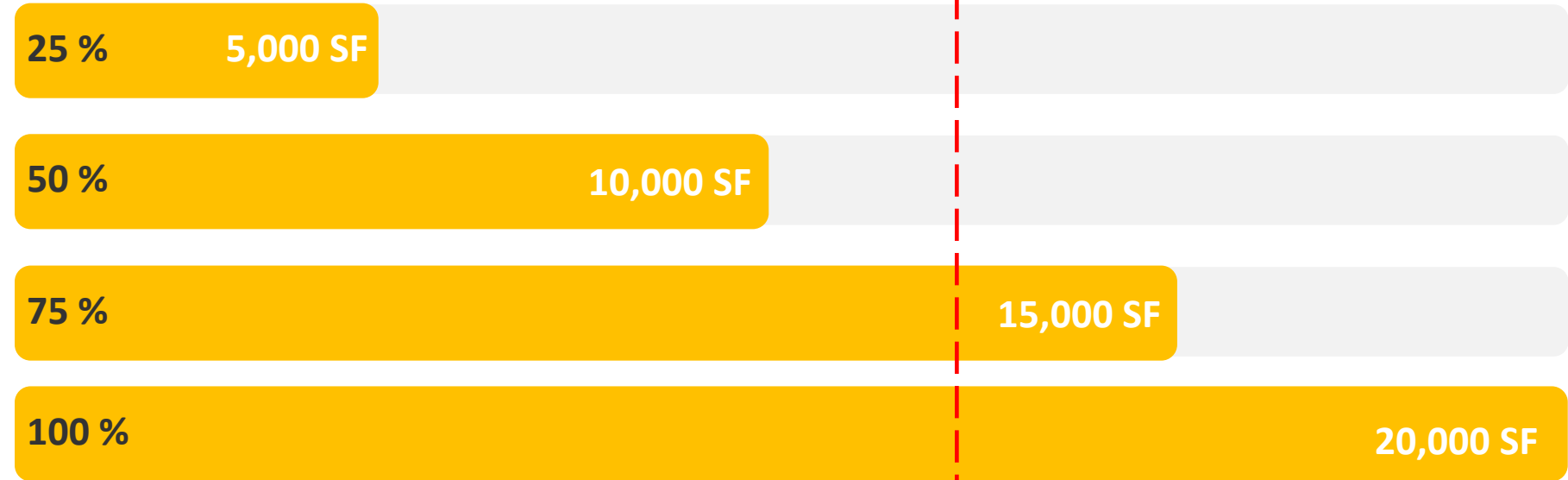
*With increased sf/ per seat requirements, offices aiming for 100% capacity will require much more sf now than in pre-Covid-19 times.*

## % STAFF IN THE OFFICE IN RELATION TO REQUIRED REAL ESTATE

PRE-COVID-19 | 125 SF/Per Seat



POST-COVID-19 | 200 SF/Per Seat After Social Distancing



SECTION 4

# HOW MIGHT THE SPACE TYPE RATIOS CHANGE?

## ALIGNING THE WORKSPACE WITH NEW SPACE TYPE DEMANDS



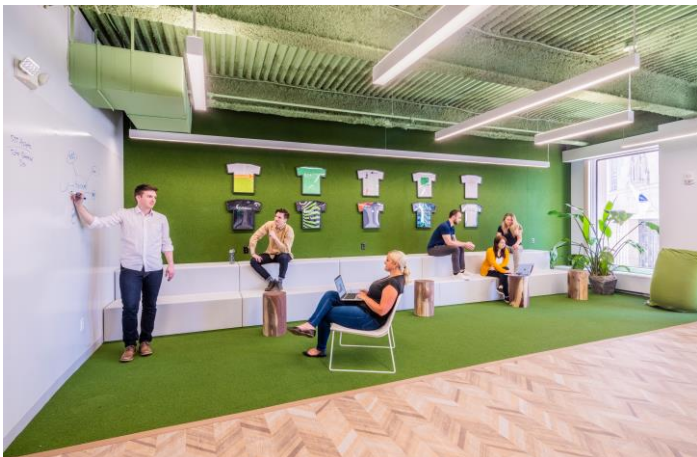
### INDIVIDUAL WORKSPACE

More people will be working from home, which means less assigned individual workspace in the office.



### FOCUS ROOMS

Focus rooms offer individual workspaces for social distancing, in-office video calls, and a space for those that are not able to do focused work at home.



### COLLABORATION / TEAM SPACE

People will come to the office to use tools and collaborate in a socially distanced environment. Separate client & outdoor spaces will be explored.



### OFFICE / HUDDLE ROOMS

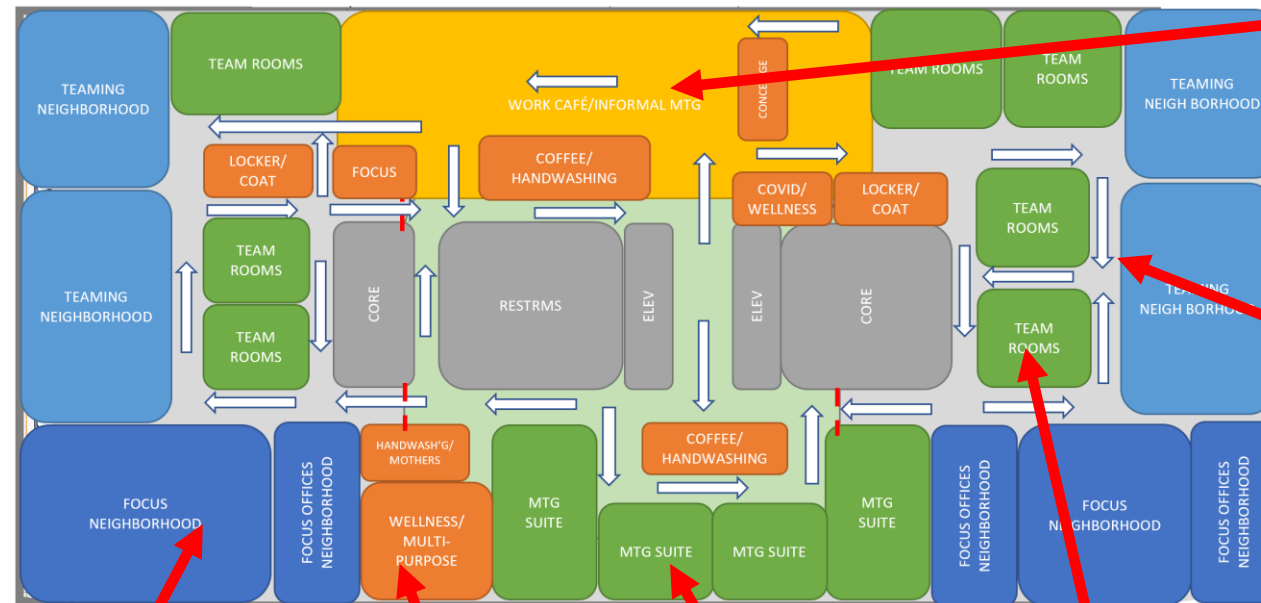
These spaces will be designed for a dual purpose with the ability to be used as an unassigned office or a huddle room depending on need.

SECTION 5

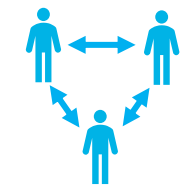
# WHAT ARE THE NEW CONCEPTS IN SPACE DESIGN?

## THE "HYBRID WORKING" PLANNING MODEL

Hybrid Working Space Types



Adequate space to **socialize** with co-workers while social distancing



Opportunities for **social distancing** and **managing risk**

*“Leading organizations will boldly question long-held assumptions about how work should be done and the role of the office. There is no one-size-fits-all solution.”*  
~ McKinsey+ Co.



Opportunities for **focused work**



**Wellness amenities**



Interacting in person with **clients**



Space to **collaborate** in person and **access resources**

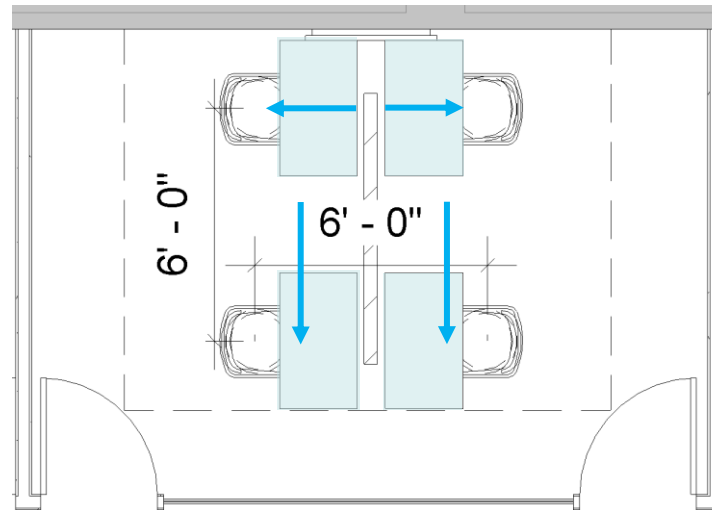
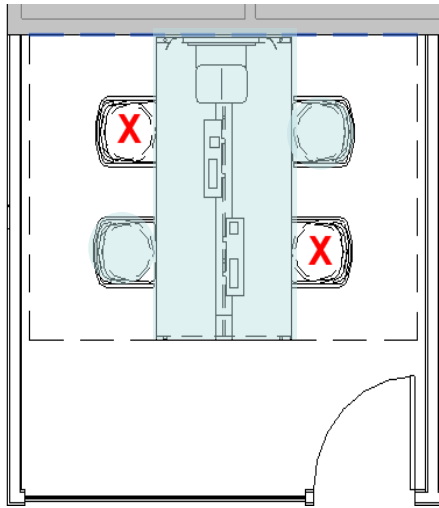


Perceived **safety and comfort**

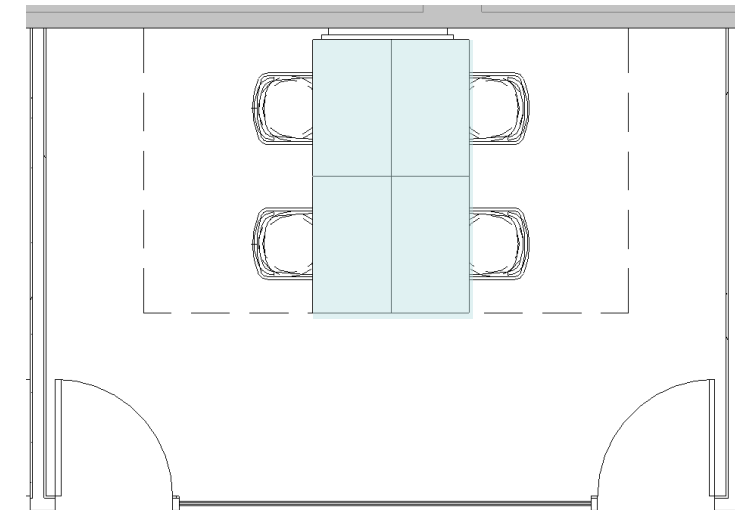
## SECTION 5

## WHAT ARE THE NEW CONCEPTS IN SPACE DESIGN?

## ENCLOSED SPACE: GROUP WORK



PANDEMIC



POST PANDEMIC

## CURRENT STATE

## No work or capital expense

- Remove seating to meet social distancing guidelines.
- Establish entry and exit protocols to minimize contact.
- Identify new capacity.
- Consider repurpose of these smaller rooms to be unassigned offices or individual video-conference spaces.

## FUTURE STATE

## New construction and furniture

- Revisit required SF based on desired capacity.
- Provide separate entry and exit doors.
- Plan for movable / convertible furnishings.
- Provide flexible furniture and infrastructure to meet varying safety protocols.

## SECTION 5

## WHAT ARE THE NEW CONCEPTS IN SPACE DESIGN?

## ENCLOSED SPACE: GROUP WORK



## CURRENT STATE

## Rooms with MODIFIED purpose

- Smaller meeting rooms become an office/huddle space.



## FUTURE STATE

## FIT for new purpose

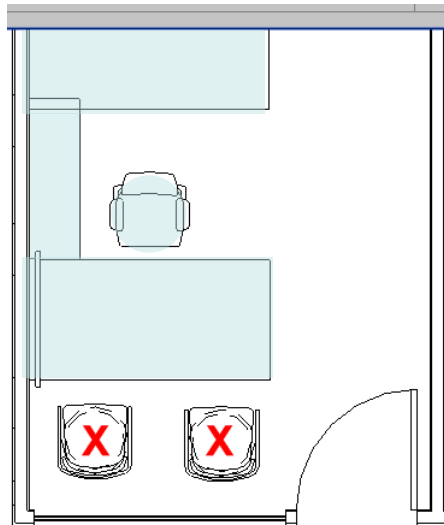
- Rethink flow & clearances.
- Accommodate user analog & digital needs.
- Agile “convertible” furniture solutions could allow for maintaining room function & capacity during pandemics.



## SECTION 5

## WHAT ARE THE NEW CONCEPTS IN SPACE DESIGN?

## ENCLOSED SPACE: INDIVIDUAL PRIVATE WORK



## CURRENT STATE

## No work or capital expense

- Remove seating to meet social distancing guidelines.
- Identify new capacity.



## FUTURE STATE

## New construction and furniture

- Revisit the requirement for assigned individual spaces based on updated remote work policies.
- Consider creating unassigned offices that can be used as small focus or huddle spaces when not in use.
- Plan for movable / convertible furnishings in order to comply with the latest safety protocols.

## SECTION 5

## WHAT ARE THE NEW CONCEPTS IN SPACE DESIGN?

## ENCLOSED SPACE: INDIVIDUAL PRIVATE WORK

**FUTURE STATE (Concept 1)****Rooms with a DUAL purpose**

- Smaller meeting rooms become furnished in a way to support both individual and team-based work depending on need.

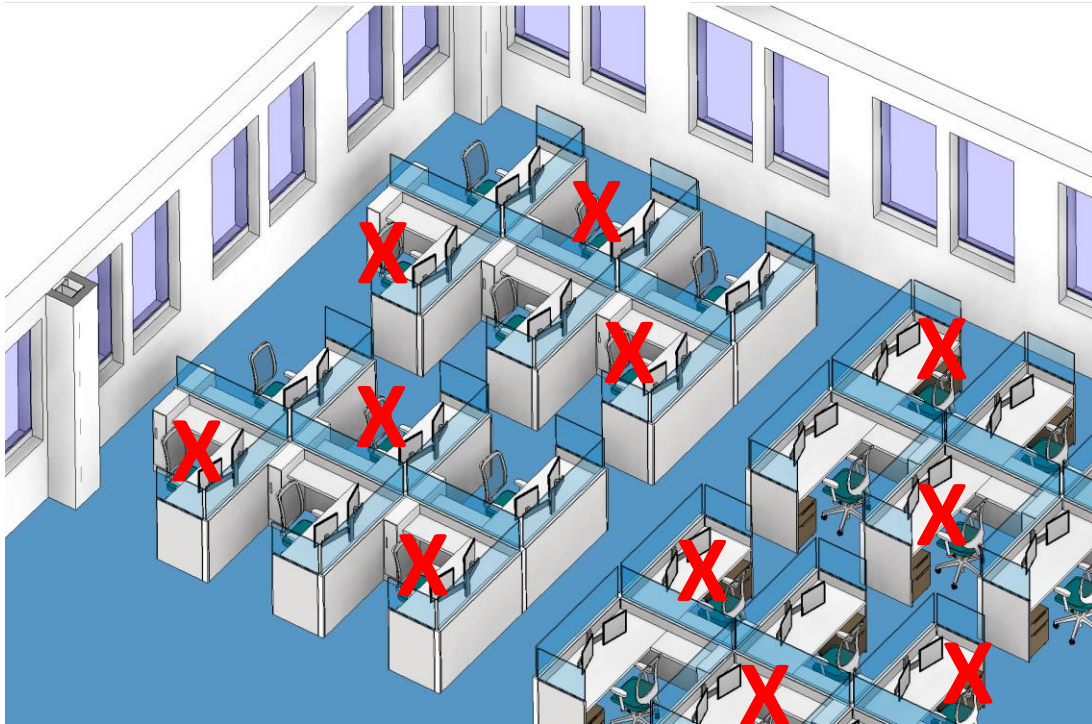
**FUTURE STATE (Concept 2)****FIT for new purpose**

- Explore new, smaller private work settings in order to accommodate the possible increased demand for enclosed focused work space needs.

## SECTION 5

## WHAT ARE THE NEW CONCEPTS IN SPACE DESIGN?

## OPEN OFFICE: INDIVIDUAL WORK



## CURRENT STATE

## Minimal work or capital expense

- Add privacy screens between workstations.
- Establish workstations able to be occupied to comply with social distancing.
- Identify clear circulation paths to minimize contact with others.

## FUTURE STATE

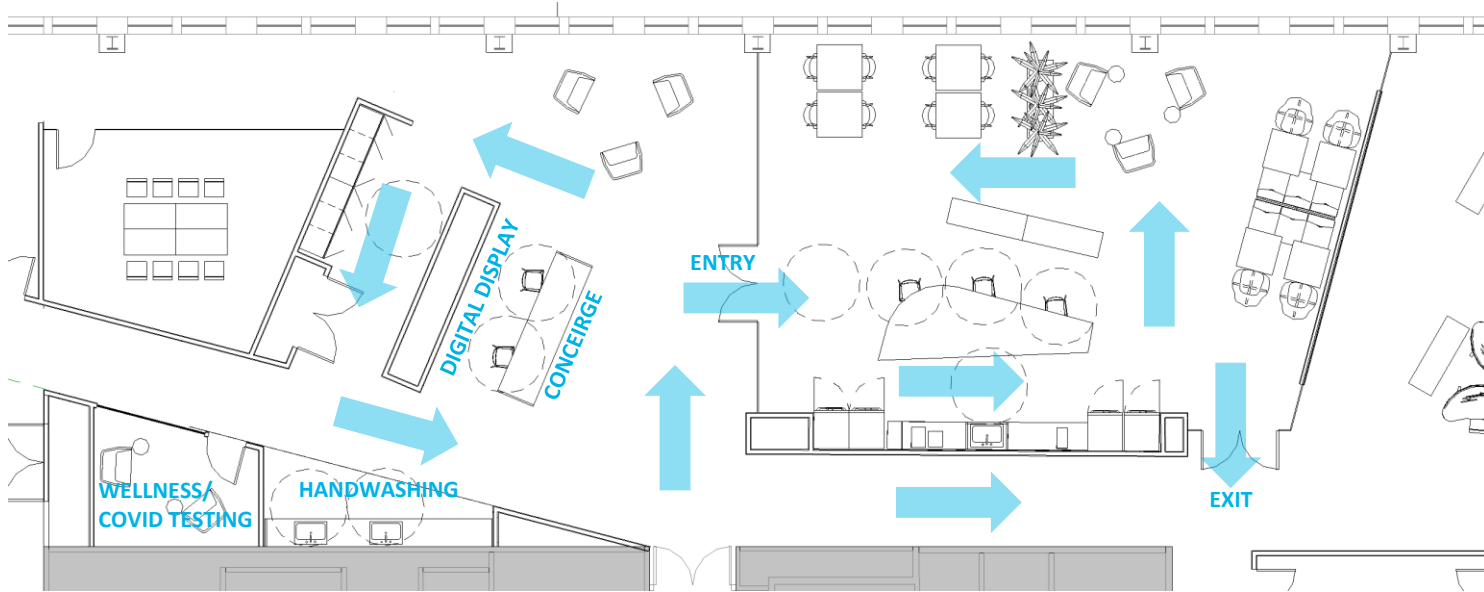
## FIT for new purpose

- Plan for smaller neighborhoods, wider aisles and attention to circulation routes.
- Orient workstations so people face away from each other.
- Provide a variety of work settings to accommodate different workstyles.

SECTION 5

# WHAT ARE THE NEW CONCEPTS IN SPACE DESIGN?

## SOCIAL SPACES: WORK CAFES



### FUTURE STATE

#### Re-planning social spaces to address:

- Separate entry and exit doors
- Strategic queuing and traffic flow
- Clear signage (analog and digital)
- User control and accessibility
- Careful consideration of materials and cleanability
- Access to outdoor social spaces
- Touchless / smart high touch fixtures
- Flexible space design to accommodate additional safety protocols
- Bookable common spaces

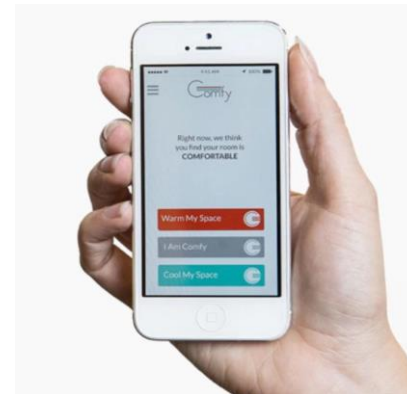
## SECTION 6

## WHAT ARE THE NEW TECHNOLOGIES TO MANAGE SPACES?

## PRIORITIZING TECHNOLOGY IN THE WORKPLACE

## New technologies to consider:

- Occupancy monitoring and analytics systems
- App-based vending and beverage dispensers
- Touchless appliances, plumbing fixtures, and casework hardware
- Additional AV equipment to support increased video conferencing
- Smart whiteboarding that can connect to remote coworkers
- Bluetooth sit-stand desk controls
- Mobile technology
- Air quality sensor applications
- Apps to facilitate user-controlled environments



SECTION 7

# HOW CAN MARGULIES PERRUZZI HELP?

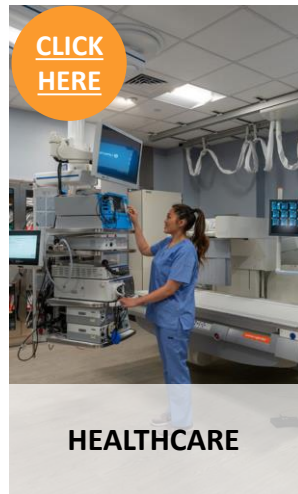
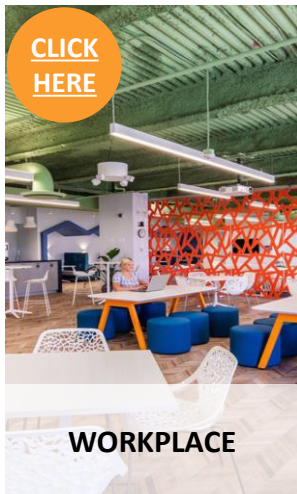


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## Industries Served



## MP COVID REPORT: VOLUME 1

### References & Additional Reading

- [The Future of the Workplace](#)
- [Shifting Fast ... to a Slow Economy](#)
- [Requiring Employees To Return To Work: What To Consider](#)
- [Workplace Re-Entry Program](#)
- [Understanding the New Distributed Work Landscapes](#)
- [Strategies for Minimizing the Stress of Returning to Work\(place\)](#)
- [Rethinking-the-role-of-space](#)

# marguliesperruzzi

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