The Future of Workplace & It’s Role In Our Lives
INTRODUCTION

We are living in “exponential times”...

- Technological advancements
- Proliferation of data
- Evolving patterns of work

Production of our physical working environments (offices)
We are challenged with...

**1.7°F**

**TEMPERATURE**

Global temperature is up 1.7 °F since 1880.

**ARCTIC ICE**

Arctic ice is down 13.3% per decade.

**CO₂**

CO₂ in the air is at its highest in 650,000 years.

**SEA LEVELS**

The pace of per-decade sea-level rise has doubled since 1990.
Thinking ahead with the right mindset...

Ensure our buildings are effective, sustainable, adaptable and make positive contributions to our society and the fabric of our cities well into the future.
The world of work is undergoing tectonic shifts.

800 million jobs could be displaced by automation by 2030. McKinsey Global Institute

8-9% of all jobs will be in occupations that have not yet been invented. McKinsey Global Institute
“The fourth industrial revolution.”

Mark Carney, Governor of the Bank of England

Activities that are structured, repeatable or predictable are fast being optimised and replaced by smart algorithms.
New skill set at the forefront of the talent market.
Efficiency is no longer the driving metric in the workplace.
We have an overriding responsibility to future generations.

The UK construction and property industry account for 30% of UK carbon emissions.

By 2030 we must be reduce the emissions by 45%. 
Providers will need to reconsider what the new value proposition is.

Workplaces must:

- Be economically and commercially viable.
- Respond to shortening leases, shared / co-working spaces & on-demand services.
5 important Drivers for Change.

FOCUS ON PEOPLE, EXPERIENCE & WELLBEING
DRIVE FOR CREATIVITY & PRODUCTIVITY
TECHNOLOGY AS AN ENABLER
LONG TERM / TRUE SUSTAINABILITY
ECONOMIC VALUE & RETURN ON INVESTMENT
Focus on People, Experience & Wellbeing
However, the fundamental needs and desires of people are often lost.
Today’s workers are the most important asset for any business.
Work is not where you go, it’s what you do.

Workers frequently toggle between modes within one experience, or can experience the same place in a completely different way if they are in different modes.
Today’s workforce is increasingly motivated by more than just monetary reward.
FOCUS ON PEOPLE, EXPERIENCE & WELLBEING

INVEST
in more functional workplaces and effectively manage those functions.

DIVERSIFY
beyond the desk by including a variety of group workspaces.

EMPOWER
the organization by giving people choices when, where, and how to work.

CONNECT
employees with the mission, purposes, and meanings behind their work.
Workplaces should connect with a more diverse workforce.
FOCUS ON PEOPLE, EXPERIENCE & WELLBEING

FOCUS
Working alone to complete individual tasks

IN PERSON COLLABORATION
Working with others face-to-face

VIRTUAL COLLABORATION
Working with others via technology

LEARNING
Training, mentoring, skills development

SOCIAL
Building social capital with colleagues
FOCUS ON PEOPLE, EXPERIENCE & WELLBEING

INDIVIDUAL
Balance + Choice

GROUP
Collaboration + Technology

COMMUNITY
Experience + Social Connection
Higher-performing businesses actively seek to engage their employees.
People “flourish” in workplaces that promote healthy physical and mental wellbeing.
Drive for Productivity & Creativity
company performance.

of all four work modes connect to employee engagement and socialize. We discovered that the effectiveness and support and business competitiveness. In 2008, our research established connections between workplace design, employee productivity, workplace survey. A subsequent survey in 2006 established the on the workplace, which began in 2005 with Gensler's first Gensler's 2013 survey is the latest iteration of ongoing research to create a culture of innovation. Parallel questions allow for analysis of Gensler's Workplace Performance Index (WPI) database uncovers that the effectiveness of space for focus is a key driver of the effectiveness of other work modes and workplace performance as a whole.


Focus, balance, and choice in the workplace emerge as key drivers of satisfaction, performance, and innovation.

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WORKPLACE PERFORMANCE

An aggregate score of 30+ variables measuring workplace effectiveness and functionality

US: 69
LATAM: 69
GERMANY: 65
UK: 67
MIDDLE EAST: 70
ASIA: 70
The physical environment should support evolving ways of working.
Facilitating communication and more chance of serendipitous interaction.
A place for tools, resources, collaboration and learning.
Technology as an Enabler
Enabling a new shift in workplace to a more user-centric approach.
The workplace should be responsive to the individuals’ needs.
Closing the performance gap between design & operation.
Providing business critical and future-proofed connectivity.
A humane workplace, which can balance function with human/social needs.
Long term / true sustainability
“Long life, loose fit, low energy.”
LONG TERM / TRUE SUSTAINABILITY

FORM

The most direct way designers can affect performance is through design itself.

ADAPTATION

Re-use buildings, spaces, and materials that already exist—adapting them to meet new needs instead of building new.

MATERIALS

Focusing on materials with a lower carbon impact, and re-using or recycling materials whenever possible, is imperative.

WATER

Design strategies that mitigate water risks are required for a long-term perspective.

ENERGY

Not just on minimizing energy usage, but on offsetting energy needs with renewable sources.

INTELLIGENCE

Intelligent spaces leverage real-time data to dynamically optimize both performance and experience.
Short-life modern vs. longevity of Victorian and Edwardian buildings.
Design for performance, not compliance.
Greater joint responsibility between providers & users.
Economic Value & Return on Investment
Responding and adapting to changing market conditions.
Not just an office. A studio, laboratory or makerspace.
Value is driven through product, service and customer experience.
Producing positive outcomes for communities and society at large.
Thank you.