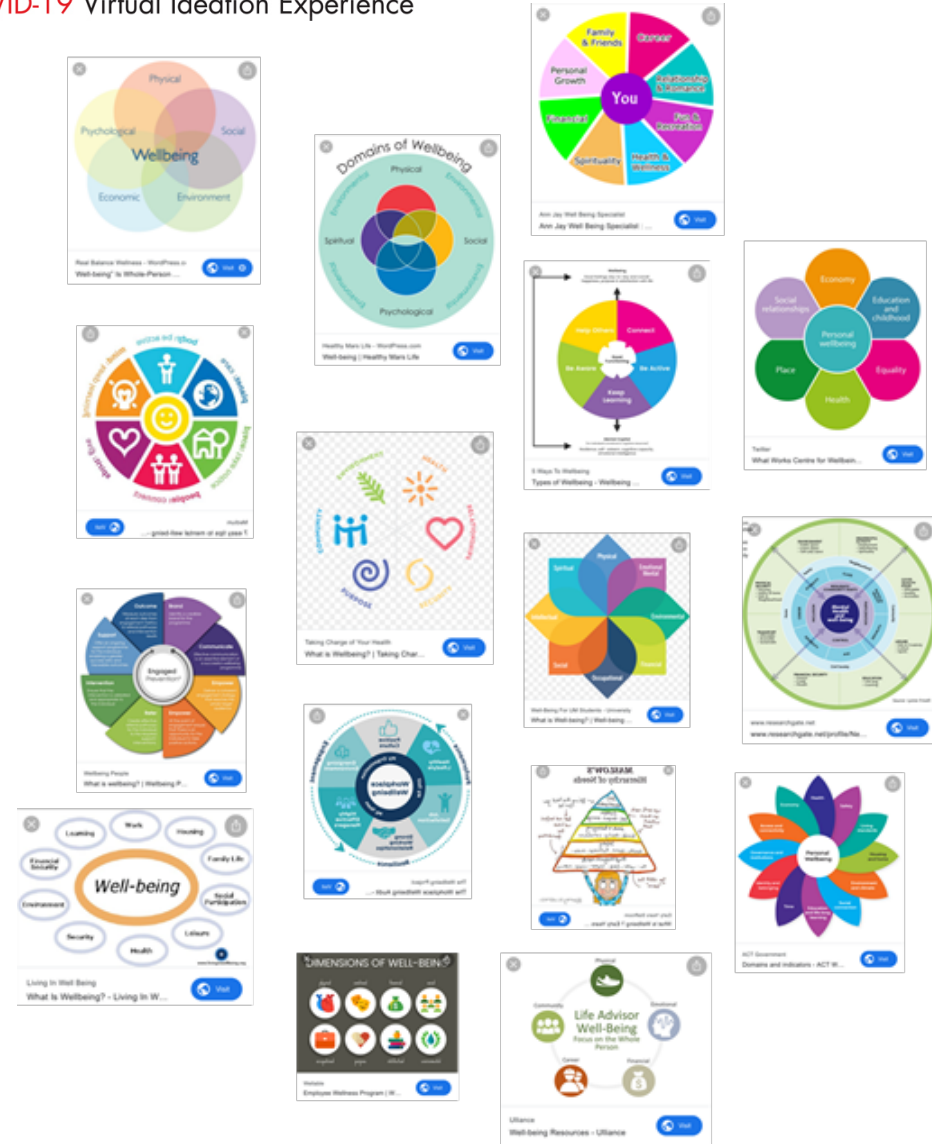




A COVID-19 Virtual Ideation Experience

Workplace Wellbeing Team Number: 10

*Wellbeing models abound.
Our team cut through the
noise, focused in and
developed forecasts,
recommendations and a
bold statement.*



Mission for the team

Develop a collective solution that goes beyond the immediate COVID-19 crisis response and helps ensure the long-term health and well-being of citizens, companies, and communities. Consider workplace wellbeing and develop forecasts and solutions/recommendations.

Challenge: Develop forecasts and key recommendations for corporate real estate professionals that address these challenges and respond to wellbeing in the workplace going forward.

Team members

- Tracy Brower, *Steelcase (team leader)*
- Cheryl Deichert, *The World Bank Group*
- Michelle Martinez, *Vari*
- Kerri McGovern, *Assoc. of Corporate Counsel*
- Ben Prager, *Oblok*
- Rose Mary Su, *Acentech*
- Marlyn Zucosky, *Ware Malcomb*
- Rick Page, *Page One Consulting*

Wellbeing is holistic

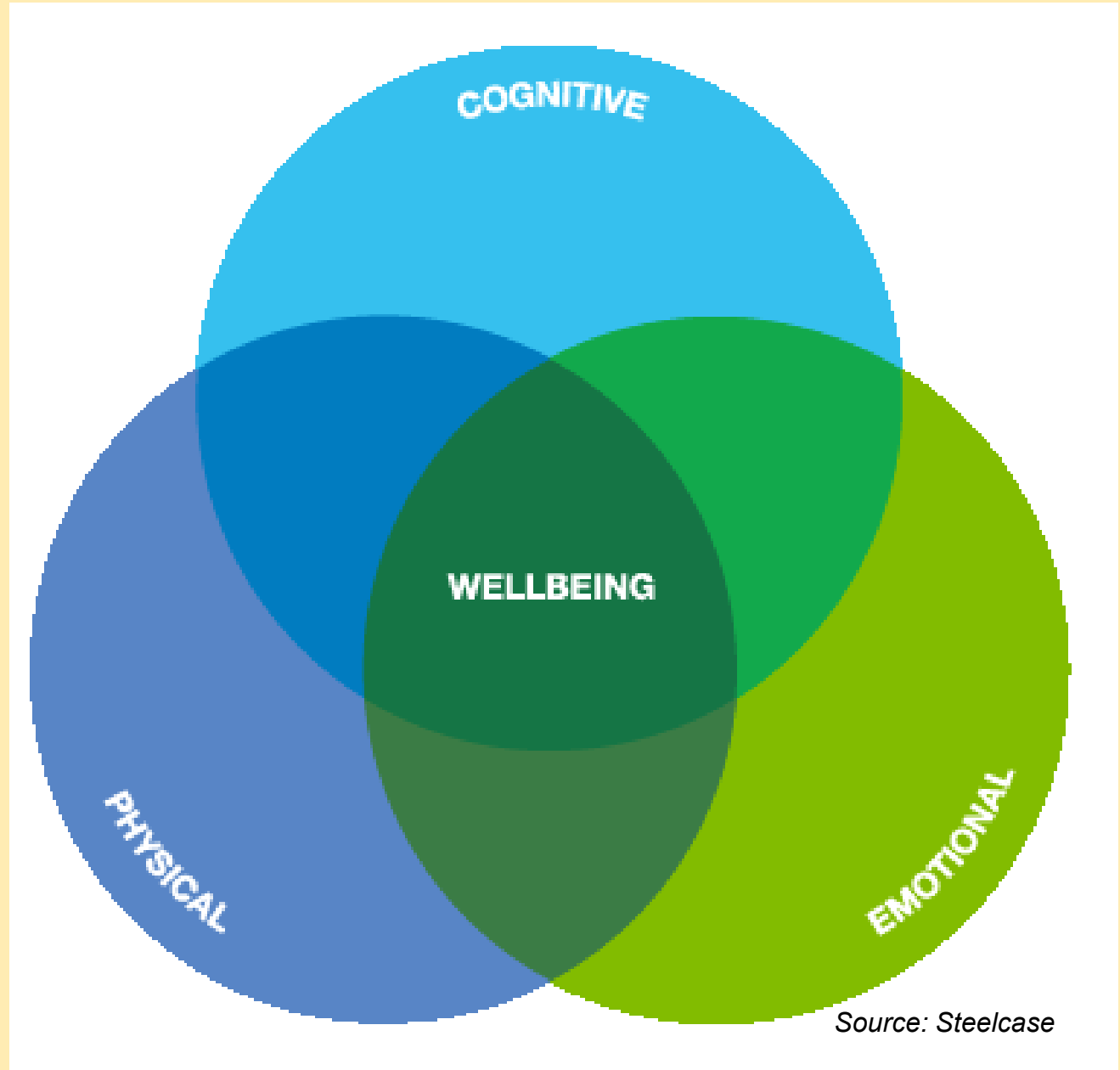
For

Individuals

Teams

Companies

Communities



Culture is critical for wellbeing

It affects how decisions are made and how behaviors are shaped for CRE as a profession and for CRE professionals and for all leaders.

We must create a culture of **holistic wellbeing**.
Companies that do this effectively will be more successful and achieve better results.

Bold Statement

During this fundamental reinvention of work, the office cannot and should not go away.

Just because we can work remote, doesn't mean we should.

The office offers the important opportunity to get things done effectively and efficiently—but also connections and common purpose vital for our humanity.

The office offers irreplaceable benefits for people, for teams, for companies and for communities—and we must be intentional about how the work experience supports holistic wellbeing.

Culture and Overall Company Approaches

Forecasts

- Culture
- Measurement
- Leadership and empathy
- Innovation

Recommendations

- ❑ Revisit and refresh overall vision, mission, strategy
- ❑ Assess purpose
- ❑ Assess culture and align with place
- ❑ Leverage relationships across RE/HR/IT and externally

People, Choice and Agency

Forecasts

- Choice and agency
- Autonomy
- Trust
- Connections
- Diversity and Inclusion

Recommendations

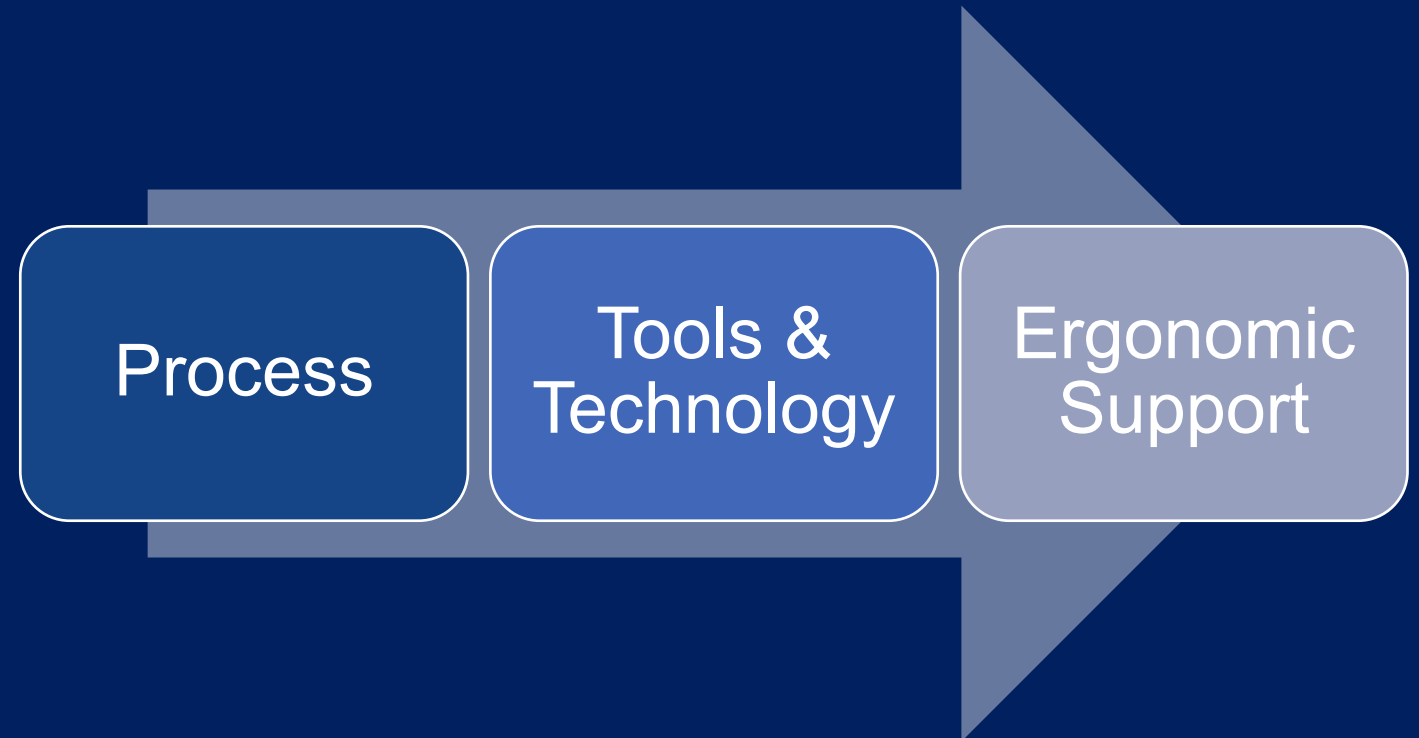


Process and How the Work Gets Done

Forecasts

- Process and teams
- Technology

Recommendations



Real Estate and the Workplace

Forecasts

- Greater options
- “Cooperative Workplaces”
- Use of co-working spaces
- Physical workplace protocols
- Building protocols

Recommendations

- ❑ RE assessment
- ❑ Customizable interiors aligned and going beyond WELL
- ❑ Utilization and cleanliness
- ❑ Cleaning practices
- ❑ Holistic support for physical, cognitive and emotional wellbeing
- ❑ Inclusive design
- ❑ Behavioral protocols
- ❑ Change management support

Companies have the opportunity to refresh,
reimagine and reinvent the work experience,
creating cultures of wellbeing
to help employees, teams, companies and
communities
survive and thrive now and in the future.

References

- [Task Force Launched Help Safe Return to Work Post-Pandemic](#)
- [You're Not Going Back to Normal Office Life for a Long Time](#)
- [A Detailed Plan for Getting Americans Back to Work](#)
- [New SHRM Research on How COVID-19 is Changing the Workplace](#)
- [How to Thrive During the Pandemic: 10 Strategies for Resilience Based on Brain Science](#), Forbes, April 28, 2020
- [6 Reasons Why You Should Treat Innovation as a Survival Skill in Terms of Crisis](#), Medium, October 2, 2019 (updated April 2020)
- [Social Isolation and the Coronavirus: 8 Surprising Reasons You'll be Thrilled to Get Back to Your Office](#), Forbes, April 15, 2020
- [The Mental Health Crisis Generated by COVID-19: Why It's Critical and How You Can Retain Your Sanity](#), Forbes, April 14, 2020
- [Why Agile Is the Mindset to Get Us Through the COVID Crisis: 4 Lessons from Agile for Today and the New Normal](#), Forbes, April 12, 2020
- [5 Predictions About How Coronavirus Will Change the Future of Work](#), Forbes, April 6, 2020
- [Why Working from Home is So Exhausting—And How to Reinvigorate](#), Forbes, March 30, 2020
- [Will the Open-Plan Office Make You Vulnerable to Coronavirus? Or Will the Virus Crisis Force Offices to Be Safer?](#), Chicago Tribune, March 27, 2020
- [Coronavirus Creating Stress? Why You May Need Mental Distancing as Much as Social Distancing and 8 Ways to Get It](#), Forbes, March 17, 2020
- [Communication is More Important Now than Ever Before: 9 Ways to Reassure and Re-Engage Your Team](#), Forbes, March 16, 2020
- [OKTA, Colliers and Gensler on Changes Coming to Bay Area Offices](#)
- Edward T. Hall – Proxemics (intimate, personal distance [these have been outlawed and socially uncouth and legally challenging], social distance [6'], community distance) based on social anthropology; Edward Hall; wellbeing requires connection and coming together; see diagrams of distance maps.