



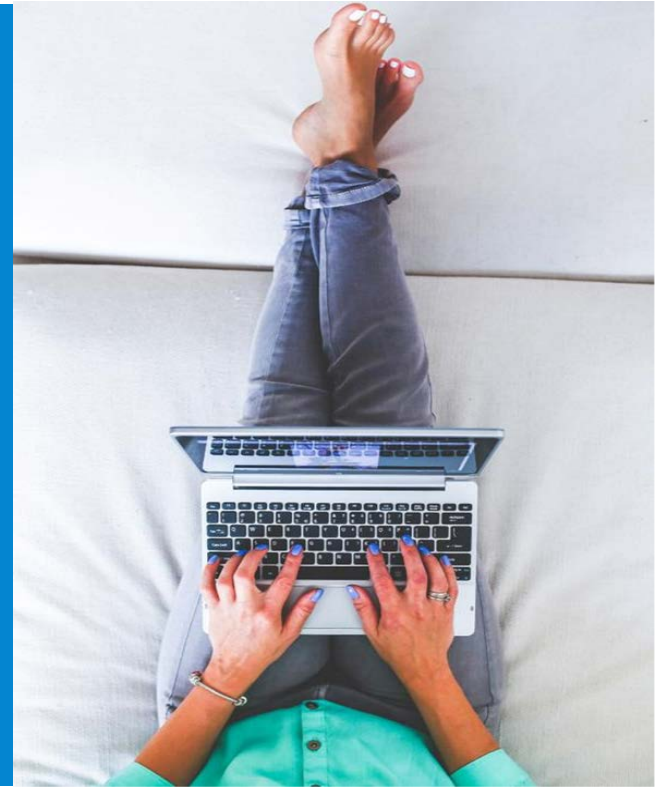
HACKATHON

Workplace Wellbeing
Team Number: 14



A COVID-19 Virtual Ideation Experience

Post Covid - 19 recovery relies
on workplace wellbeing.



Workplace Wellbeing
Team Number: 14



A COVID-19 Virtual Ideation Experience

Team Members

Team Member	Title	Organisation
Ashish Pandya	Project Manager, Sustainability	Ideaship.Inc.
Ceili Murphy	Assistant Design Director	GHD Woodhead
Devanshi Patel	VP-Workspace -Design & Build	ANSR
Parul Mittal	Director	Parul Associates
Priya Shyam	Design Principal	Dsync Architects
Satish Sharma	President Sales & Marketing	Featherlite
Shuchita Gupta	Head-Sustainable Solutions	Space Matrix
Sujatha Naren	General Manager	Avon contracting.

Workplace Wellbeing is multifaceted and complex

An active process of becoming aware of and making choices towards a healthy and fulfilling life....

“Wellness is a state of complete physical, mental, and social well-being, and not merely the absence of disease or infirmity.” – WHO

Well V2 encompasses the below + Innovation



Covid - 19 has pushed us to physically isolate and digitally connect more than ever. It has forced everyone to redefine how they work, and question what a workplace should look like.

How will Workplace Wellbeing be defined now?

The Maslow's hierarchy of needs was redefined in context of a Workplace by Karlyn Borysenko.

The Workplace was established at the core of personal wellbeing, reconfiguring focus on creating safe, secure, engaging spaces.



Karlyn Bosenko's reinterpretation of Maslow Hierarchy

Post Covid - 19 a Synchronised powerplay is required between Governance , Organisations and Individuals to re - institutionalise Health and Wellness at Workplaces

Our group deliberated & focussed on primary aspects required at the Workplace to reinstate Wellbeing.

In a post COVID scenario, should such a pandemic arise again, workplace users need to feel safe and secure.

In this context ,upon deliberation across various facets of workplace wellbeing, the following aspects were found to be most important for further study :

- Good quality indoor air to feel safe,
- De-densification in all areas to ensure physical distancing,
- Common area solutions to maintain hygiene,
- And above all Individual wellness to conquer this pandemic !



The combined role of
Resistance Readiness and **Resilience**

through

Planning, Policy and **Products**
has been reviewed leading to

Recovery

of Workplace Wellbeing

In aspects of Indoor Air, Workzones,
Common areas and Individual
wellness.

3Rs: Indoor Air Quality at Workplace

A research suggests
“Improved Indoor Air
Quality =
Improved Cognitive
Function”²

Resistance and Planning

- Have constructive dialogues with public bodies
- Introduce mitigation schemes
- Enhance the microclimate e.g., bio-cover, green roofs, etc.
- Establish air monitoring control system
- Leverage technology for flexible future proofing and scalable operation

Readiness and Policy

- Establish guidelines for clean air.
- Ensure air performance parameters
- Wellness teams to spread awareness about clean air
- HR teams to institutionalise resilient protocols

Resilience and Product

- Take sustainable passive design solutions
- Active control measures for indoor air e.g., ventilation, RH and temperature, UVGI, etc.
- Active monitoring of data to address deviation
- Resilient cleaning protocols

[1]
<https://www.weforum.org/agenda/2016/09/92-of-the-worlds-population-lives-in-areas-with-unsafe-air-pollution-levels-this-interactive-map-shows-just-how-bad-the-problem-is/>

[2] ¹

3Rs: De- densification of Workspaces

... Leading to Organisation wellbeing

Resistance and Planning:



Review

- Assess Metrics of Workstations v/s Collaborative space required.
- Assess Flexibility potential of the space
- Movement patterns of occupants.



Maintain User Data Log of all spaces

Plan for Tech enabled solutions



- Introduce occupancy sensors
- Hygiene alerts through speakers and monitors at strategic locations

Create Solutions to reduce germ Interface

- Provide disposable sheets
- Add Temporary Screens i.e. writing boards and biophilia.
- Create isolation zones in case of Emergency



Collate interface Matrix

- Collate Matrix of daily weekly and monthly interface log of workplace users and allocate staggered time schedules
- Map affinity diagrams of users



Incorporate occupancy Mapped seating

- Avoid Hot desking & Fixed desking
- Direct Unidirectional movement of occupants.

Visual examples



3Rs: De-densification at workspaces

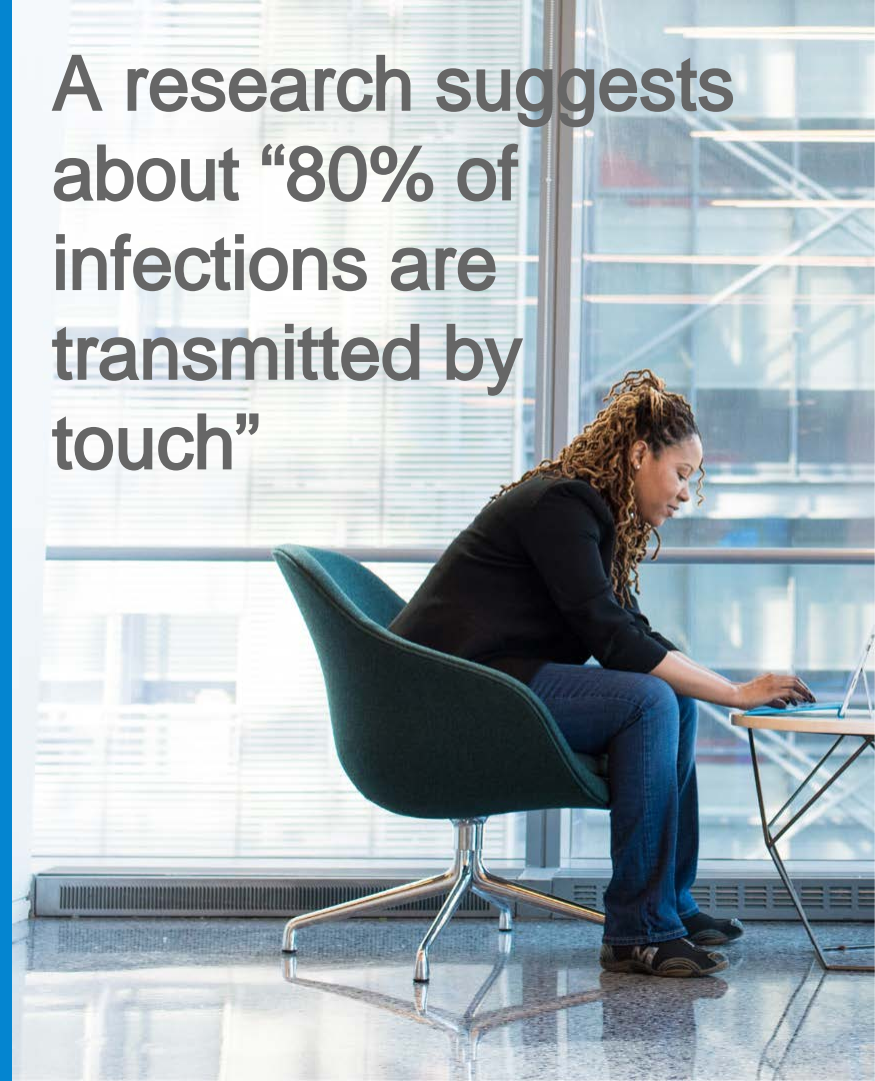
Readiness and Policy :

- Circulation pattern guideline
- Self care to manage in and out of office
- Seating guidelines
- Dos and Don't around seat assigned
- No personalization of seats
- Meeting / collaboration space usage policy
- Work Shift guidelines

Resilience and Products:

- Occupancy mapping
- Distance mapping
- Products that are either Self-sanitizing or with minimal sanitization requirement between usage
- Agile isolation zone creation
- Partition products for existing space seat segregation

A research suggests about “80% of infections are transmitted by touch”



3Rs: Common Areas solutions

Resistance and Planning

... Leading to Organisation wellbeing



Segregated Zones for Visitors in all areas

Maintain User Data Log and contact traceability of all visitors



Plan for Tech enabled solutions

- Mobile configured to use lift buttons
- Sensors and Alarms for occupancy overload in all common areas and cafeterias.
- Solutions for staggered dispersal.
- Visitor management solutions

Create Solutions for Disinfection

- Provide Disinfection tunnels at all entrances
- Add Temporary Screens in Reception zones
- Provide foot operated Sanitizer stations

Touch free interface & Sanitation Protocols

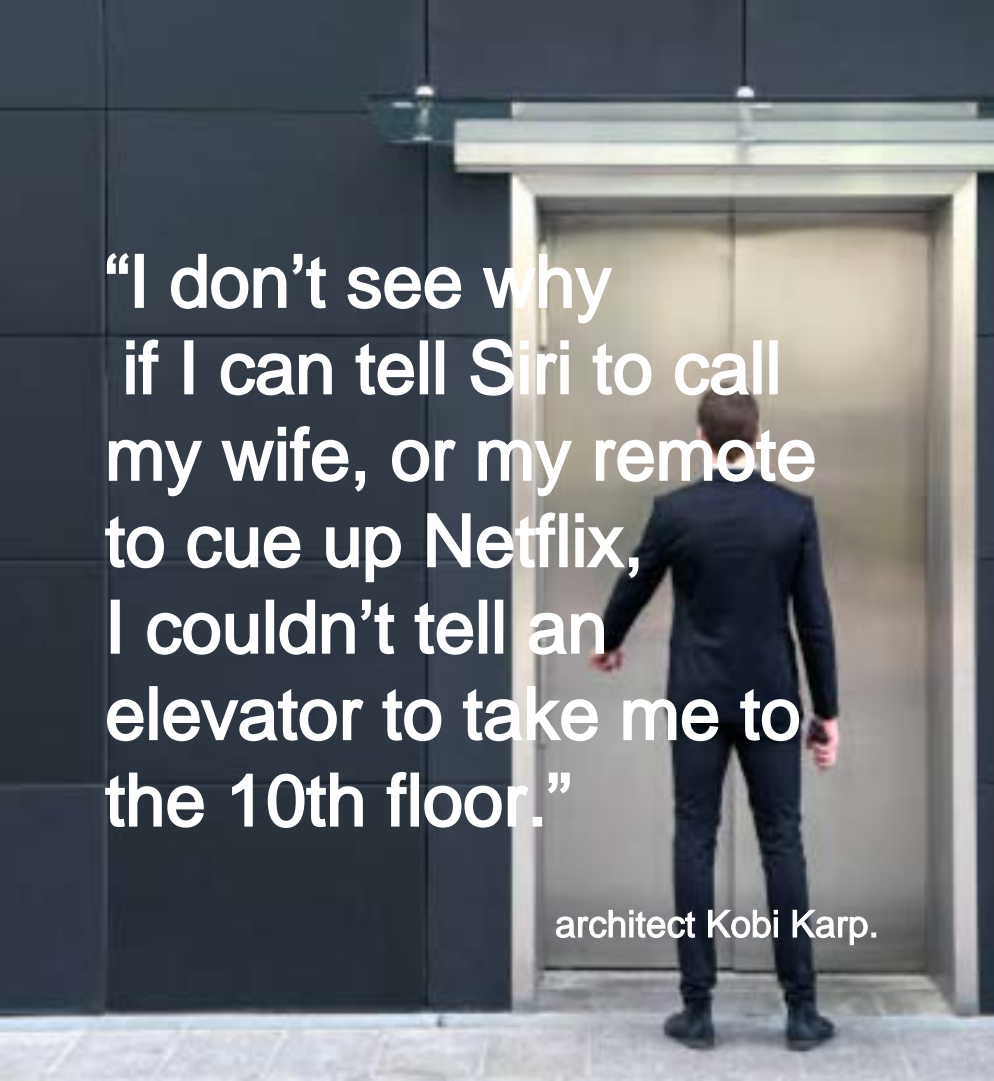
- 3d printed hand held device
- Regular cleaning

Parcel & Cafeteria Management

- IN/OUT boxes at entrance lobby
- UV box for disinfection
- Disposable plates & Cutlery
- Foot operated Hydration points.
- Separate hygiene stations

Visual examples





“I don’t see why
if I can tell Siri to call
my wife, or my remote
to cue up Netflix,
I couldn’t tell an
elevator to take me to
the 10th floor.”

architect Kobi Karp.

3Rs: Common Areas

Organisation wellbeing through
care of Common Areas

Readiness and Policy :

- Visitor management policy
- Ensure occupancy of meeting or collaborative spaces is < 50%
- Training and communication to employees
- Limited usage guidelines for cafeterias and meeting rooms
- Follow regular cleaning as per hygiene checklists

Resilience and Products:

- Sanitization tunnels, temperature check kiosks
- UV disinfection equipment for couriers, documents etc
- Floor and wall signages for segregation & safe distancing
- Occupancy sensors with alarms
- Wellness kits containing PPEs and tools like 3D print multi-purpose tool
- Apps for cafeteria and meeting bookings
- Foot operated sanitization units

Individual Wellness

... Leading to Organisation wellbeing

Yoga ...
An Everyday
Ritual not an
isolated incident



Have i got my
Vitamin D
today ?



All Happiness
depends on a
nourishing
Breakfast

Joins
Carpool
to save money
...reaches work on
time



Walk
the Talk ... from
Disinfection
Tunnel to stairs

NAMASTE ...



Digital
is the new
Real !



There is
always a
Healthy
choice !

Those
20 SECONDS ...



Biometric
Redefined!
Just your
FACE
is enough!

Elevators ...
Try to be touch
free!!



Dinner with
Family ...
Friends on
Zoom?



A COVID-19 Virtual Ideation Experience



“ People don’t
resist change,
they resist being
changed”

Peter Senge

Workplace Wellbeing
Team Number: 14



A COVID-19 Virtual Ideation Experience

Reference:

1. WHO- Emergencies data - <https://www.who.int/emergencies/diseases/novel-coronavirus-2019>
2. Times of India -<https://timesofindia.indiatimes.com/india/how-countries-are-fighting-covid-19>
3. Ministry of Health New Zealand - <https://www.health.govt.nz/how-infectious-diseases-spread>
4. IZA institute of Labor economics-DE- IZA DP No. 12632: Indoor Air Quality and Cognitive Performance
5. Harvard T.H. Chan School of Public Health- Study by Joseph Allen -2017
6. ASHRAE position document on infectious Aerosols- April 2020
7. Steelcase -Designing the Post-COVID workplace- April 2020
8. United Nations-un.org -COVID 19 and human rights-we are all in this together- April 2020
9. Haworth-Return to Work(place): Our point of View-April 2020
10. WELL Building standard- International WELL Building Institute.