



HACKATHON



IDEA

CONNECT



SOLVE

PRESENT



A COVID-19 Virtual Ideation Experience

Team Topic and Number: Workplace Wellbeing 25

Team sponsor/chapter (if applicable): n/a

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Workplace Wellness:

The challenge of determining what needs to be done not only to open offices and work environments today, but what needs to be mindfully done today which will also be a bridge to how offices will be occupied tomorrow... in six months, 12 months, 24 months from now. This is where the complexity of simplicity and commonsense intersect with science.

The creation of work environments and manifestation of organizational culture to support individuals is now inclusive of support for Mind, Body and Soul. This becomes unique to each person and as a result requires flexibility in the offering of support and peace of mind for individuals to truly focus on the work at hand.

From a RE perspective:

The design of new and existing buildings will have to support occupants and organizations in ways that improve air handling systems, materials that are specific and purposeful and flexible in build out and environmental impacts, and WELL building / Fitwell standards will become the norm. The integration of technology applied within buildings ensuring responsiveness to the needs of occupants and achieving sustainable and efficient benefits. How can the envelop be pushed to alter what was once considered required fixed seating to flexible dynamic accommodations which enhance the quality of work rather than being tethered and constrained. And will old materials such as copper be reintroduced in safe ways and even site planning be undertaken with considerations of solar conditions?

1. New designs -based on algorithms (example: Zaha Hadid) and visual observations that look at environmental conditions, anthropometrics and organizational details. The Program of Record will alter beyond functional adjacencies floor area ratios.
2. Materials - will be more sustainable and specific in purpose in terms of life cycle and value add properties
3. Entries – Transition for occupants and visitors. Perhaps it becomes the norm to transition to work shoes and clothes?
4. Touchless environment – leverage technology to have more areas controlled via the individual's personal device.
5. Responsive buildings / less reliance on grids (think passive house design)
6. Less is more – the footprint required by organizations will be smaller, more deliberate and in the right locations. Freed-up funding will support the improved experience, training and technology. The right people will be recruited for the company regardless of their location and predicated on their skills and experience.

See the Rem Koolhaas' video on his exhibit that opened at the Guggenheim Feb 20th. Interesting timing..yes. Relevant..yes.

<https://www.guggenheim.org/video/see-countryside-the-future-at-the-guggenheim>

We should be focused on what story generations to come will know about 2020? We should be focused on the year 2050 and work back from there. This YouTube snippet conveys the sentiments of a future looking back at this time which solicits deeper questions of how an office is defined and its purpose.

<https://www.youtube.com/watch?v=Nw5KQMXDiM4>

Organizations now understand the value of choice in how people work. (location, hours, etc.). Technology is a critical enabler to providing flexibility. Infrastructure and protection of systems will be imperative. And RE teams will need to reposition portfolios as the strategies and objectives of the enterprise adjust in turn. The work environments supporting choice will be similar to that are designed according to WELL design standards.