

CORENET  
GLOBAL

HACKATHON



PRESENT



A COVID-19 Virtual Ideation Experience

**Team Topic and Number:**

Space Utilization and Metrics \_ 28

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N/A

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**Input your submission below. Please remember that you have 1500 words to share your insights.**

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## **The Covid19 Office: Implications of Re-entry on Space Metrics**

### **Pre-Vaccine Experience**

Near term fixes for our pre-vaccine global experience will include the need to increase physical distance between employees. Organizational goals include decreasing the number of people in the office at any one time. Many organizations will implement a 50% reduction; allocating the same amount of physical space to half the amount of employees. As opposed to acquiring more space a combination of staggered work shifts and remote work will make it possible to use the same amount of space.

### **The Rise of Work From Home**

The sudden shift to remote work has proven working remotely can be successful with the right technology tools. As a result, we will see an accelerated shift towards flexible working policies that were already on the rise. This is not a one size fits all model. There are some highly secure organizations and governmental agencies that cannot work remotely. The employees that cannot work remotely will be most at risk for illness. Behavioral protocols will be implemented to create safety for those most vulnerable and will adapt for additional phases of re-entry.

### **Re-education of Social Behaviors**

Each direction change will require a re-education of social behaviors. This will require communication plans and development of protocol handbooks. These protocols will help create behavioral guidelines that establish safety for the individual and the space holistically. Where once protocols were considered an afterthought, they will now be at the forefront.

### **Space Matters**

Space is essential for culture building, team collaboration and human connection. When we use space as a tool to enhance an experience for employees and give them a choice whether they want to engage with it, we show it is a powerful tool. Space matters now and will continue to matter in the future. Space will need to be adaptive and iterative to continue to meet the needs of employees and our workplace cultures shift - space utilization metrics will need to adapt to meet the needs of employees rather than employees be fit into a predetermined box.

“Physical space is the body language of an organization” Frederik Pferd

### **Decrease of Coworking Spaces**

Cultures promoted by coworking companies may need to be rethought. Co-working spaces are known for their shared areas and amenities including hot desks, where multiple users can use the same desk station in the course of a day. Covid19 will challenge coworking operators moving forward to institute greater cleaning practices and rethink their space offerings.

### **Health & Safety to the forefront**

The coronavirus pandemic has led to a greater awareness of employee health and safety. Transparent cleaning programs, social distancing protocols, and a phased return to work will be adopted in offices to ensure staff feel comfortable and safe when they return to the office. As real estate professionals we should take guidance from healthcare design for sanitization concepts, one way flows, cleanability, and other bacterial free work environments.

### **Planning for Uncertainty**

It is difficult to predict what the office model will be in the future. Wholesale re-thinking of space design does not appear to be in the making. Key changes are already being considered: Phased return to office work force, anti-microbial materials, level of air quality, touchless everything, and changes in working policies, with more employees working from home on a semi-regular basis. These changes will continue to be evaluated and modified as part of this evolving learning process.

### **Hypothesis for Post-Vaccine World**

Our decisions on space will be more human centric. The need of space to drive organization culture through collaboration and connection will be enhanced through the pandemic experience. Behavioral protocols and safety will drive space decisions. Space will become more flexible and adaptable to meet the needs of each organization.