



# HACKATHON



IDEA

CONNECT



SOLVE

PRESENT



## A COVID-19 Virtual Ideation Experience

**Team Topic and Number:** Team 11, Workplace Wellbeing

**Team sponsor/chapter (if applicable):** N/A

**Team Lead:** Joan Price

**Team Members:**

Marisa Fava, District Manager, Humanscale

Jessica Pernicone, Executive Director, Solutions Development, JLL

Neda Thiele, Director of Strategic Accounts - Global Business Division, Knoll

Barbara Donaldson, VP Global Real Estate & Facilities, Synopsys

Caroline Quick, Senior Principal/T3 Advisors

Michael O'Farrell, Director, Global Real Estate and Workplace, Cohesity

Crystal Barard, HPE

Pam Strong, HPE

Joan Price, Principal, Gensler

Alyson McPhee, Client Relationships Analyst, Gensler

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

---

The CoreNet Global community is facing complex challenges, and we are grateful to be a part of an organization humble enough to recognize none of us have all the answers. Our team refined the proposed problem statement to focus on a long term, hopeful point of view. We challenged ourselves to develop long term recommendations for corporate real estate professionals to enact lasting changes that will improve wellbeing in the workplace.

Our solutions are centered around the fundamentals of what it means to be truly human. The simple framework addresses both physical and psychological wellbeing, and solutions are presented within the context of five sensory experiences: sight, touch, taste, hearing, and feeling. We referenced Maslow's

Hierarchy of Needs to prompt our recommendations for long term psychological improvements to the workplace experience.

In the attached diagrams, we've noted specific workplace recommendations we believe will result in a strengthening of employees' physical and psychological wellbeing. Supporting behavioral and physical ecology could be the best long-term investment for any organization's most precious asset, its people.

## Safety & Physiological Wellbeing

### 1. Safety and Physiological Wellbeing

	<b>Environmental Interaction &amp; Adaption</b>	Decrease in HD planning Personal Space Increased Adaptable Reconfigurable Furniture & Wall Systems	Adaptable electrical solutions Mobile power solutions Dedicated Seating Increase	Rotational Office Utilization for Teams (OnDemand) OnDemand Office Cleaning Workstation Popup Tents
	<b>Tangible Consciousness</b>	Antimicrobial surfaces Design approach to Minimized Interactions w/ surfaces, entrances, doors, & path of travel in Designs	Elimination of porous material in the office environment Motion Dedication	Change in physical behavioral approaches to interactions with environment, living beings, and nature
	<b>Social Awareness</b>	Prepackaged Fast Food Offerings / Grab & Go Food Options In office food Delivery	Premium Vending Offerings Increase of Onsite MicroMarkets	Removal of Self Service Options Food Services Scale of Gathering Areas
	<b>Audible Insight</b>	Voice Detection Sensor Detection Distance Monitoring	Increased Sound Notification Association & Responsiveness Health Monitoring	Reduction in white Noise usage Cleaning

**See:** This category includes environmental interactions & adaptations. Notable long-term workplace considerations include reconfigurable furniture and wall solutions, an increase in personal space and on-demand office cleaning.

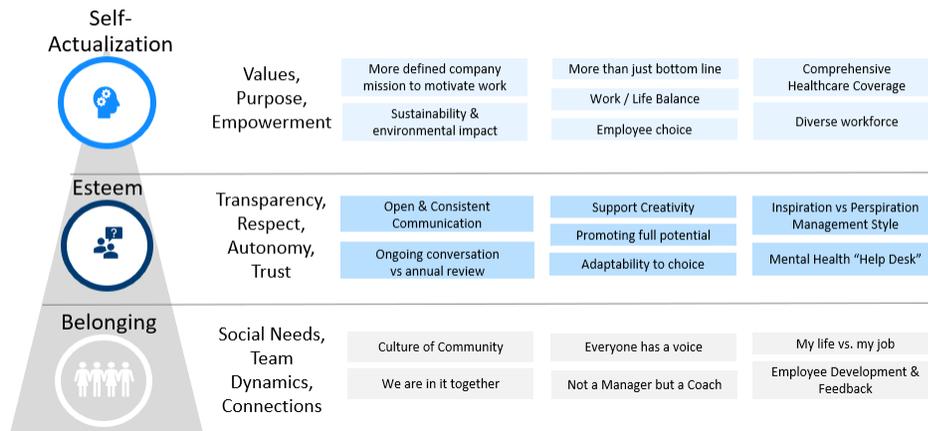
**Touch:** This category represents tangible consciousness. Recommendations include the elimination of porous materials, touchless design and an increase in interaction with nature (biophilia).

**Taste:** This category focuses on social awareness. Prepackaged food offerings and grab and go options will increase as we rethink the scale of gathering places.

**Hear:** Our audible insights include an increase in sound notification, distance monitoring and a reduction in white noise.

## Psychological Wellbeing

## 2. Psychological Wellbeing



According to the World Health Organization, mental health is defined as “a state of wellbeing in which every individual realizes his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community.”

We applied Maslow’s Hierarchy— “a theory in human motivation” to workplace. From a long-term perspective, it takes a dedicated focus and vision from company leadership to establish a culture of complete wellbeing. We hypothesize that enabling every individual to reach his/her full potential could be one of the most positive outcomes of the crisis we are working through.

### Conclusion

Within the realm of workplace strategy, there have been ongoing conversations about the importance of bringing diverse stakeholders to the table. Before COVID, pioneering companies have begun championing effective collaboration between Real Estate, HR, and IT stakeholders, and even defining the role of a “Chief Employee Experience Officer”.

The nature and composition of the future workplace is coming into question now, as it has many times before. The future is unknown, but we believe that the threat of COVID will shape positive outcomes within the realm of workplace strategy. A combination of policies and changes to the physical design of the office will put the employee back at the center of design, out of necessity. Perhaps we will even see an emerging need for a new role, the “Chief Wellbeing Officer”.

We have proposed a simple, sensory-driven framework to ensure that these changes are implemented in a way that safeguards employee wellbeing at the heart of workplace decision making.