

# OFFICE DESIGNS THAT ENHANCE COMMUNICATION

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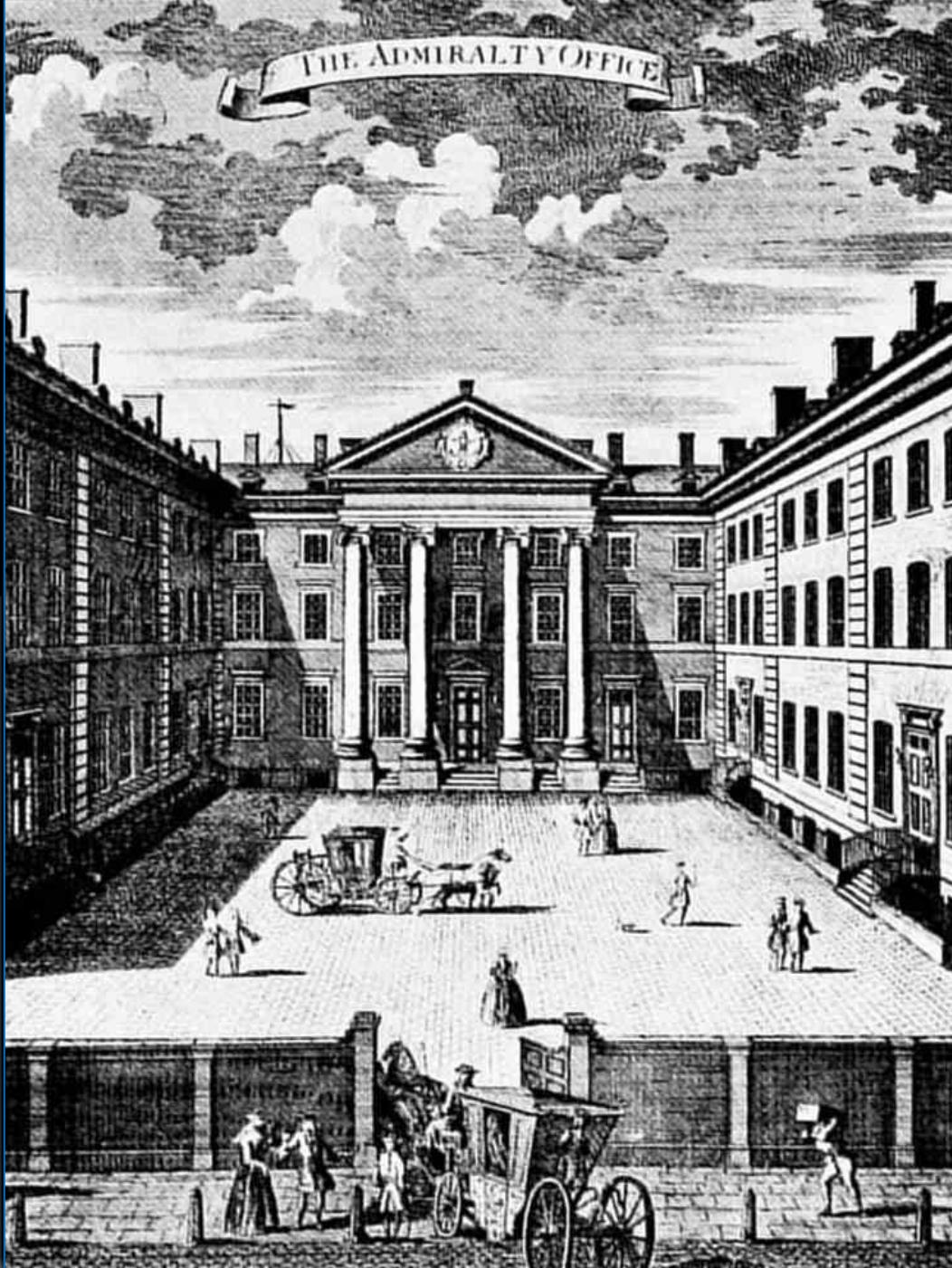


(Maestro, 2016)



Let me tell you a story...

Welcome Jocelyn...



# Financial Analysis

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First office building built in 1726 in London



Known as "The Old Admiralty Office"



Served to handle massive amounts of Royal Navy paperwork, and still used today

# Early 20<sup>th</sup> Century Office Design

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Design followed the principles of Taylorism



Taylor's approach failed to factor in human and social elements



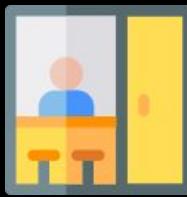
Focus was on maximum productivity



# The New Age of Office Design



Skyscrapers changed design implementations



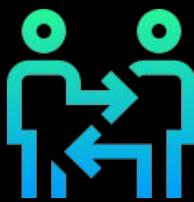
Design elements included an open plan with private offices and spacious areas



The Johnson Wax company's office building used this new age design



# Office Design Changes in Aftermath of WWII



The early 1960's workplace encouraged human interaction and engagement



This office design style became known “Burolandschaft”



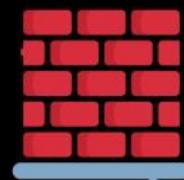
Focused on a socially democratic layout



# Cubic Farms of the 1980's



A complete shift in office design to  
“cubic farms”



Used cheap, effective modular walls



Profit Maximization over well-being

# Modern Era of Office Design



Staff are mobile and can work anywhere



Mobility is the new norm



Office design has embraced “hot desking”



# Disadvantages to Homogenizing Office Design



People thrive in different environments

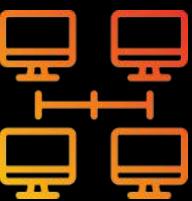


Some lack the ability to work in noisy environments, while others prefer a social setting

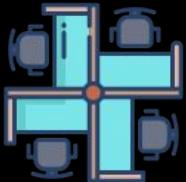


Get your employees' perspective on office design

# Common Office Layouts



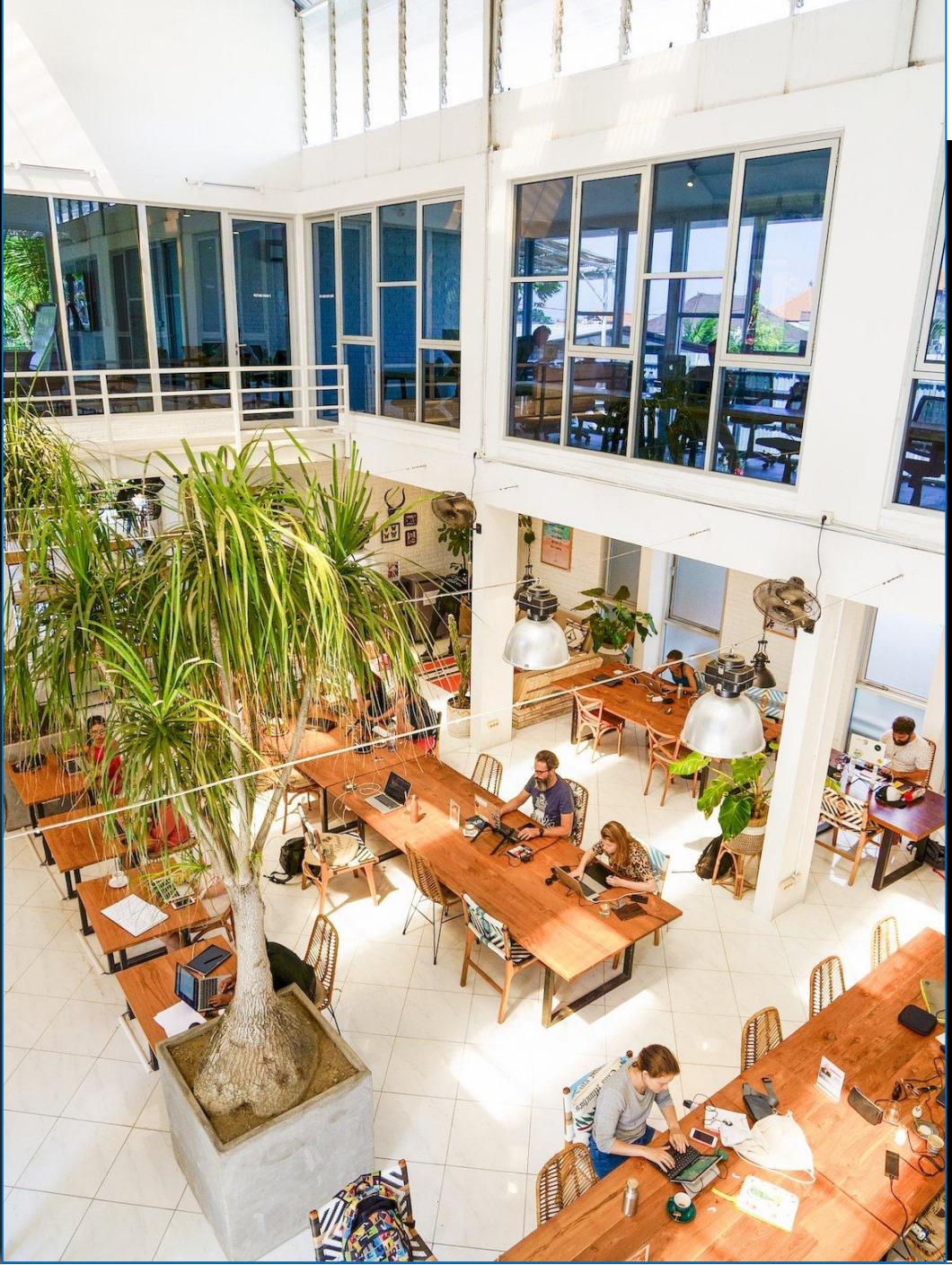
Open Floor Plans have a shared space with little to no private offices or cubicles



Closed Floor Plans offer little to no shared office space and focus on private offices and cubicles



Semi-Open/Hybrid Floor Plans have a combination of private offices, shared office space, and cubicles



# Flexible Workspaces



Flexible workspaces have bookable and non-bookable areas, and are on the rise



Employees can work in different areas depending on the type of work

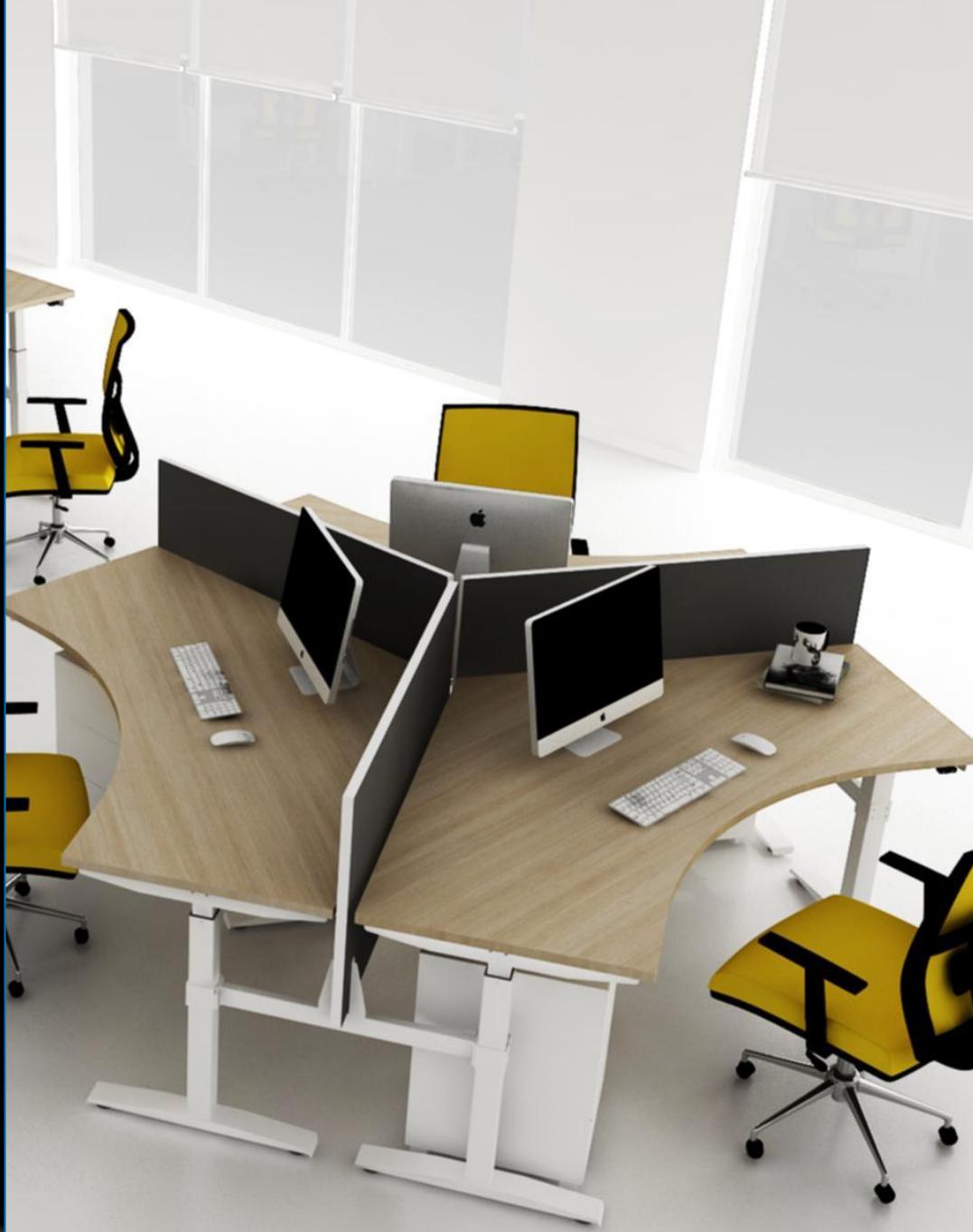


Allows for more control and productivity



Bookable workspaces and task-focused work zones allow for improved engagement and communication

# Team-Cluster Office Layout



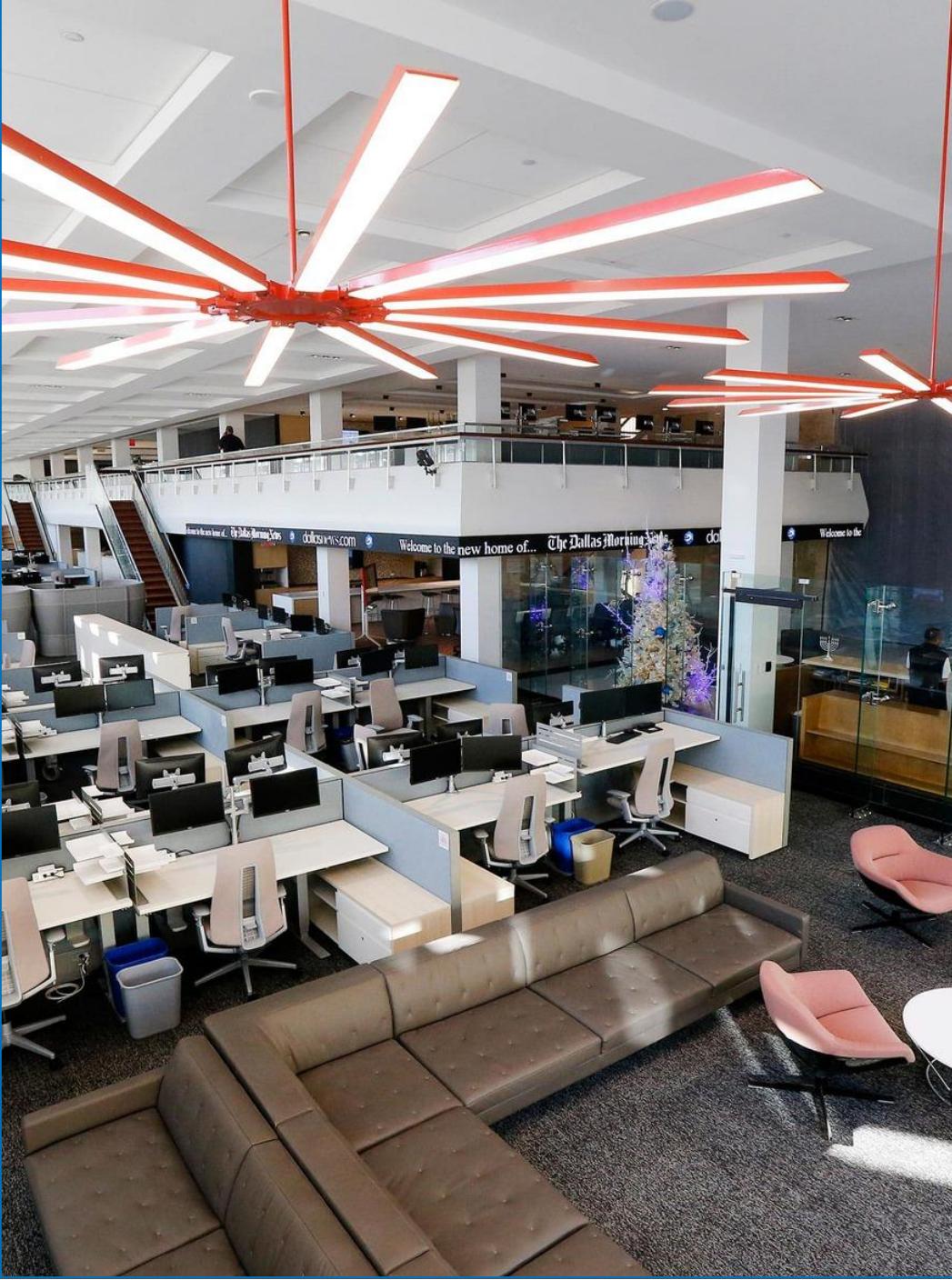
Intended for team-based work



Team members sit at one desk which facilitates group communication



Works best for companies who rely on team-based projects



# The Newsroom



An open concept that involves pushing desks together to create groups



With no room dividers or cubicle walls, this office design is perfect for communication

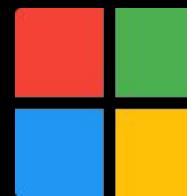


For the best results, employers should seat people who need to work together near each other

# Microsoft and Activity-Based Working



What is Activity-Based Working?



Microsoft Netherlands successfully implemented an ABW environment



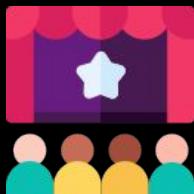
In 2008, Microsoft teamed up with Sevil Peach and Veldhoen + Company



# Microsoft's ABW Design



First floor's focus is on a communal workspace for staff and visitors



Includes individual workspaces, meeting rooms, and auditoriums



The indoor and outdoor spaces allow for lounging and productivity



The rest of the design consists of a mix of open and enclosed spaces



# Results of Using ABW



Sales at the Dutch subsidiary increased by 51%



Real estate costs reduced by 30%, saving \$644,000 per year



Productivity increased by 25%



Microsoft named best employer in the Netherlands

# Summary of Microsoft's ABW



Results influenced Microsoft's global headquarters in Seattle

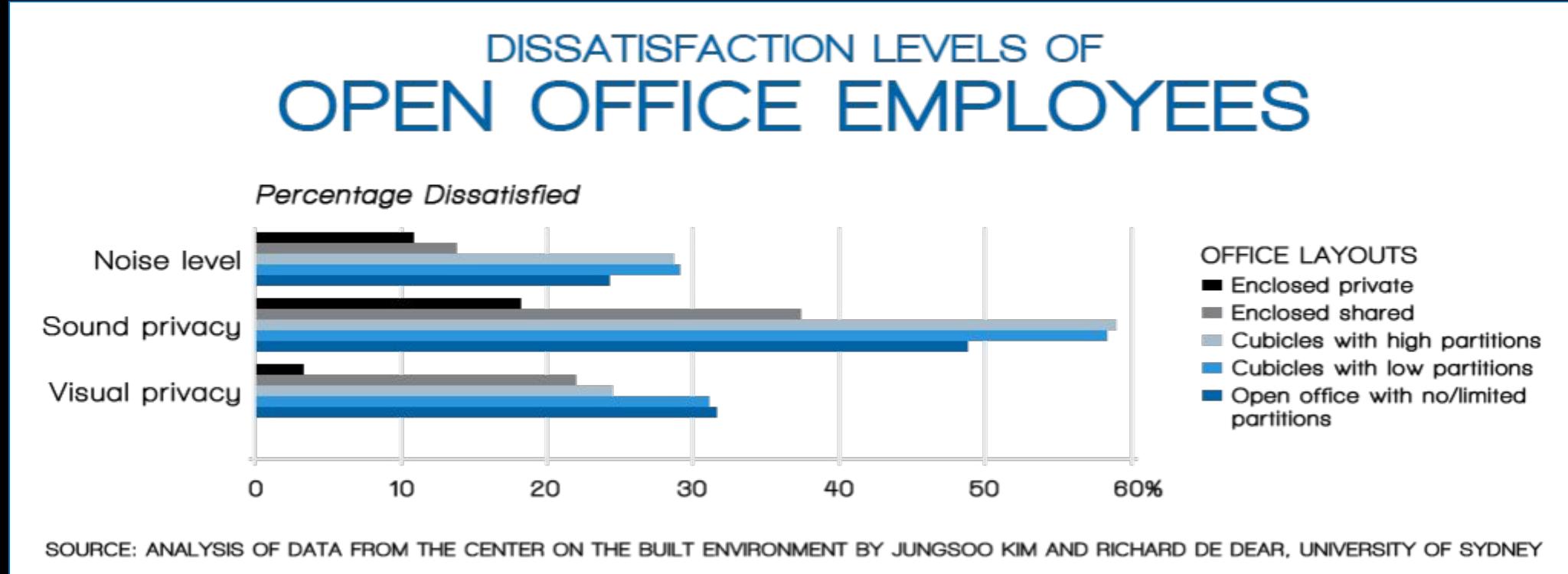


Microsoft is using productivity to stay competitive within technology



All Microsoft locations have been renovated

# What Does Data Say About Office Design





# Our Final Words



Office Design has an extensive history that should be used by leaders



No one design provides all the benefits



Life is diverse, thus office designs need to be as well



The best will have a variety of atmospheres to accommodate the diverse worker of today

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