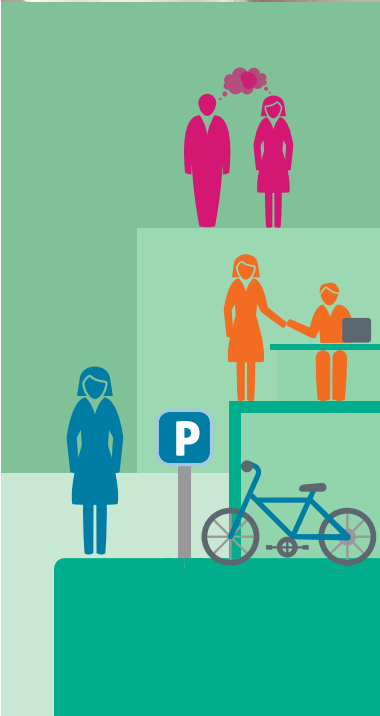




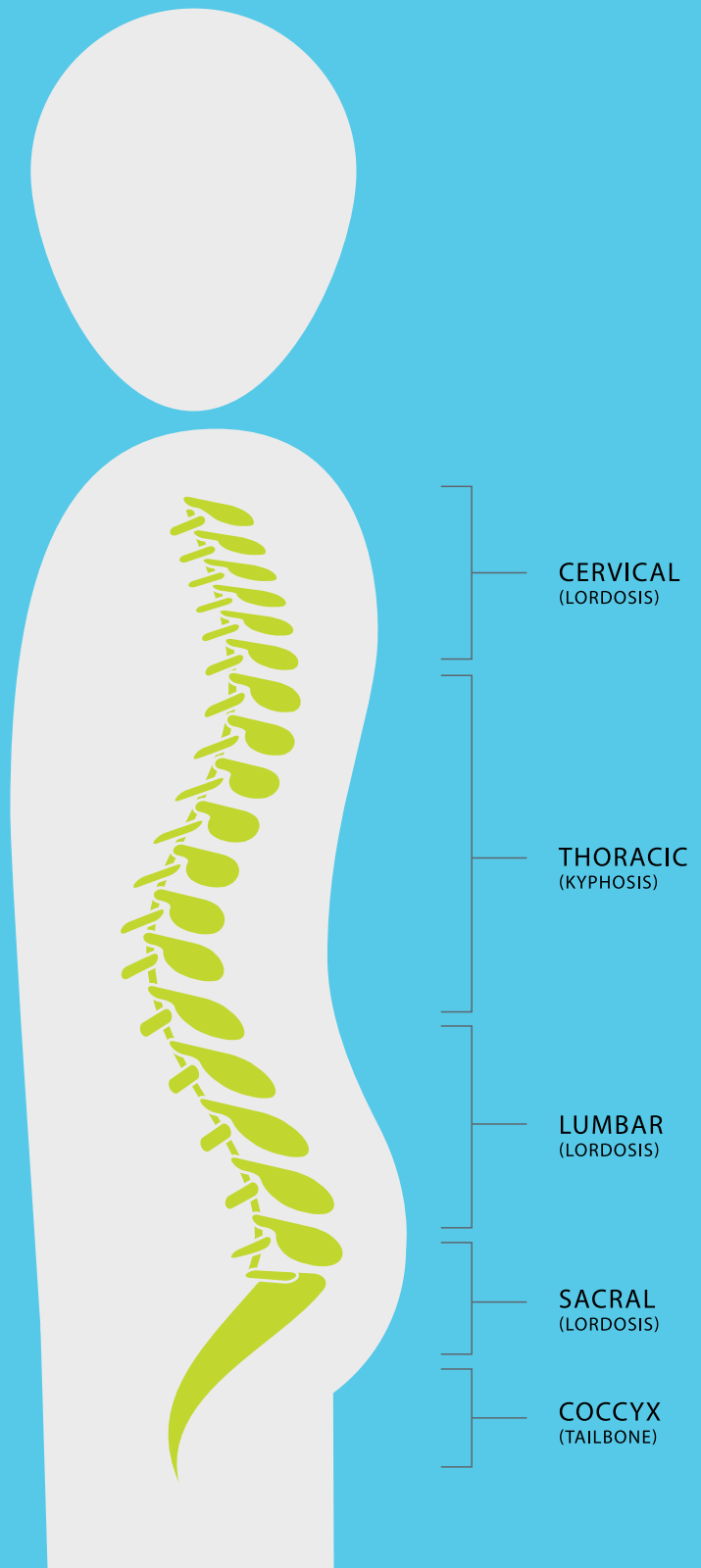
HAWORTH

Workplace Research and Insights 2016



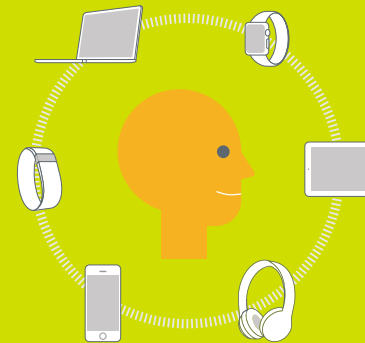


Research has found that 75 percent of work in industrialized countries is performed while seated (Pynt et al, 2008). Some workers sit for long periods of time while others get out of their chairs at least a couple of times per hour. Either way, it is important for all workers to understand how to keep their back healthy while seated and how appropriate seating and movement can help avoid lower back discomfort and support proper back health.





Societal shift, developments in technology, and a range of real world events are forces driving change in corporations and higher education. Both are moving to distributed work and learning and providing special spaces for it. Haworth Asia Pacific combined research with Spaces That Work LTD, which focused on developing design guidelines for blended learning experiences in higher education. This summary provides an overview of the discussion paper, A New Generation of Spaces in Higher Education, outlining the research as well as some design tips for one key space: the learning studio.

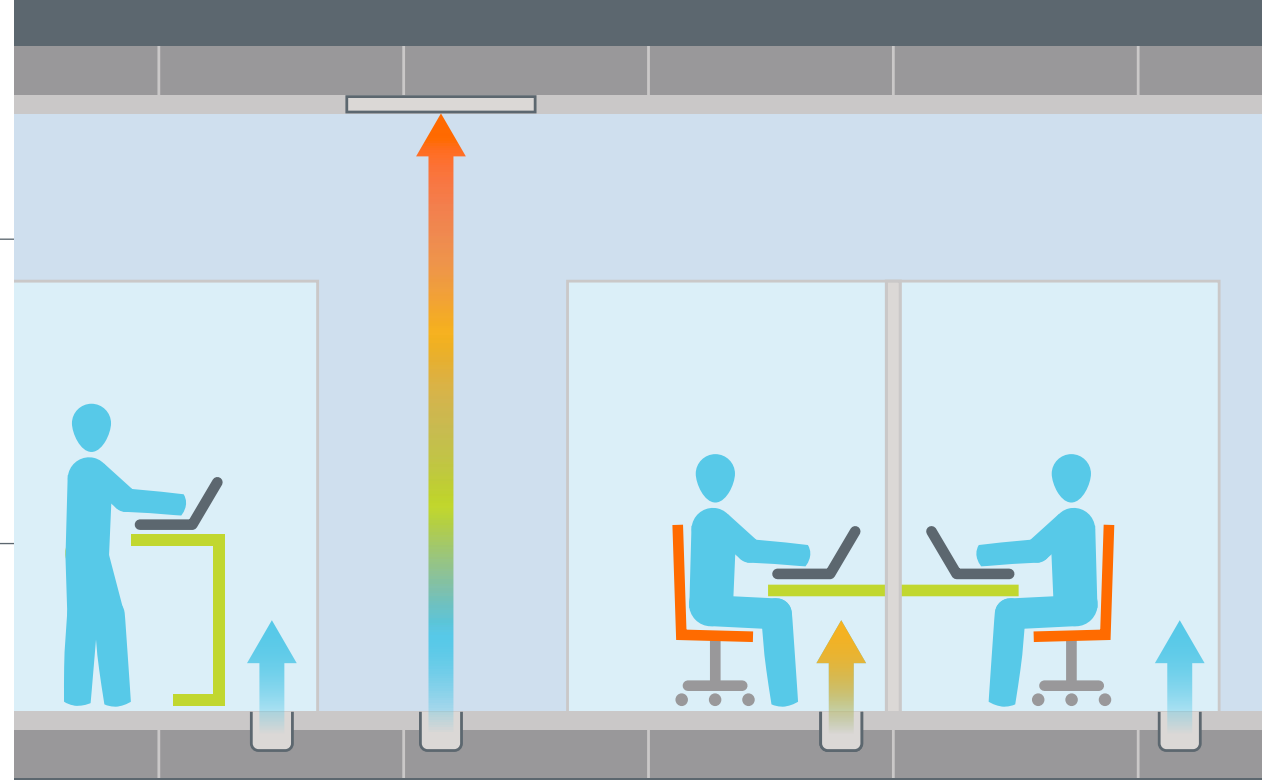
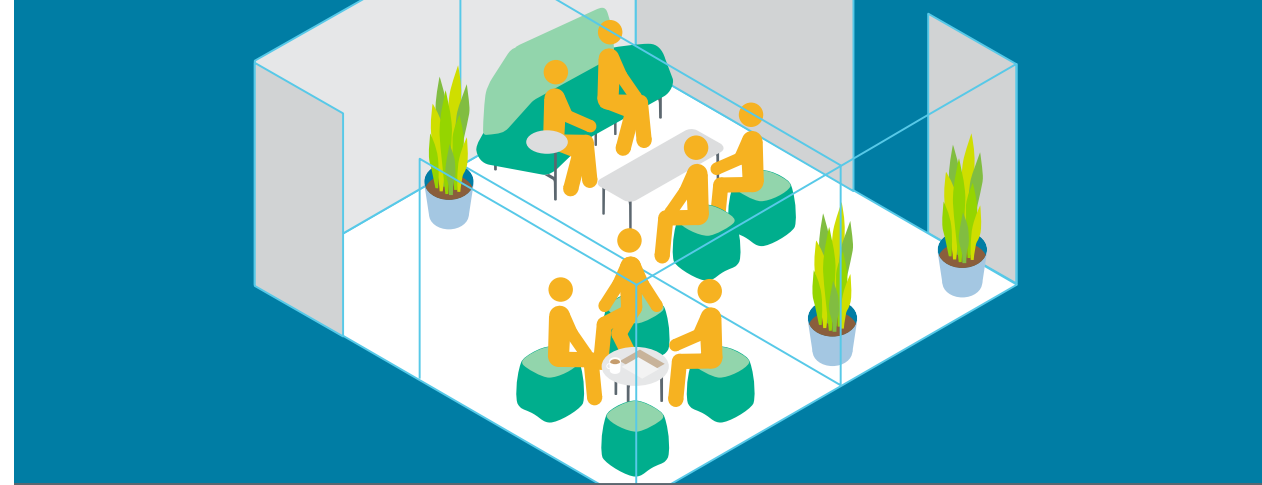


Without an integrated feedback capability embedded in the workspace, sensing and adapting to changing employee needs is cumbersome. However, technology is evolving to meet this challenge. Haworth believes new technologies can make work better by helping people be their best, and soon we'll see employees drawn to the office in their search for increased well-being, engagement, and effectiveness. Why? Because their workspace responds to how they work best.

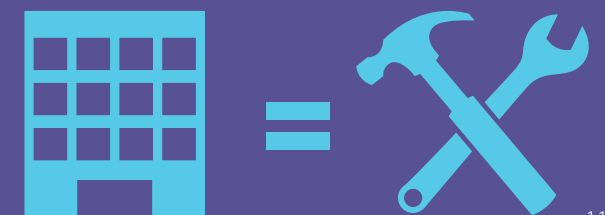
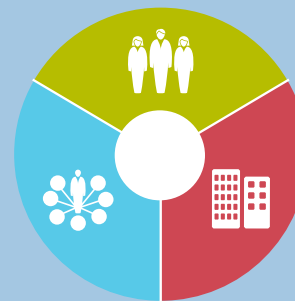




Recognizing the adverse health effects of sedentary work is prompting employers to provide a variety of standing workspaces for employees, but to get workers out of their seats more, employers and employees also need to recognize the benefits of standing while working. It's time to shift expectations of what knowledge work can look like. Good things happen while standing. It can contribute to your good health, your overall well-being, and even the quality of your work.

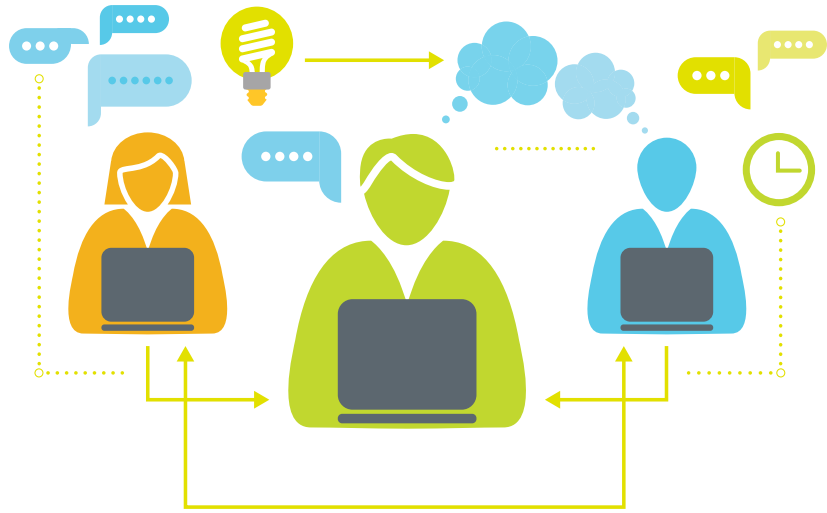


How buildings, people, and organizations perform in the workplace affect one another and ultimately the corporate bottom line. Changing business needs means changing organizational structures, which in turn means changing spaces. Workspace change requires reconfiguring perimeter and enclosed space walls and relocating infrastructure outlets. Raised floors and movable walls, vital tools of Organic Workspace design, better accommodate such need for change more so than traditional construction. More efficient alignment of space to changing business needs optimizes all three performances—which, in the end, means better business.





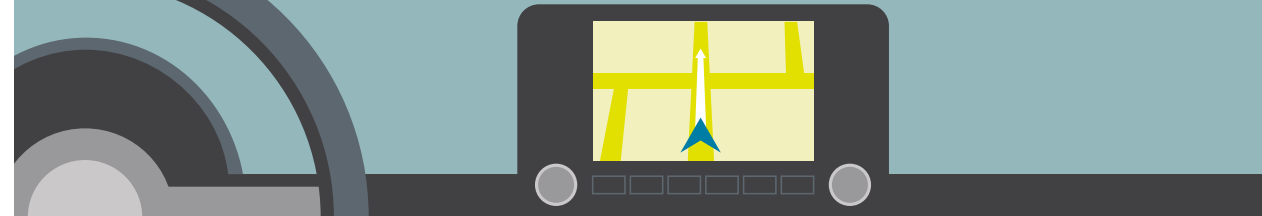
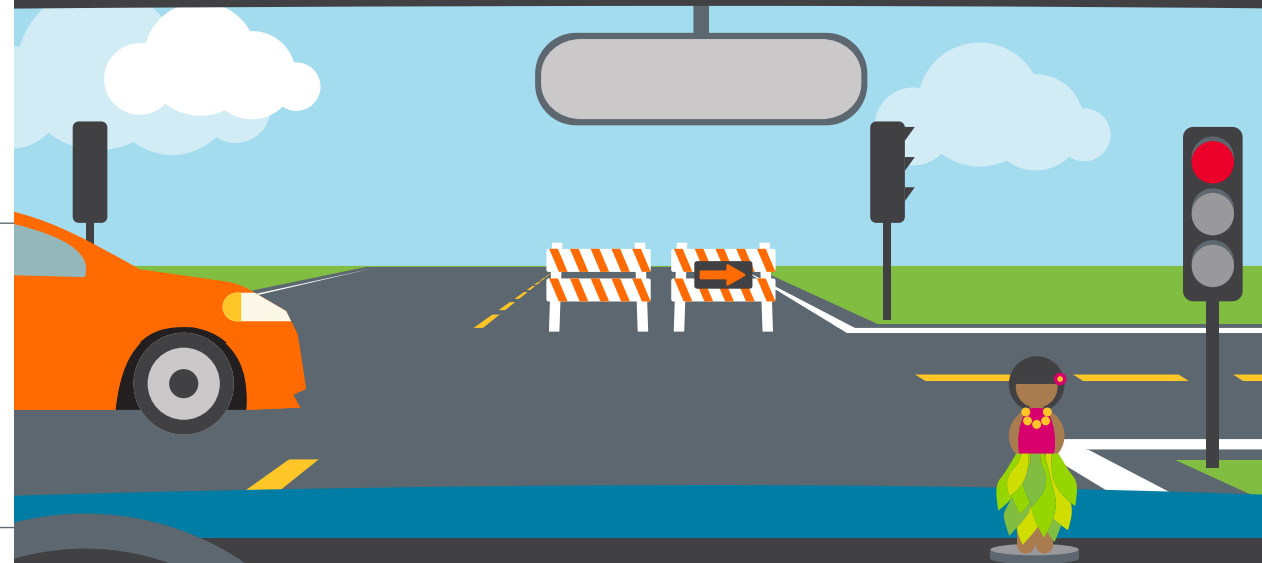
The days of heads-down, individual, focused work at a desk for eight hours are gone. Technology has untethered us. Employers seeking innovation are encouraging collaboration among workers and groups. The “cube farms” of the Baby Boomers are giving way to the flexible workstyle of Generation X workers and the desire for social and group workspaces of Generation Y. Successful organizations recognize that the definition of work is shifting to include times to refresh, be inspired, socialize, move about, and collaborate. Thus, they’re providing a variety of workspaces that meet the needs of these varied modes of working so that their employees can be more effective. They allow people to choose to work in a way that is optimal for them for any given task. How these varied workspaces are configured within a workplace will have a large impact on attracting and retaining Generation Z workers.



Coworking evolved out of the fact that the home office proved to be insufficient for freelancers. Coworking spaces provide a productive, creative, and satisfying work atmosphere. Fraunhofer IAO undertakes research in the field of new ways of working. Their findings indicate that coworking has great potential to fundamentally change knowledge work and catalyze innovation. Haworth summarizes this research and future directions of coworking.



If we want to optimize how creative ideas fuel innovation, we need to understand how new ideas come about, are shared, and are accepted. Alone or together, more focused or less focused, employees need to have access to a variety of appropriate workspace features, time for varied activities, and tools for individual and collaborative work within a built environment that mirrors these values. These building blocks set the stage for people to engage in sense-making and knowledge sharing activities foundational for the creative thought that leads to innovation.



Employers need open and interactive spaces to encourage collaboration, and such spaces can introduce distractions. Distractions, however, sabotage focus, and focus work is a necessary part of collaborative efforts. How can we solve this conflict? Approach workplace design so that it encourages both collaboration and focus work: provide employees with a variety of workspace options, choice over where, how, and when to best work, control over environmental elements, a legible and clutter-free work environment, and spaces for people to get away and recharge. Focus and collaborative work should complement each other. The workspace can be designed to support both.

Contributor Bios



Mike Bahr, AIA is an architect who has specialized in leading client engagement and design management for 25+ years. As a Haworth Research Program Manager based in the US, Mike leads research programs to help clarify the impact space has on people, and vice versa, to help clients produce high performance spaces. His approach to evidenced based design has been influenced by an eclectic mix of project types—from fire stations to corporate headquarters.



Teresa Bellinger holds a Ph.D. in Industrial Engineering specializing in Occupational Safety and Ergonomics, and is a Certified Professional Ergonomist. As Haworth's Senior Corporate Ergonomist, she is responsible for ensuring ergonomics and ADA are incorporated into product design, managing ergonomic research, and representing Haworth on North American ergonomic standard/guideline committees and BIFMA seating standard committees.



Jessica Carr develops workplace design and strategy for corporate, government, healthcare, and education sectors. As part of the Haworth Strategic Services team, Jessica brings expertise in ethnographic design, interior design, and workshop facilitation to lead strategic client engagements and co-creative workplace solutions in Southeast Asia, India, and across the Asia Pacific region.



Fraunhofer IAO helps companies and institutions introduce new business models and efficient processes to make their businesses more successful. With their in-depth knowledge of organizational structures and technologies, they have the skills to put applied research into practice. Fraunhofer IAO participates in international networks, investigating and shaping the frontline themes that are most relevant to the future of Germany as a business location. Their goal is to systematically optimize the ways in which people, organizations, and technology interact.



Glen Foster holds an M.B.A. in Business Management. With 18+ years' experience in sales, marketing, and leadership, Glen is based in Singapore as Haworth's Vice President of Sales and Brand Marketing for Asia Pacific, Middle East, and Africa. He is responsible for developing and executing the sales and marketing strategy across 5 sub-regions, including coverage strategy for Haworth's enterprise accounts in AP.



Andrew Harrison established Spaces That Work Ltd, an independent consultancy specializing in learning environments, in early 2011. Prior to this he was Director of Learning and Research at DEGW, an international design practice based in London. He has led many learning-related research and consulting projects nationally and internationally, exploring the impacts of technology and pedagogy change on school and higher education institution design.



Beck Johnson holds a B.S. in Scientific and Technical Communication and an M.A. in Communication. With 15+ years of experience in social science research methodologies and as a Research Specialist at Haworth she conducts primary and secondary research addressing workplace issues—creating knowledge insights to support Haworth's vision as industry knowledge leader.



Dr. Michael O'Neill holds a B.A. in psychology, an M. Arch, and Ph.D. in Architecture. With 20+ years in the industry, Michael is based in the US as the Lead for Haworth's Research and Workplace Strategy group. This group takes a broad global perspective to identify future trends and create research that offers practical insights for workspace strategy, planning, and products.



Iolanda Meehan was Haworth's Head of Business Unit Services for Asia Pacific, the Middle East, and Africa where she was responsible for new business development, marketing, and B2B and B2C strategy across multi-cultural environments. Iolanda is now a Business Strategy & Marketing Consultant for business development projects in Asia Pacific.



Dr. Gabor Nagy holds a Ph.D. in Architectural Engineering with an emphasis on workplace performance. As Haworth's Research Program Manager in San Francisco, he is responsible for applied research on corporate culture, workstyle, and workplace performance, and provides advisory services to clients. Gabor's passion in the last several years has focused on the interdisciplinary field of Organizational Network Analysis (ONA) for the benefit of increasing performance at client organizations.

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