

A MODERN OFFICE



from **Net 'n' Nest**
to **work life balance**

from

Flexibility

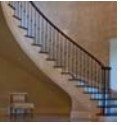
to

Productivity



The Need of a new workplace

Enhancing workplace productivity



Enabling Modern office

Trend of modern workplace



Net 'n' Nest enables work life balance

Case study – the successful story



Roll-out experience

The benefits



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from flexibility to productivity
from NN to work life balance

The need for a new workplace

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The need for a new workplace



Today companies are rethinking about **occupancy** (how much space to accommodate the headcount) to **utilization** (how staff actually use space in given time).

CEO of CoreNet Global Not satisfy with 95% being occupied, to worry about only 40% being utilized

work and the work place

Workplace is becoming a series of connected settings that support each person's workplace to link up with others across Global network

Suiting the environment to the way employees need to work, build space which support teams working together

The need for a new workplace
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technology shrinks distance

The workplace is a stage on which key interactions take place.

Virtual workplace:

HP Halo Video conf room

Cisco Tele-presence room

VOIP phone

workspaces across the generations

Four demographic groups all working under one roof, whom think and communicate differently, and have strong views on how their workspace should look

The silent generation

The boomers generation

The Generation X

The Generation Y



The younger the generation, the more preference on collaboration and team work, with close proximity with like-minded individuals, with fun and informal working environment





The need for a new workplace
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Workplace environment to attract and retain employees

Workplace environment, compensation and benefits are the 3 factors for staffs to accept and stay.

SHRM predicts that worklife balance will be one of the top 10 to influence the workplace design in next decade



Enhancing workplace productivity

what works now

Designing by not talking about it
as an office:

who are you?

How do you want to work?

How do you want to
represent yourselves to
your clients?

How to create an office for
you to work more efficiently
or more comfortably in?

You have everything you
need, but its not about
space, its about how
you're equipped to
perform your work.



creativity in the office environment

Gensler workplace collaboration

check survey 2006. 66% survey of workers believe they are more efficient when work closely with colleagues. 30% said that their workplace doesn't promote spontaneous interaction and collaboration.

ASAE –corridors lined with small alcoves for reading, working, or one-on-one chats; and corner pantries for coffee-drinkers

PFG – an employee clubhouse with pinball, football, air hockey, arcade games, books, vending machines; employees are more satisfied and productive.

MS – built DJ booth in the café to bring employees together to share the experience of music.



enhancing productivity
Enhancing productivity
workplace productivity
workplace productivity
workplace productivity



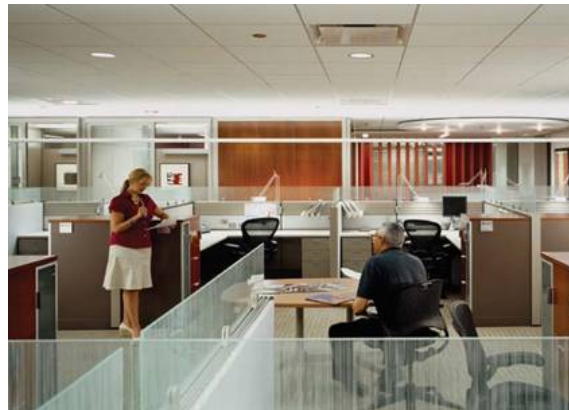


project team spaces

- assigned for intense project team works and activities
- also for workspace or meeting
- with projectors, white board and pin space for discussions

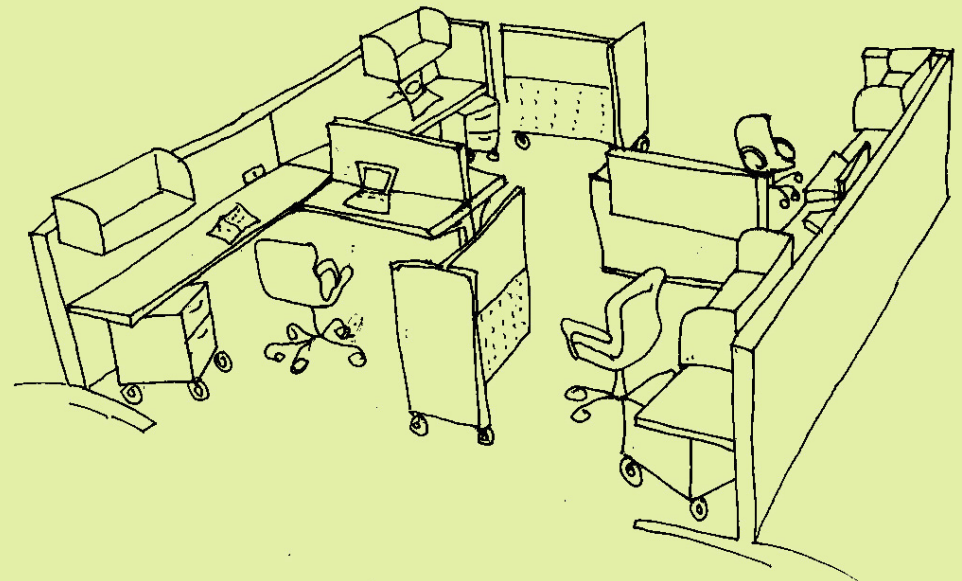
multi-functional workspaces

- typically used for general work type on emails, developing materials
- working, learning and sharing between colleagues



furniture enables office
enabling enables office
enables office
flexible office
enables office
flexible office
enables office
flexible office

Modern office





informal / break-out areas

- an informal area to encourage colleagues' interaction and communication



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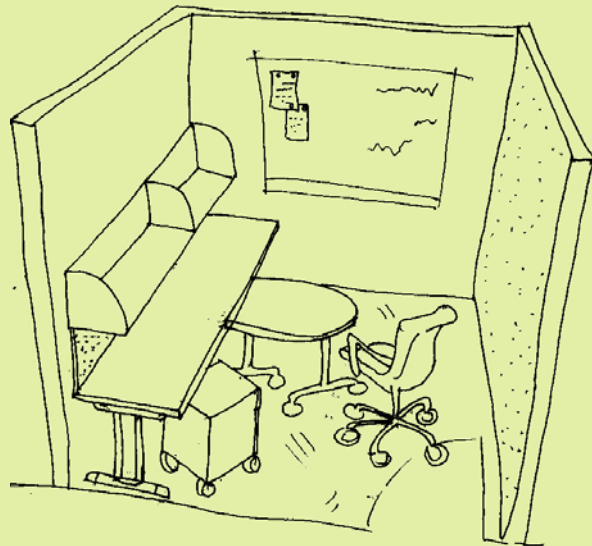


quiet room

- high concentration on a specific task
- often used for speaker phone calls or for private/confidential conversation

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furniture enables office
 furniture enables office
 enables office
 flexible office
 enables office
 flexible office
 enables office
 flexible office



enclosed workspaces

- needs for interaction and/or privacy throughout the day
- Setting allows for sharing



drop-in workspaces



- a small bench for short drop-in to sit and work between meetings laptops
- also useful for visitors

- equipped with white boards and display screens and/or PC projectors
- usually intended for informal discussions

small meeting spaces



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Goals of a workplace

productivity, collaboration and creativity

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flexible workplace

a flexible workplace allows employees to move freely from working individually to working in teams, as projects dictate.

Hot-desking where workers are allocated workspace according to their needs and personal belongings.

Hoteling which employee must reserve a workspace in advance via an online reservation system



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informal workplace

IFMA research in 2002, office space devoted for conference, training and breakout areas has increased by more than 17% for collaboration.

Meeting room are less formal, more like a living room, with warm décor and plenty of light, cushy chairs, sofas and attractive artwork; some even with fireplace

‘Neighborhoods’ for similar work tasks and objectives are grouped in areas where they can communicate like a community areas.



green workplace

environmentally friendly
 is not just to save energy costs,
 but part of employee retention
 and recruitment strategy

Shrinking of workspace doesn't necessarily mean worker is unhappy or less productive. Infact, given the increase flexibility and mobility, advancements in technology, sustainability and design, along with the ability to work remotely, employees are much more likely to be happier, even with less space



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fluid workplace

ASID article in 2008. Fluid workplace allows users to move from individual to collaborative work by giving more control of space configuration in real time



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work-life / Net 'n' Nest

Net 'n' Nest enables work-life balance

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Net 'n' Nest enables work-life balance

Netting – a furnished atmosphere transforming the office into a meeting place for teamwork

Nesting – a place where employees can retreat to for concentrated working

We go into the office to communicate, to exchange opinions, to tackle assignments in teams, to pass on or to catch up on information, to share knowledge.

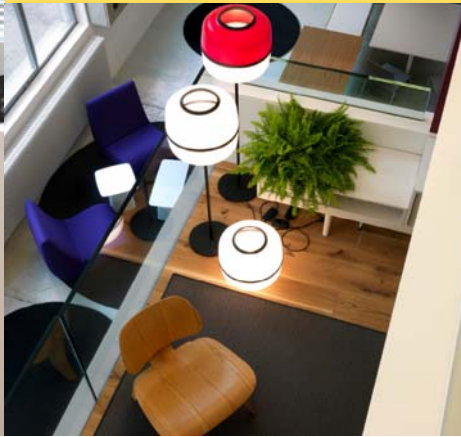


Net 'n' Nest balance
Net 'n' Nest enables
enables work-life balance
work-life balance
enables work-life





Net 'n' Nest balance
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work-life balance
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Case study
the successful story



NOKIA

Flexible workspace

2001, transforming fixed furniture to free-standing mobile furniture

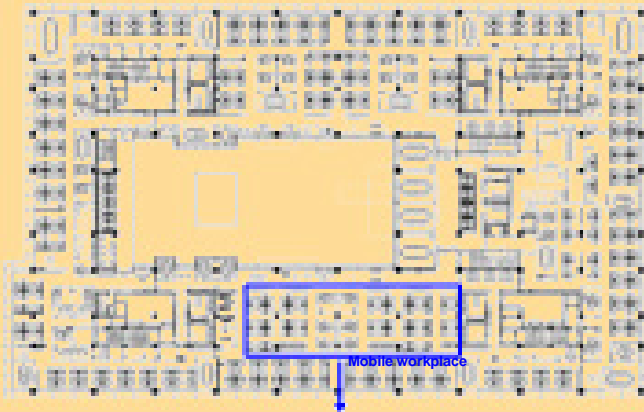
They're so used to being stuck in traditional work environment; part of the job is educating them to what is possible.

Giving people more control over their workplace, more flexibility to accommodate change over time, best suit their own personal workstyles.

When they first move-in, people tend to have appropriated additional components from their desks; movable whiteboard and screen were the most popular item.

The advise is what you want users to have control over the configurable elements, and where they will get the most value.

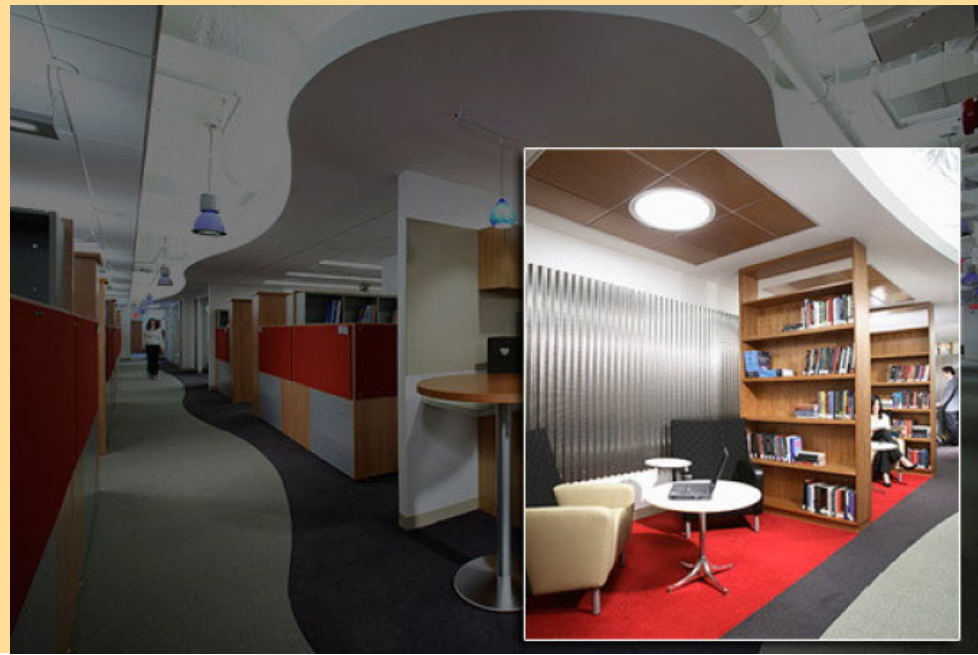
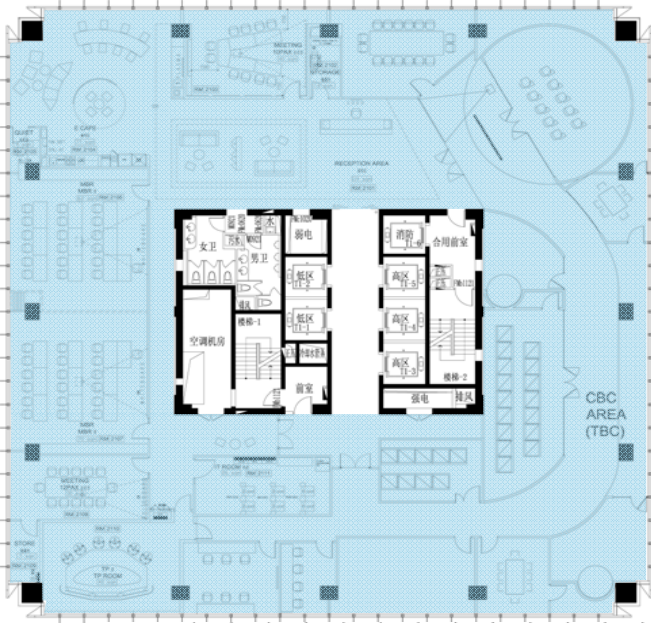
How does the Flexible Workplace work?



- | | | | | | |
|---|------------------------------------|---|-------------------------------------|---|--------------------------------|
|  | MOBILE WORKSPACE |  | DROP IN SEATS |  | FLOOR CAPTAIN |
|  | INTERNAL MTG RM
4 - 6P |  | INFORMAL COLLABORATIVE SPACE |  | MOBILE STORAGE (MOBIES) |
|  | INTERNAL MTG RM
8 - 14P |  | PHONE ROOM |  | UTILITY AREA |

CISCO Fluid Workplace

Case study
the successful story



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BLOOMBERG Bullpen

The bullpen seating arrangement has created an atmosphere of **greater accessibility and receptivity**

The command center for the operation sits directly right in the heart of the action.

Apple CEO wanted to be located where he can see and be seen by everyone

Promote access, exchange of ideas, instant problem solving, cooperation and collaboration across functional silos.



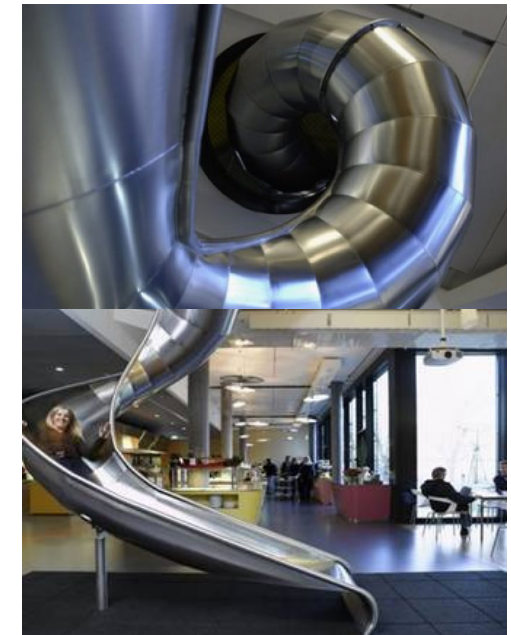
This is where open management slogans meet open management in practice.



GOOGLE

A unique work environment for its employees. From café to rock climbing walls and lap pools, to inviting informal open areas for collaboration and big idea spawning. An environment to attract and retain employees it needs to continue growing. Technology implications : wifi, voip, visual and images

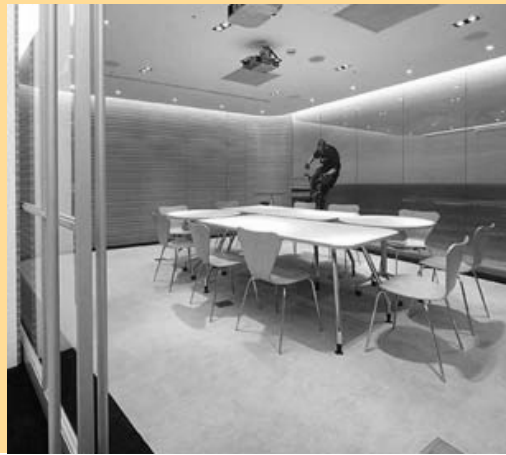
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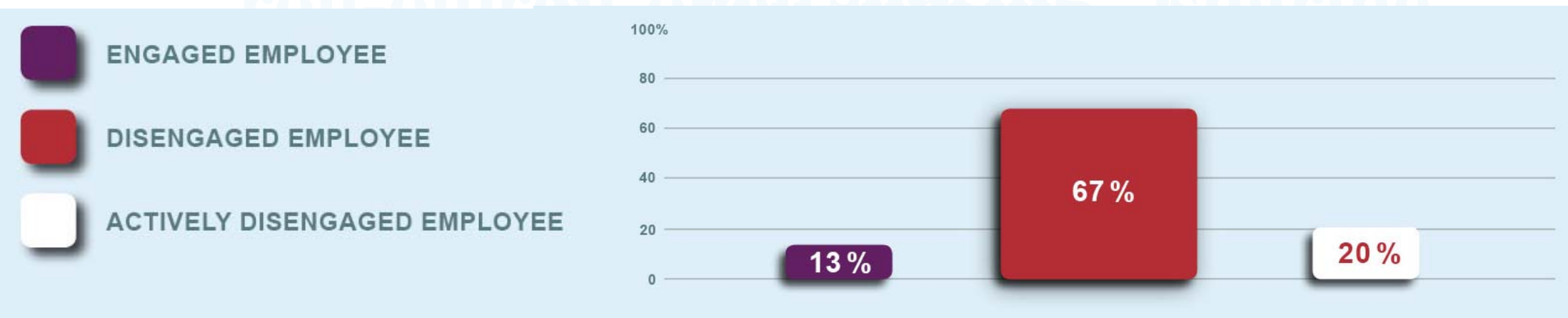
IBM

IBM top management team work
in cubicles with glass walls
reaching halfway to the ceiling

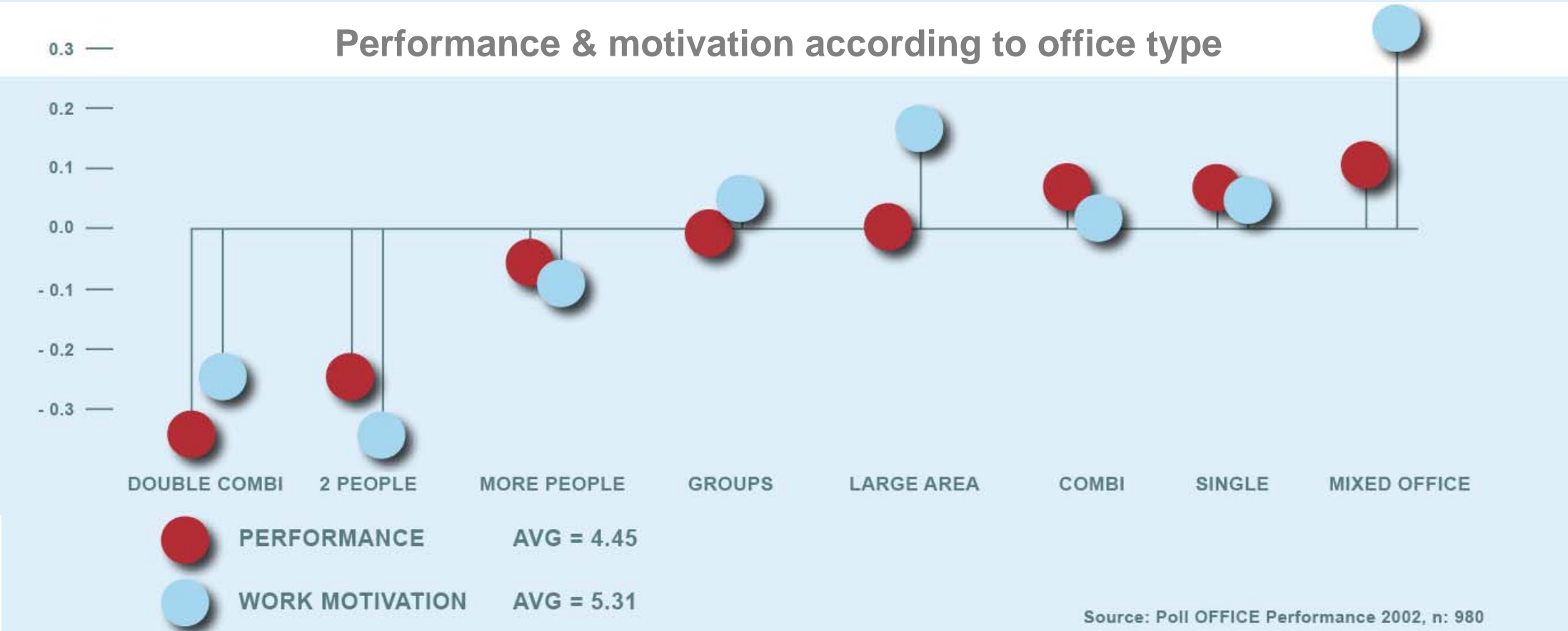
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change management in the office



Performance & motivation according to office type



Benchmark

Items	Europe Telecom BDA	Technology Shanghai	Telecom Wanjing	US Technology Chengdu
Layout				
Workstation size & configuration	<p>2.56m²</p>	<p>4.83m²</p>	<p>2.56m²</p>	<p>2.56m²</p>
Total Headcount	100person	230person	1,600person	62person
Total net area	1,297.6m ²	3,300m ²	17,500m ²	1,500m ²
Net area / person	13m ²	14.3m ²	10.9m ²	24.2m ²
Person area VS. common area %	19.7:80.3%	33.8:66.2%	23.5:76.5%	10.6:89.4%
Total conference seat	81nos	135nos	478nos	60nos
Conference seat to headcount ratio	1:1.23	1:1.7	1:3.4	1:1.03
Pantry to headcount ratio	1:100	1:57.5	1:160	1:15.5
Enclosed office to open workstation ratio	1:11.4	0:230	1:46	1:12



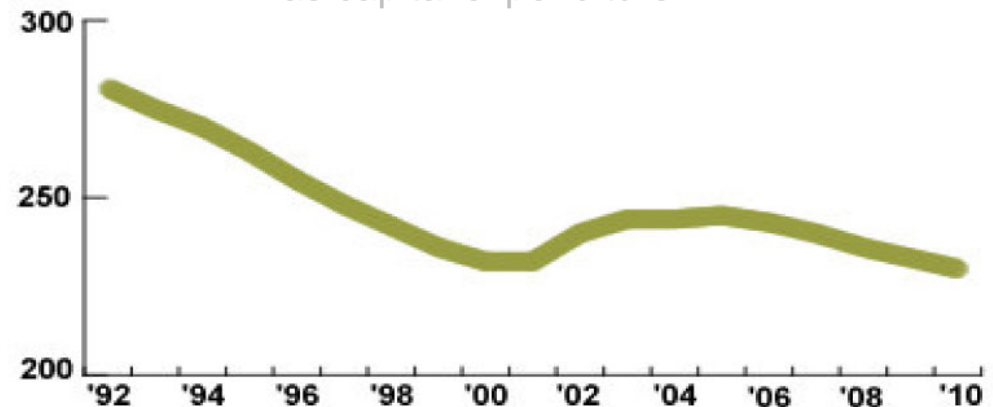
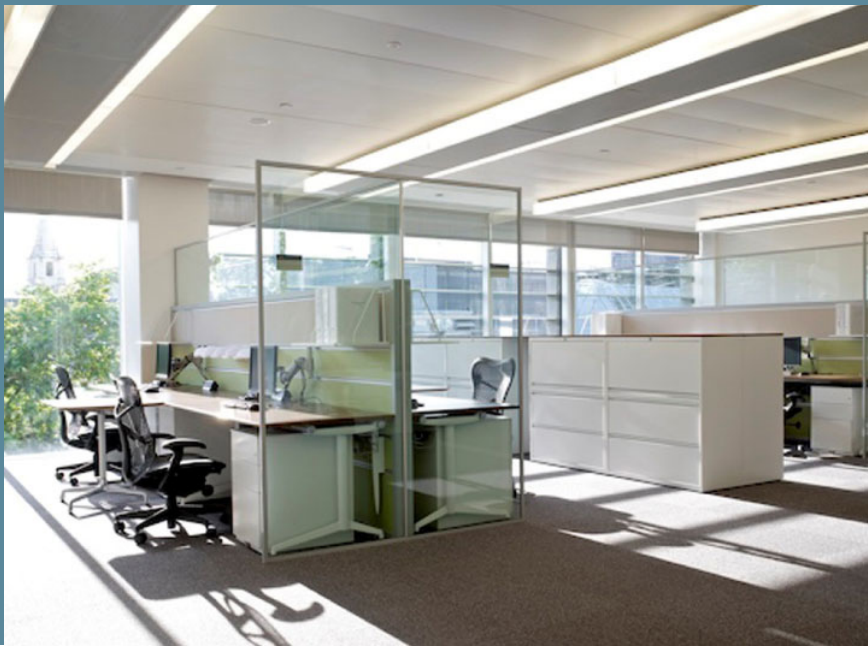
increasing team space
drives sustainable new office space design



what what benefits
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The Benefits
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the incredible shrinking cube

RE saving up to 30% – on annual running costs, expenditure and operational expenditure as well as capital expenditure





THANK YOU