



the effective workplace

Amy Alonso | Grad II, Spring 2015

1

PRIVACY



Visual



Acoustic



Control Distractions



Ability to Focus Attention

INFORMATION control

STIMULATION control



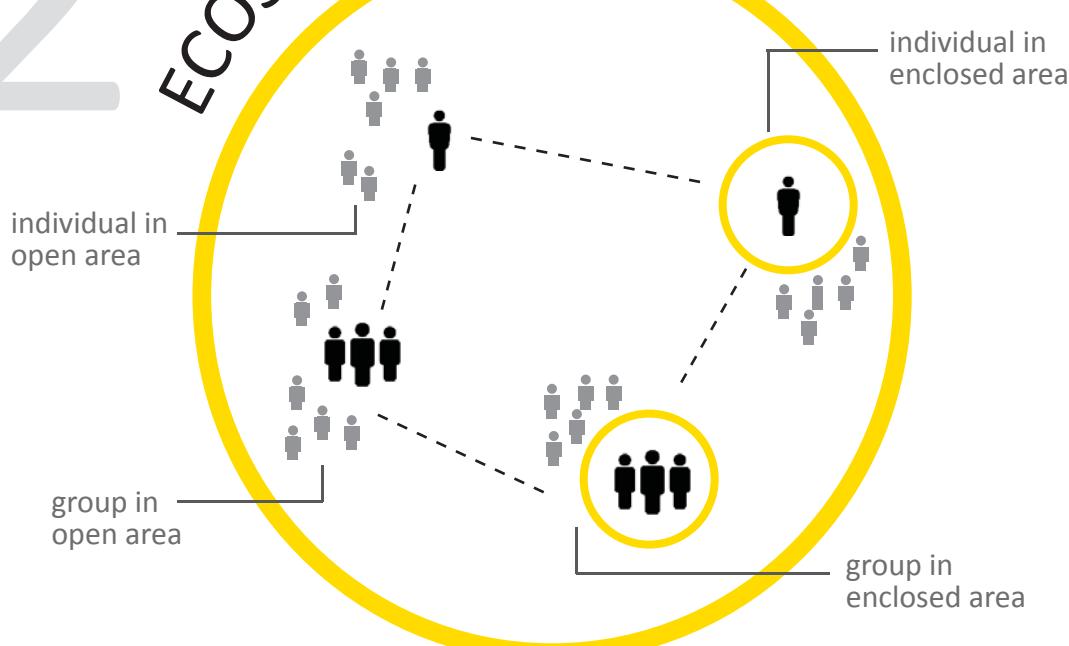
- Controlled attention
- Stimulus-driven attention (for routine tasks)
- Rejuvenation

Why? Privacy enriches collaboration by allowing individuals and small groups time to think & recharge

(Balancing "We" & "Me", HoK Top 10 Trends Influencing Workplace Design)

2

ECOSYSTEM OF SPACES



Why?

People choose where and how the work gets done

Seamless transitions from one space to another = **minimal workflow interruption**

People can move between group time and individual time; coming together to problem-solve and then going away to let ideas gestate

Need-based allocation and movement through space, as opposed to hierarchy-based

(Balancing "We" & "Me", The Transparency Trap, Workplace Design Trends: Make Way for the Millennials, HoK Top 10 Trends Influencing Workplace Design, How Culture Shapes the Workplace)

3

CHANCE ENCOUNTERS

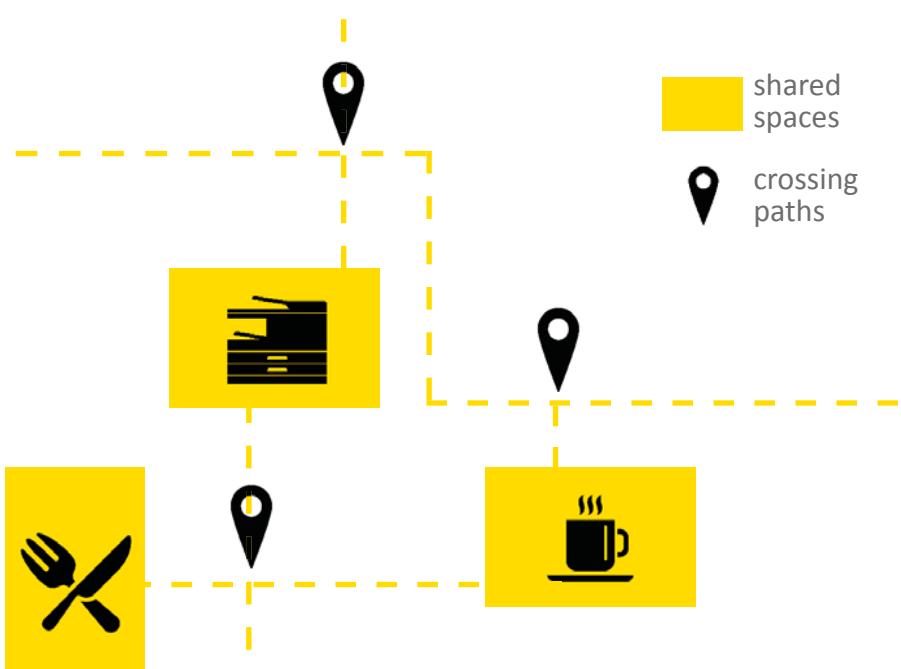


BUST SILOS by driving traffic to **shared spaces** and **crossing paths** to create "collisions"

Why?

Informal interactions = trust is strengthened and knowledge is more likely to be shared across professions

(Who Moved My Cube?, Workspaces That Move People)



the barbarian group

designed by CLIVE WILKINSON architects

New generation internet advertising agency

New York City, NY

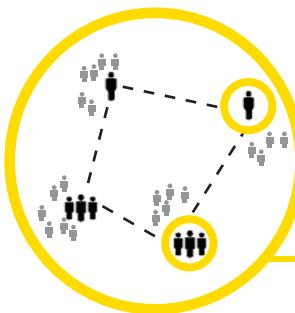
125-175 employees; 23,000 SF

Year designed: 2014

Needs: Collaboration, transparency, easily accessible places to meet

Design concept: One, continuous surface that unites all employees

ABOUT



Ratio of conference room seats to individual work seat is 52:124; this means employees have **immediate options** to move to enclosed areas; **at least 6 different settings can be used** for multiple types of work

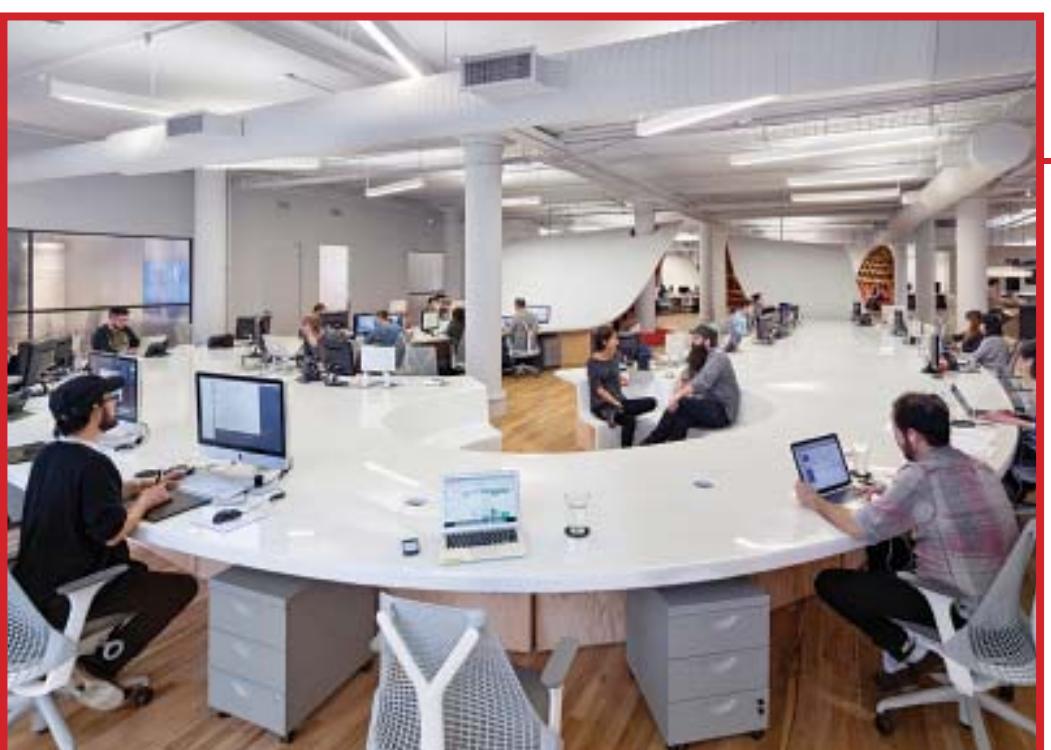
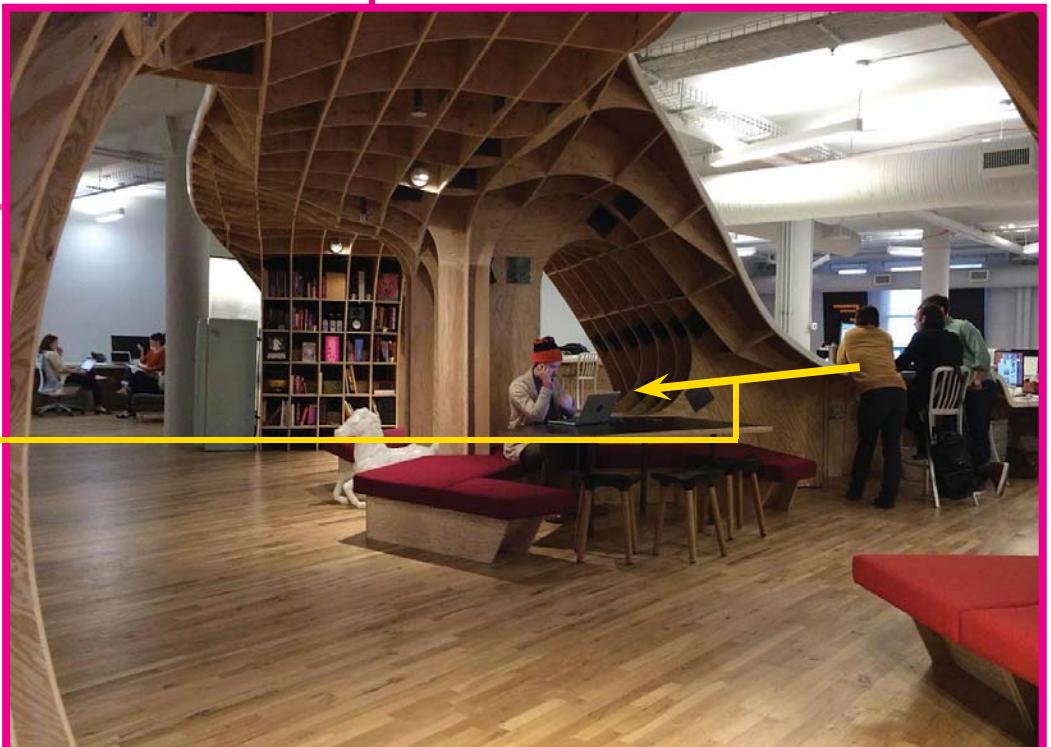
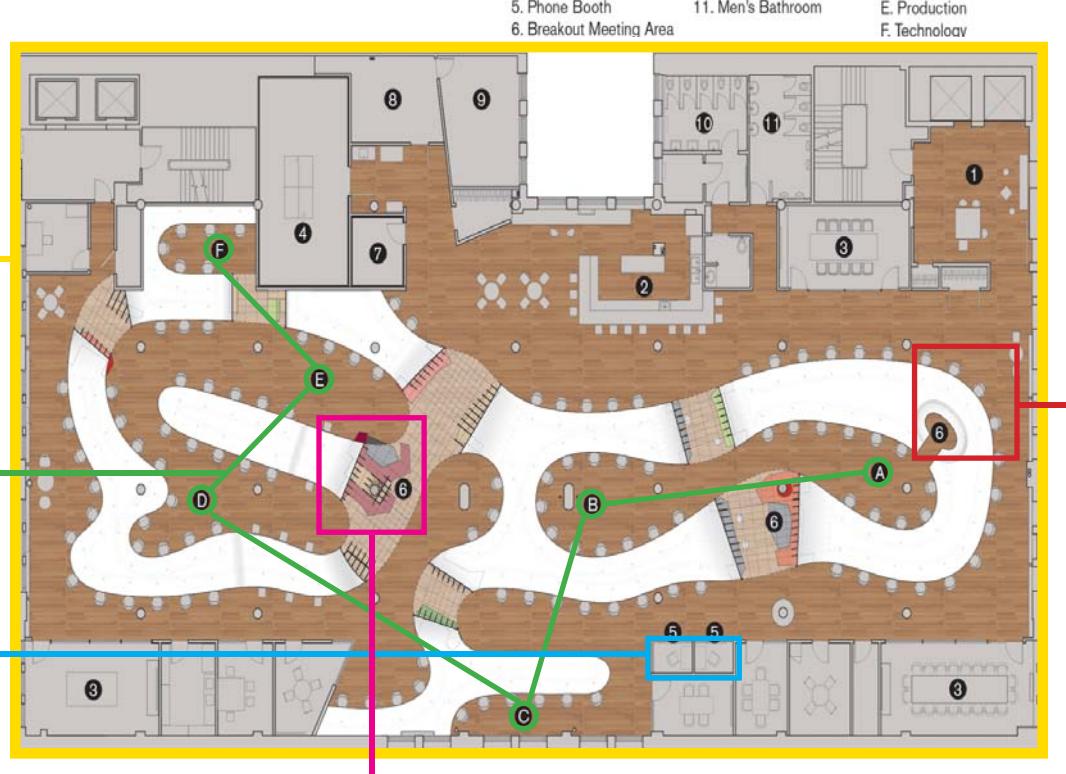
Every department flows into another; **removes silos and creates collisions** as one moves around the office

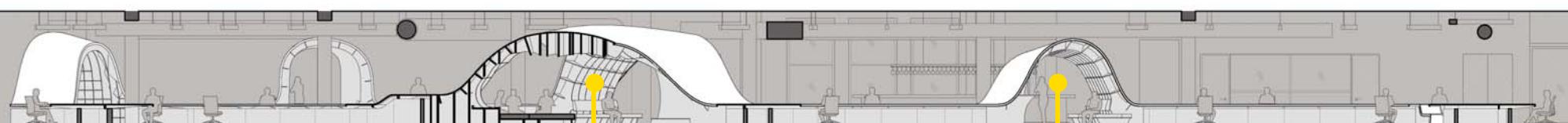
"Phone Booth" rooms allow for **complete acoustic control**

Archways provide a **place of escape** (rejuvenation) or foster tasks that need **controlled attention**

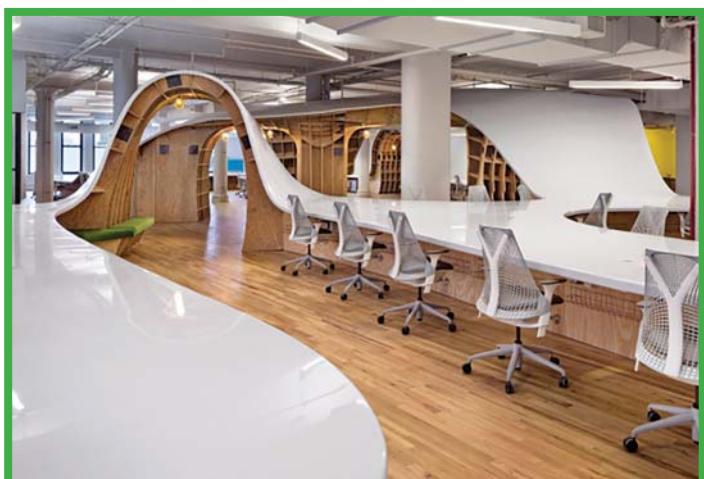
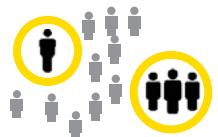
Employees can **seamlessly transition** from one type of space to another

"Endless desk" creates one continuous, seamless surface, & unites and centers a community of employees; allows for **individual and group work to be done in an open area**





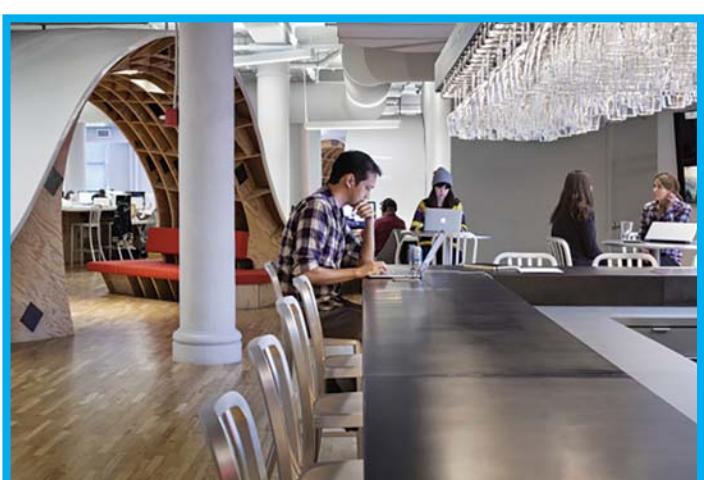
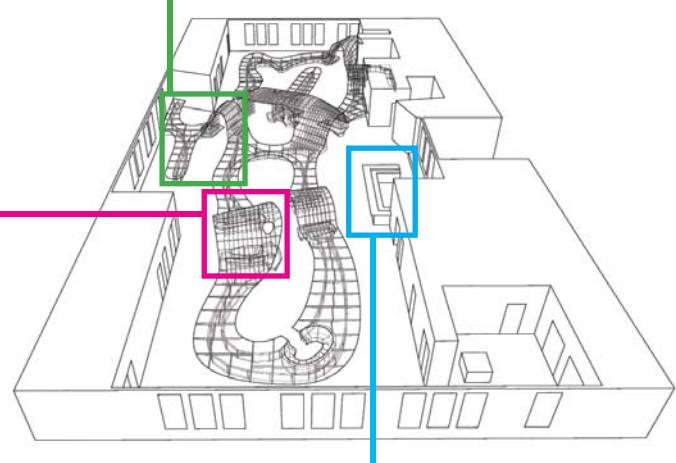
Archways create “grottos” to **accommodate meetings or private/focused workspace**; conference rooms provide more stimulation control when archways aren’t enough



Subtle divisions within the space facilitate more **casual interaction**



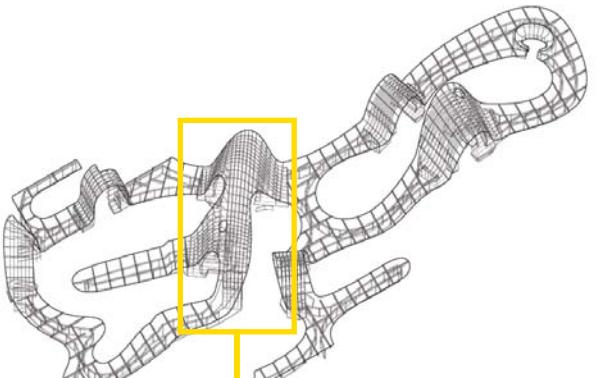
Easily accessible places to meet for **impromptu interactions**, or to carry out routine tasks that only require **stimulus-driven attention**



Cafeteria area is immediately adjacent and serves as a **collision zone** - more interaction



Archway “grottos” provide a small degree of **information control**, as well as moderate **stimulation control**



CASE STUDY 2



designed by Jean De Lessard

ABOUT Canada-wide public relations agency specializing in lifestyle

Montreal, QC, Canada

35 employees; 4,500 SF

Year designed: 2014

Needs: A collaborative, energized environment

Resulting Concept: "Stylized, offbeat village". using the small house as inspiration

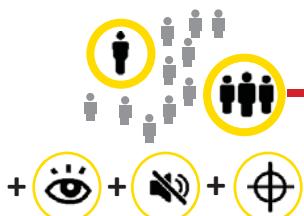
Location of casual areas in relation to open meeting spaces or enclosed meeting spaces **allow seamless transition from one space to another** without interruption; employees have **several workspace variations** to choose from, depending upon activity and privacy needs

Ratio of conference room seats to individual work seat is 18:32; with **at least 6 different settings can be used** for multiple types of work

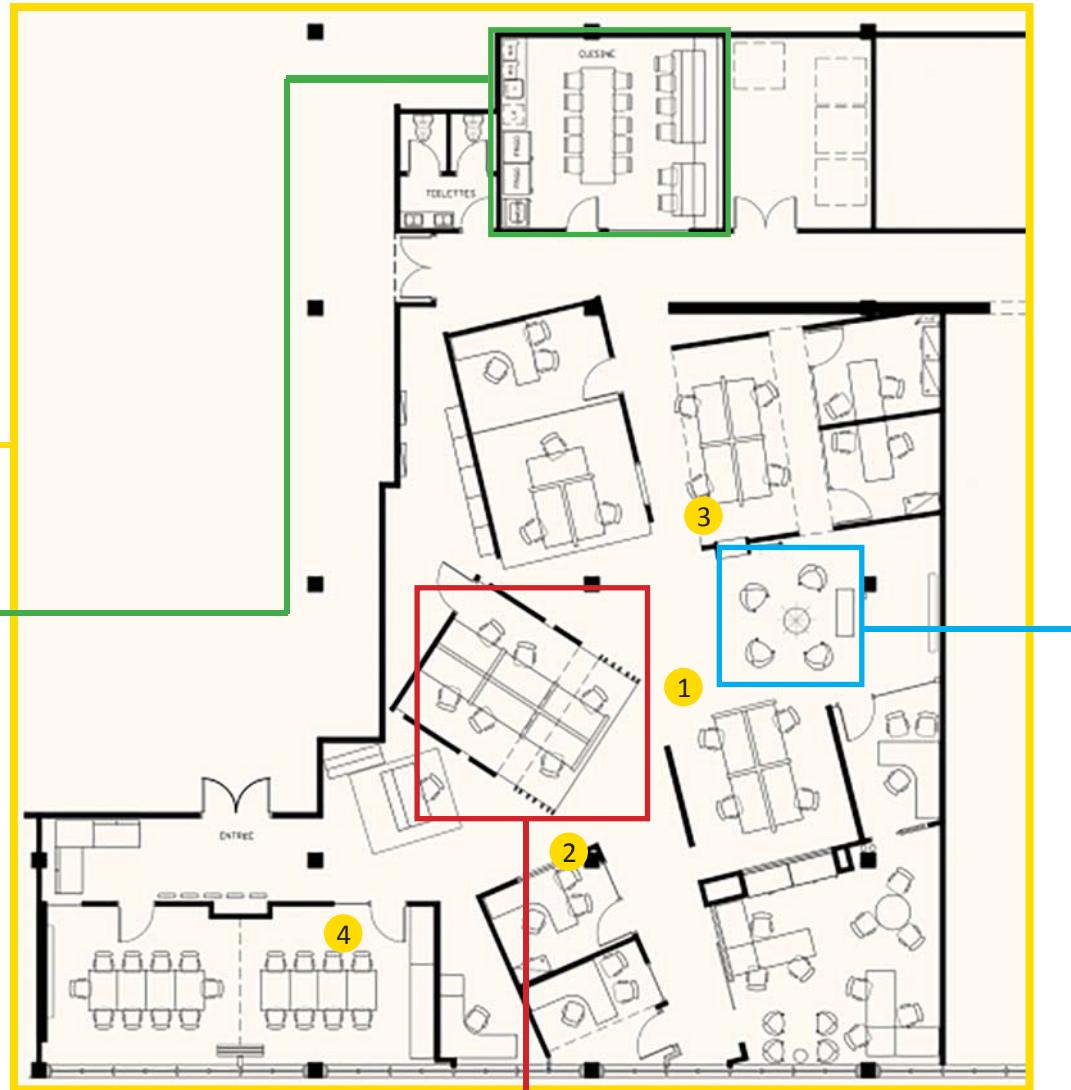
Break rooms serve as natural **collision zones**

Lacking in quantity are more "escape" areas for individuals who need private time for **Controlled Attention** or Rejuvenation

"Houses" help **define work zones**, provide somewhat enclosed areas for **individual or group work**, and offer **visual privacy**, as well as opportunities to **control distractions and focus attention**

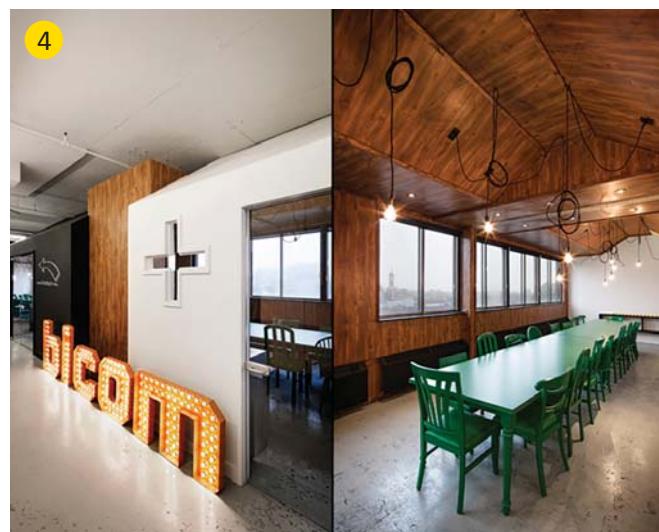


Casual open areas invite casual interactions (**chance encounters**), and allow employees to carry out routine tasks and employ **stimulus-driven attention**



(Refer to plan on previous page for orientation)

- 1 Layout allows for seamless transition from one type of space to another
- 2 House-like pods can offer **acoustic privacy** (house in foreground), or **both visual and acoustic privacy** (house in background) 
- 3 Conference rooms provide visual and acoustic control for groups, as well as the ability to **control stimulation by minimizing distractions and maximizing ability to focus attention** 
- 4 Individual work can be done in an open area, but remote enough to work with **focused concentration**; the design lacks enough options for individual work in enclosed areas 



Individual work places are offered within the house-like pods, which can either be
1) individual enclosed areas,
2) individual open areas, or
3) group enclosed areas
depending on their utilization



Pods have their own identity (fake grass, wood paneling, orange dots), and provide a **soft fascination** for users 

