

IIDA Hybrid Workplace Forum
5/4/2022

Intro's-Andrew

Questions:

What is a Hybrid Workplace? How would I know one if I saw it?

- Fewer workstations, more casual lounge space?
- Fewer people?
- Phone booths with webcams?
- Ample parking out front?

What are the elements of a Hybrid Workplace?

- Technology to enable virtual participation at in person meetings
- Minimal assigned workstations
- Break out lounge/collaboration areas
 - Easily reconfigurable for different uses or different locations
- Flexible in office hours/days

What are the minimal requirements to support hybrid work?

- Technology
- Physical space/utilization changes

Is hybrid here to stay or is this a temporary thing?

- If it's here to stay, were we doing something wrong before or did reality just change?
- Are we adapting existing planning models or starting over?

Who benefits from a Hybrid Workplace model?

- Employees?
- REAF?
- HR?

What are the potential negative effects of a Hybrid Workplace?

- Lack of spontaneous innovation?
- Mental health?
- Intended or unintended bias toward virtual employees?
- Company culture?
- Productivity/results?
- What do we lose with this model?

What data exists to inform decisions regarding hybrid planning?

- Whitepapers?
- Microsoft Campus Modernization planning data?
- Previous planning models that factor new technology integration?
- How are you determining ratios for seats in meeting rooms?
- How are you determining the ratio of desks to employees?

What are the cultural effects of a Hybrid Workplace?

- How does a company communicate its plan to employees?
- What input should the company be asking from its employees?
- Will remote access become a compliance like ADA?
- What other aspects of change management need to be considered?
- What challenges do you see in accommodating virtual participants in meetings?
- What questions do you think interior designers should be asking their clients to best support their goals?

Survey questions:

Do you have clients asking about designing a hybrid workplace and planning?

90% yes

Are your design leaders talking with your internal team about hybrid workplace planning?

95% yes

Do you have any hybrid projects built or in planning?

70% yes

Are you as a designer confused about hybrid planning?

70% yes

With hybrid planning are you seeing the need for more or less of any space types?

98% yes

How are ratios of employees to desks, seats in meeting rooms and open collaboration areas being affected?

-Not sure, hope to learn more

-More variety, personal preferences. Not everybody likes working in a loud environment or the opposite. More phone rooms.

-More hot desking, fewer desks but not a lot less.

-Small decrease in desks but fewer people using them, more people in the open areas

-Depends on the client. Some are back 100%, some are fully remote with the office

serving as a meeting space. Some are returning several days a week at full capacity

-Maybe fewer conference rooms as there is ample space for casual meetings elsewhere

Questions for the panelists:

What kind of capital investments are your firms committing to make physical changes to your office space?

What has been the most successful strategy? Not operationally but truly design/materiality/FF&E?

How can reps best meet designer's needs as they work in a hybrid environment?