We are
● Designers
● Architects
● Creative Thinkers
● Workspace Strategists
● Excited to see our colleagues in 3D again someday soon

This is
● Visioning for what the future of workplace could be like based on what we’ve learned from WFH / pandemic
● Thinking beyond the scientific guidelines to create workspace that makes people feel happy, energized, and meets their needs in a new paradigm
● Thinking about generating enthusiasm and motivation for returning to work

We are not
● Scientists or Doctors
● Real Estate Brokers
● Financial Strategists

This is not
● A one size fits all approach
● A presentation of desk layouts
● A presentation of physical products
WHO ARE ALL OF YOU?
LET'S TAKE A QUICK POLL

I love WFH, it's the greatest thing ever
I hate WFH so bad I miss the smell of a microwave that's heated up 30 unique lunches in under an hour
WHAT IS WORKING FOR US?
SERED TEAM BENEFITS AND THE THINGS WE’VE HEARD FROM OUR CLIENTS

We enjoy not spending time making a soul sucking commute

Our focused work time is more productive

The occasional snuggles from our pets are moments of stress relief in this uncertain time

We are more able to balance the demands of our personal lives with increased flexibility
WHAT ISN'T WORKING SO WELL...
ARE YOU STRUGGLING WITH ANY OF THESE THINGS?

Our home environments can also be distracting

Our internet connectivity isn't always the best

We can't remember what day it is or who we told what and when.

(Google: Temporal Disintegration)

We miss our colleagues
OUR PERSONAL EXPERIENCE
THINGS WE MIGHT NOT REALIZE ARE BEING AFFECTED BY WFH

- What we don’t “overhear” we might miss out on
- It’s hard to schedule innovation
- We can’t draw on the same page or work on a cloud of ideas, everything is forced into linear form in a presentation or slide deck.
- Have you tried negotiating a deal or onboarding a new employee via video chat?
- Casual mentorship is really valuable for career development
THE SERA PERSONAL EXPERIENCE
WHAT DO WE HOPE WE CAN CARRY FORWARD?

- Allowing people **choice** on where to work is valuable to preserve **focused space** (not just from home).
- When individuals can **tune their work environments to fit their needs** at different times during the day, they’re more productive.
- We can show up more intentionally for our work if we take better care of ourselves from all aspects, **physically, emotionally and mentally**.
- When we do come back to the office, we want to use it intentionally for what the industry has coined “**High Value Interactions**”.
CURRENT RTO THINKING
WHAT DOES IT MEAN?

➔ Increasing the Distance between people
➔ Decreasing the number of people
➔ Doesn’t consider WFH as part of the strategy
➔ Trying to “get back to work” just like we used to

6 feet
WHAT IF WE THOUGHT ABOUT THE RETURN TO OFFICE DIFFERENTLY?
WFH

COMMUTE

OFFICE HOURS

OT
WFH

Flexibility in commute times

OFFICE HOURS

OT
WFH

Allows for necessary personal activities to be dispersed during the day (exercise, family, rest and rejuvenation time)
7x7
The office is a resource for high value interaction.
7x7

Allows choice for where to do focused work
Maximizes space and reasons for face to face interaction
Operational Needs: What is Needed for a More Trust Based Model

- Leadership
- Communication
- Transparency and Authenticity
Technology

Home Office Accommodations, etc

Policies
Gestures of choice

7x7

Create human scaled spaces

A variety of posture choices

Residential touches like plants and art

Access to daylight and views
CAN WE EMBRACE A REDUCED WORKSPACE AREA?

We could achieve this by:

Option #1: Reducing built seat count (WFH or less than 1:1 ratio)

Option #2: Shifting balance between individual and collaboration spaces to gain efficiency without losing effectiveness

OR, a combination of both.
What changes could you make to your own space in the interim to maximize productive time in the office?
Office As Resource

- Socially Distanced
- Reassign Existing Workstations
- Alternate Studios
- Team Collaboration Spaces
- Alternate Meeting Furniture
Office As Resource

- Socially Distanced
- Reassign Existing Workstations
- Alternate Studios
- Team Collaboration Spaces
- Alternate Meeting Furniture
HVAC System

- Prioritize Staff Use of Highest Indoor Air Quality
- Reprogram for 100% OSA
- Add OSA to Conf. Rooms
- Reduce Recirculated Air
- Seal Transfer Grilles
- Utilize Operable Windows

Previously Added
- Maximized Air Filtration
- Monitoring of PM2.5, VOC, CO2, Outdoor Conditions
HVAC System

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OTHER HELPFUL RESOURCES

LINKS TO ARTICLES

Fast Company: How COVID-19 Will Change Your Open Office
Haworth: Return to Workplace Playbook
Steelcase: The Post COVID Workplace
Herman Miller: The Mind and Individual Work
Knoll: Considerations for Returning to a Healthy Workplace
  - Shared Spaces
  - Workstations
  - Checklist
Gensler: 10 Considerations for Returning Back to Work
Gensler: How Should Office Buildings Change in a Post-Pandemic World?
HOK: Design Strategies for Work and Life Following COVID-19
Work Design Magazine: Rethinking Workplace Design in the Wake of COVID-19
Frameweb: How COVID-19 could impact workplace design: managing movement
JLL: Tenant needs in a post-pandemic world: 2020 Forecast Series
Zenbooth: A Guide to Agile Workspaces
Perkins and Will: Road Map for Return
Steelcase: The Future of Shared Spaces in the Office
To learn more about how SERA is thinking about the social etiquettes surrounding RTO, Please visit our Blog for a weekly series.

https://www.seradesign.com/blog/

Questions? Feel free to connect.

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