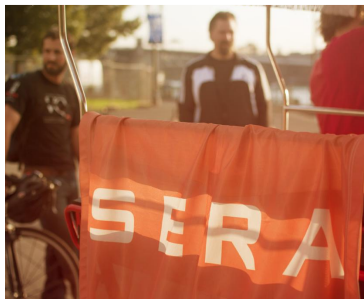


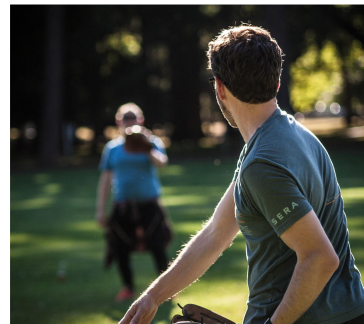
S E R



ESOP



OAKLAND



185

DESIGN PROFESSIONALS

ARCHITECTS

INTERIOR DESIGNERS

URBAN PLANNERS

LANDSCAPE ARCHITECTS

52

YEARS IN BUSINESS

PORTLAND 1968

BAY AREA 2015



PORTLAND

58

LEED
PROFESSIONALS

FRAMEWORK FOR THIS TALK

WHAT YOU WILL (AND WILL NOT) GET FROM THIS

We are

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

This is

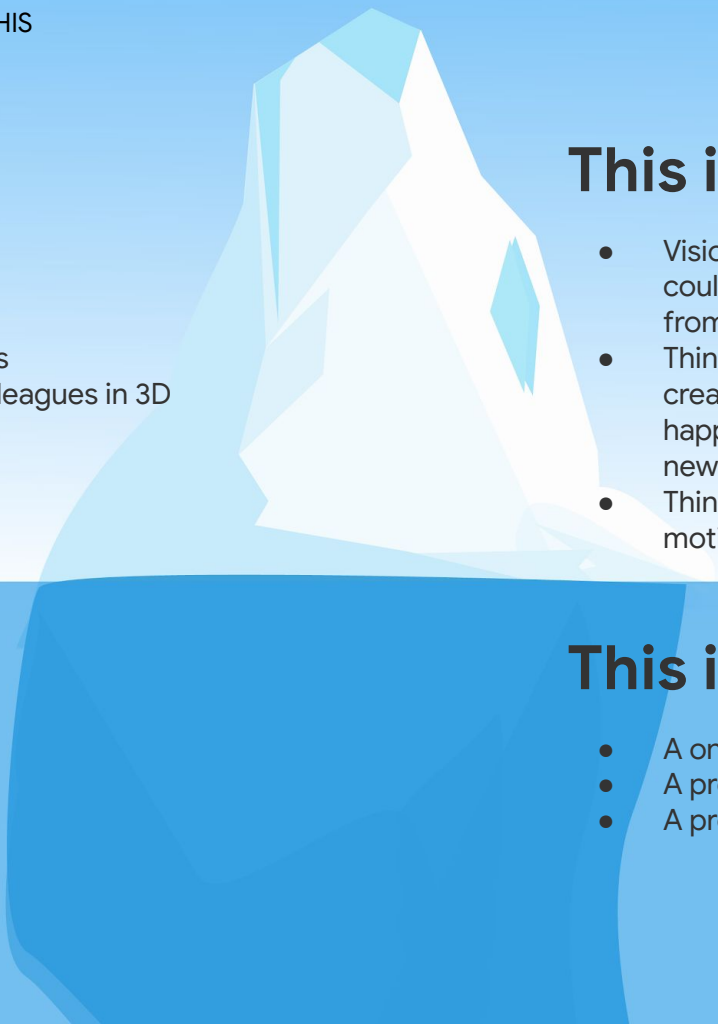
- Visioning for what the future of workplace could be like based on what we've learned from WFH / pandemic
- Thinking beyond the scientific guidelines to create workspace that makes people feel happy, energized, and meets their needs in a new paradigm
- Thinking about generating enthusiasm and motivation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

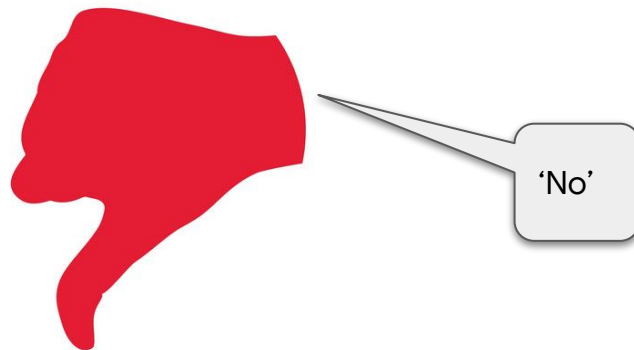


WHO ARE ALL OF YOU?

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?

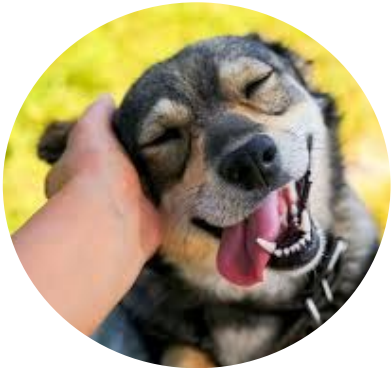
SERA TEAM BENEFITS AND THE THINGS WE'VE HEARD FROM OUR CLIENTS



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

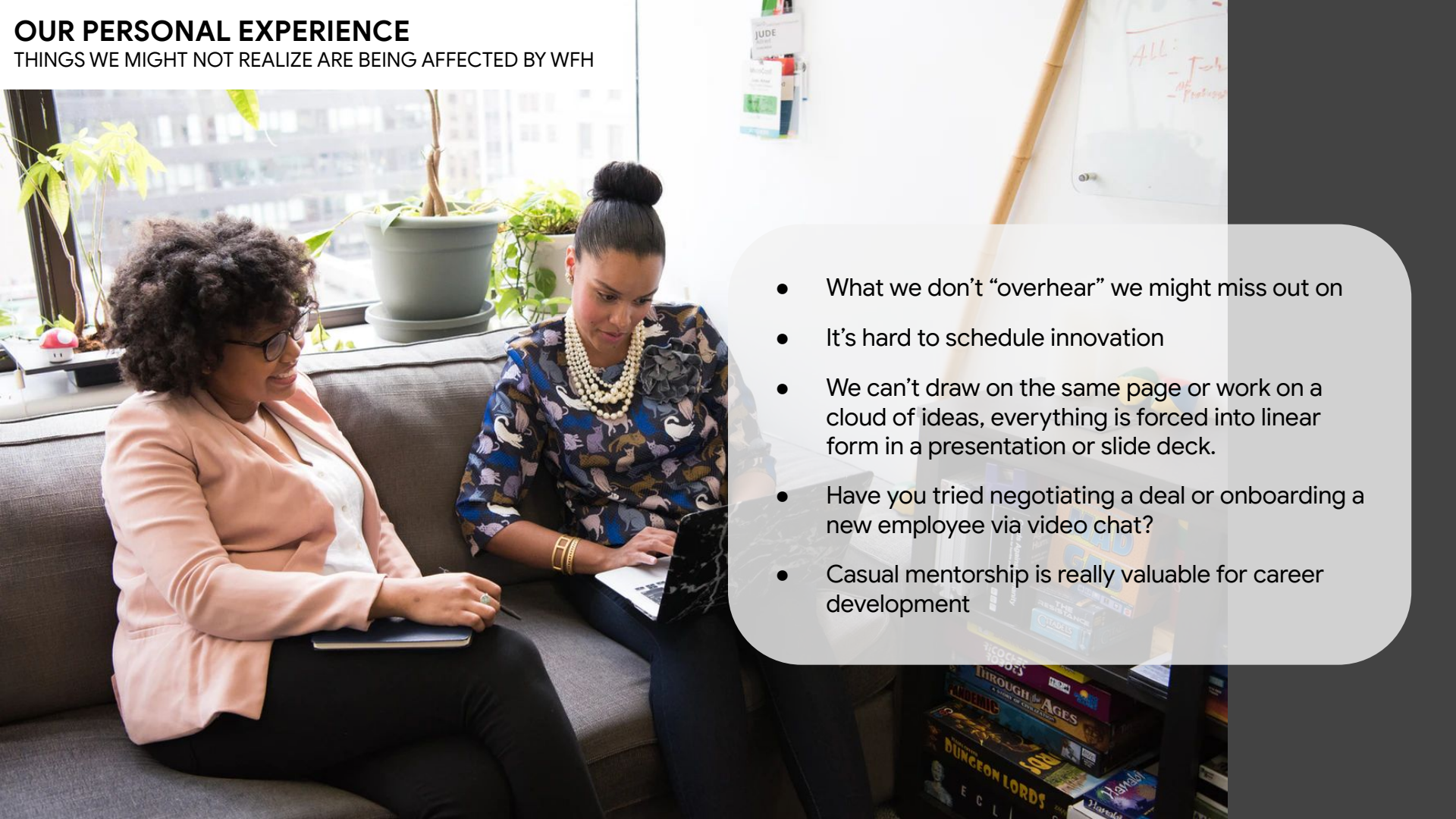


We can't remember what day it is or who we told what and when.

(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?

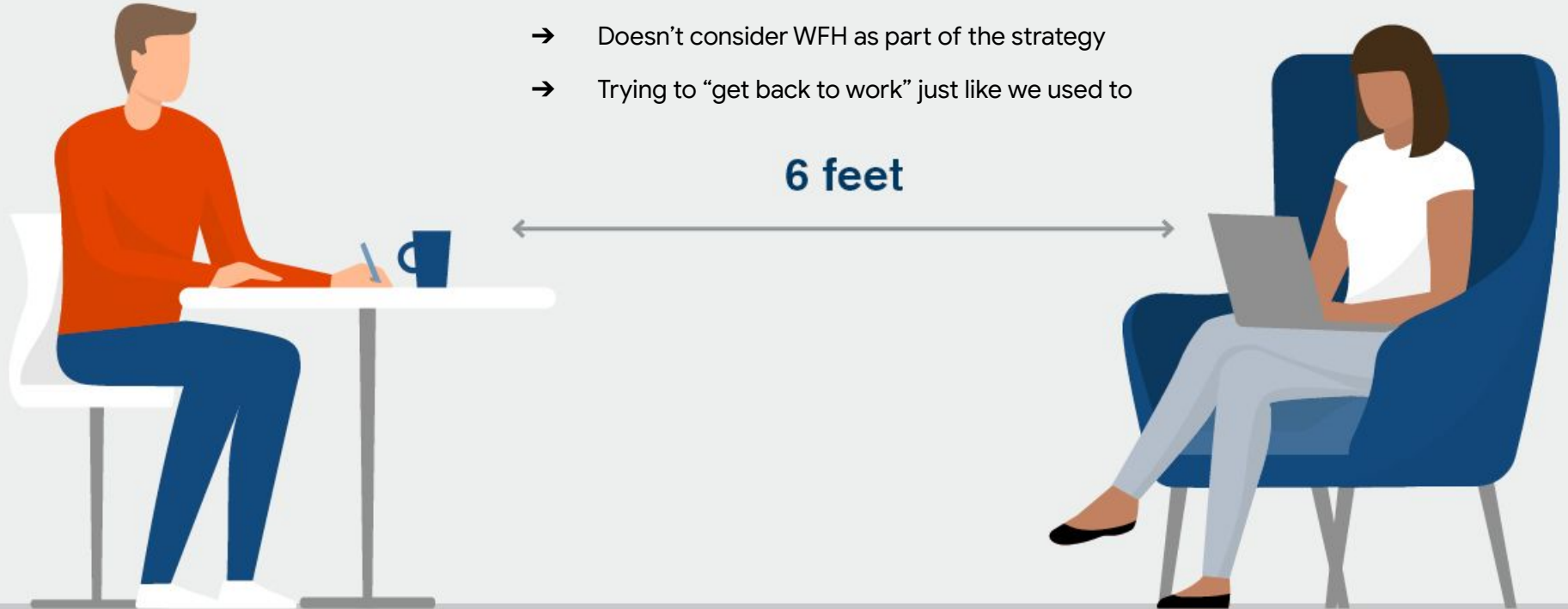
- Allowing people **choice** on where to work is valuable to preserve **focused space** (not just from home).
- When individuals can **tune their work environments to fit their needs** at different times during the day, they're more productive.
- We can show up more intentionally for our work if we take 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



WHAT IF WE THOUGHT ABOUT THE RETURN TO OFFICE DIFFERENTLY?



6x6



6x6

8

5

COMMUTE

OFFICE HOURS

OT



WFH



WFH

Flexibility in commute times



8



5



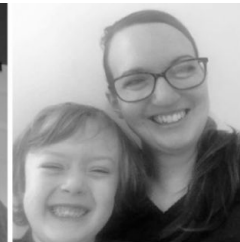
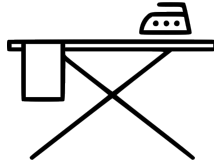
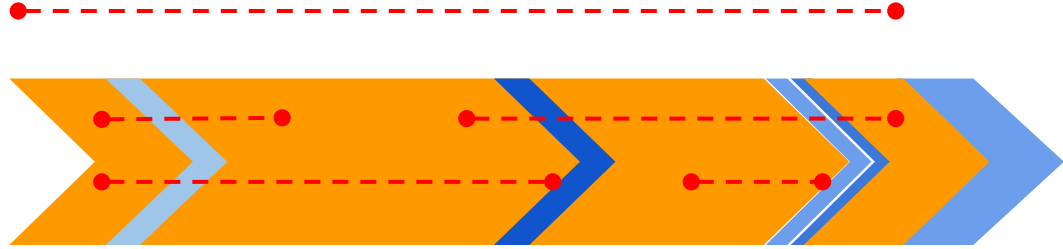
WFH



WFH

Allows for necessary personal activities to be dispersed during the day (exercise, family, rest and rejuvenation time)

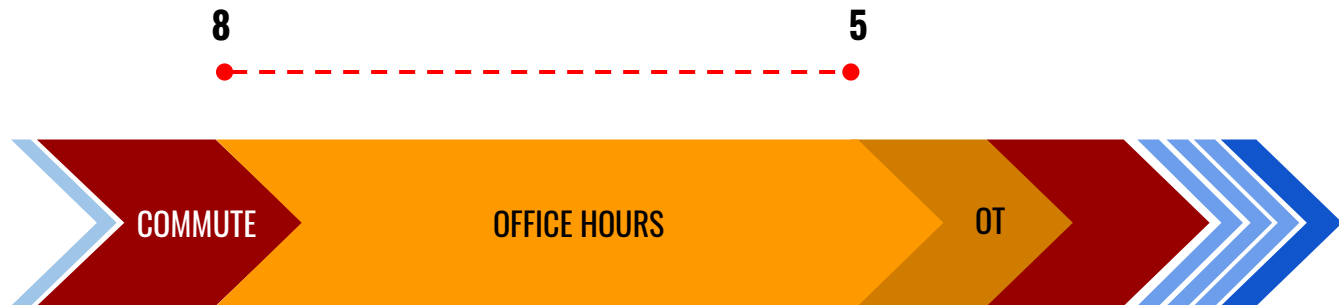
Less Synchronous



7x7



6x6



7x7



7x7





7x7

The image shows a bright, modern office space. On the left, a dark grey wall is covered with a grid of framed photographs. In the center, a long white table is surrounded by white office chairs. To the right, a long white table is paired with black bar stools. Large windows with white shutters line the right wall, and a brick wall is visible in the background. A large ceiling fan is mounted on the ceiling. The floor is made of light-colored wood.



7x7

The image shows a modern office space with a brick wall and large windows. A wooden conference table is in the foreground, and a bookshelf is visible. The text '7x7' is overlaid on the left side of the image.



**The office is a
resource for high
value interaction**

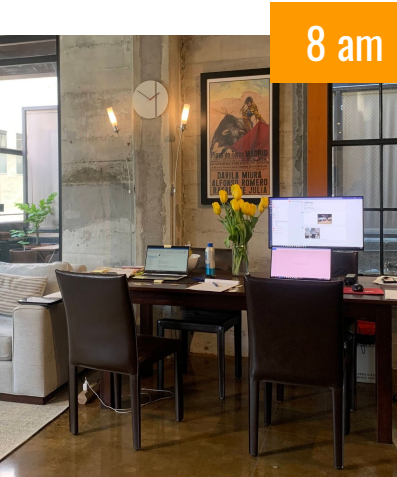
7x7

7

7



Allows **choice** for where to do focused work
Maximizes space and reasons for face to face interaction



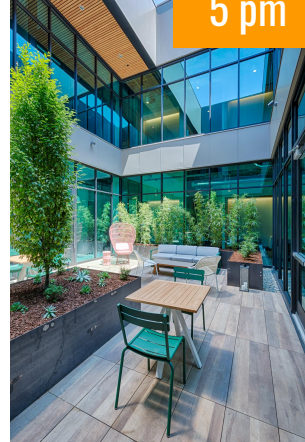
8 am



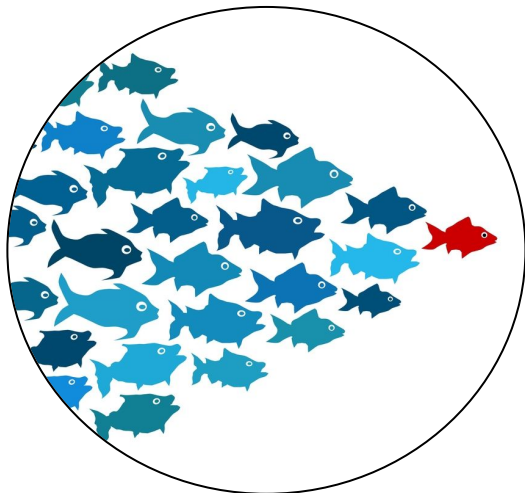
11 am



2 pm



5 pm



Leadership



Communication



**Transparency
and Authenticity**

Technology
Home Office Accommodations, etc
Policies



7x7

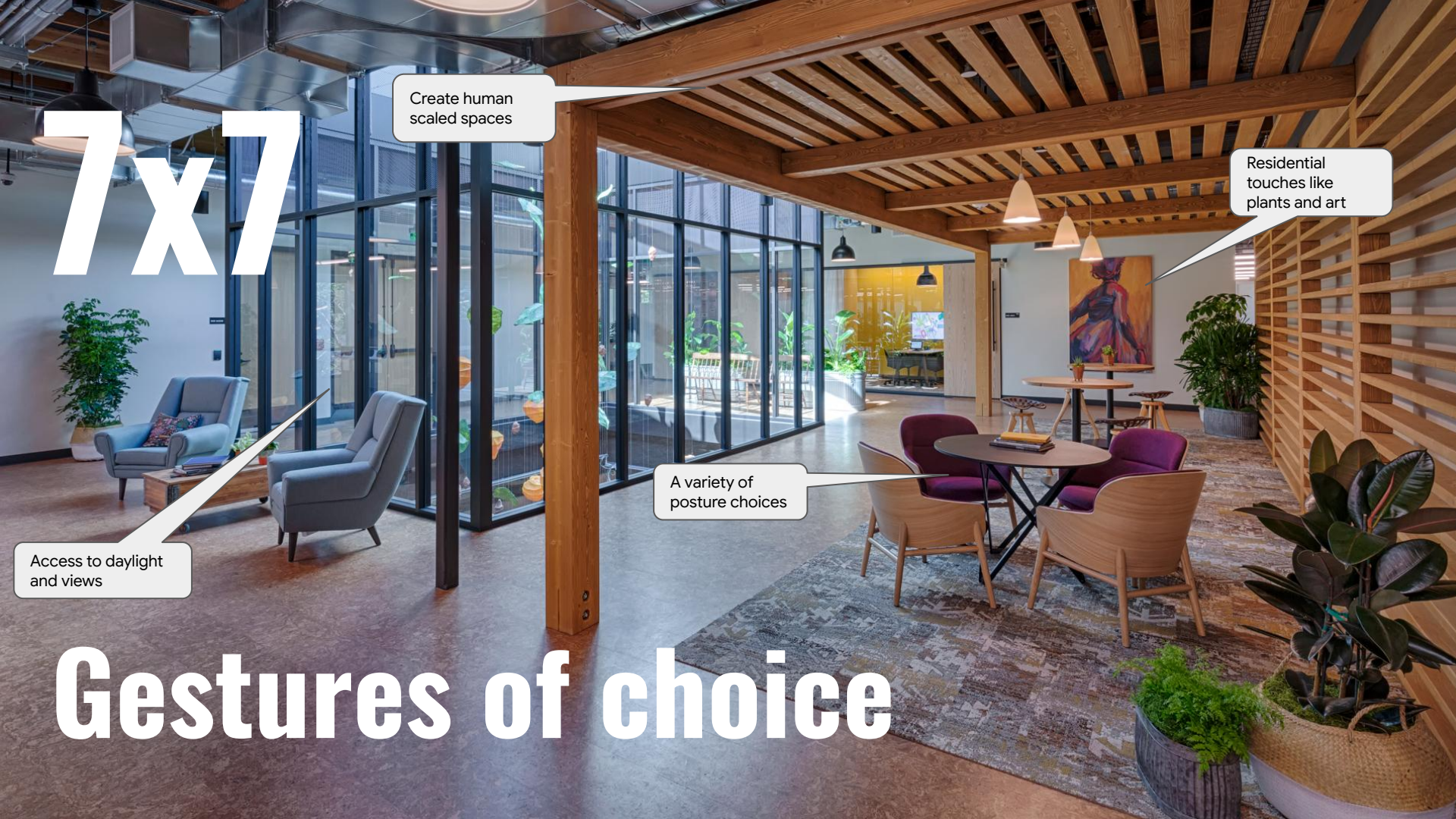
Create human
scaled spaces

Access to daylight
and views

A variety of
posture choices

Residential
touches like
plants and art

Gestures of choice



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.



7X7

SPATIAL VARIETY - DESIGN FOR HIGH VALUE INTERACTIONS

What changes could you make to your own space in the interim to maximize productive time in the office?



SER





HOUSING STUDIO

Office As Resource

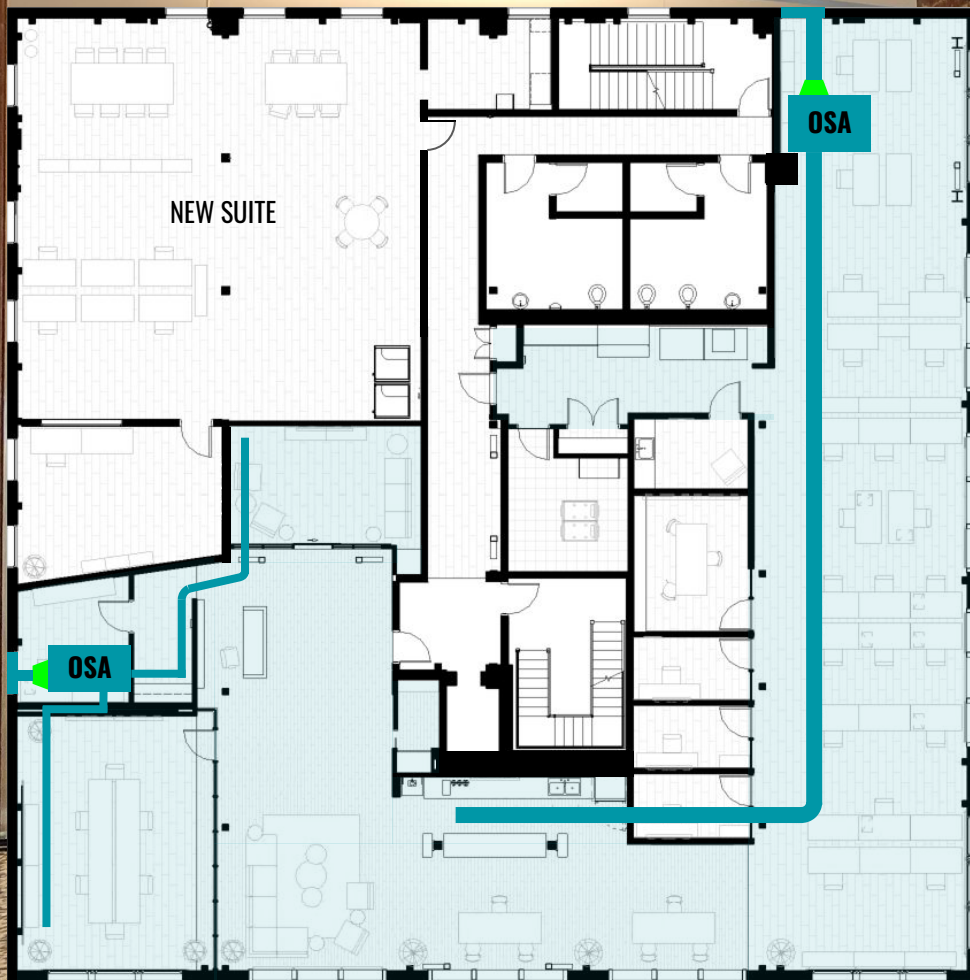
- Socially Distanced
- Reassign Existing Workstations
- Alternate Studios
- Team Collaboration Spaces
- Alternate Meeting Furniture



WORKPLACE + PLANNING STUDIOS

Office As Resource

- Socially Distanced
- Reassign Existing Workstations
- Alternate Studios
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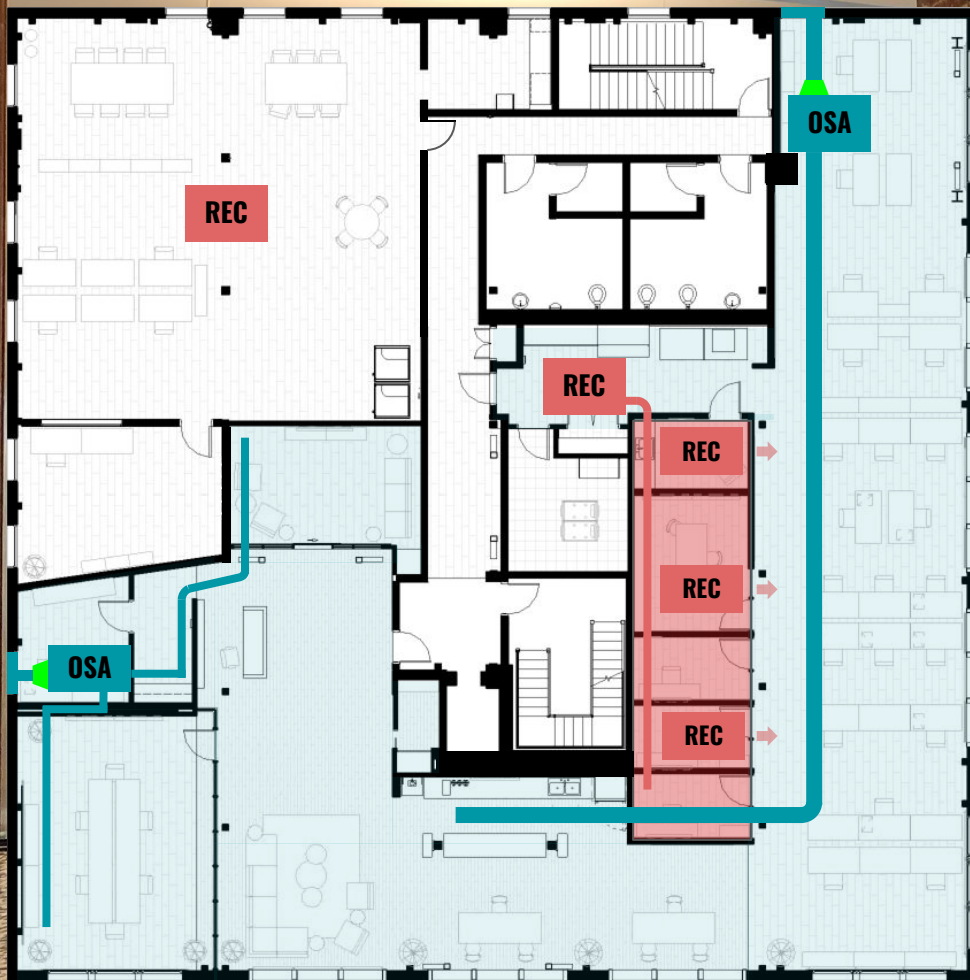


HVAC System

- 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

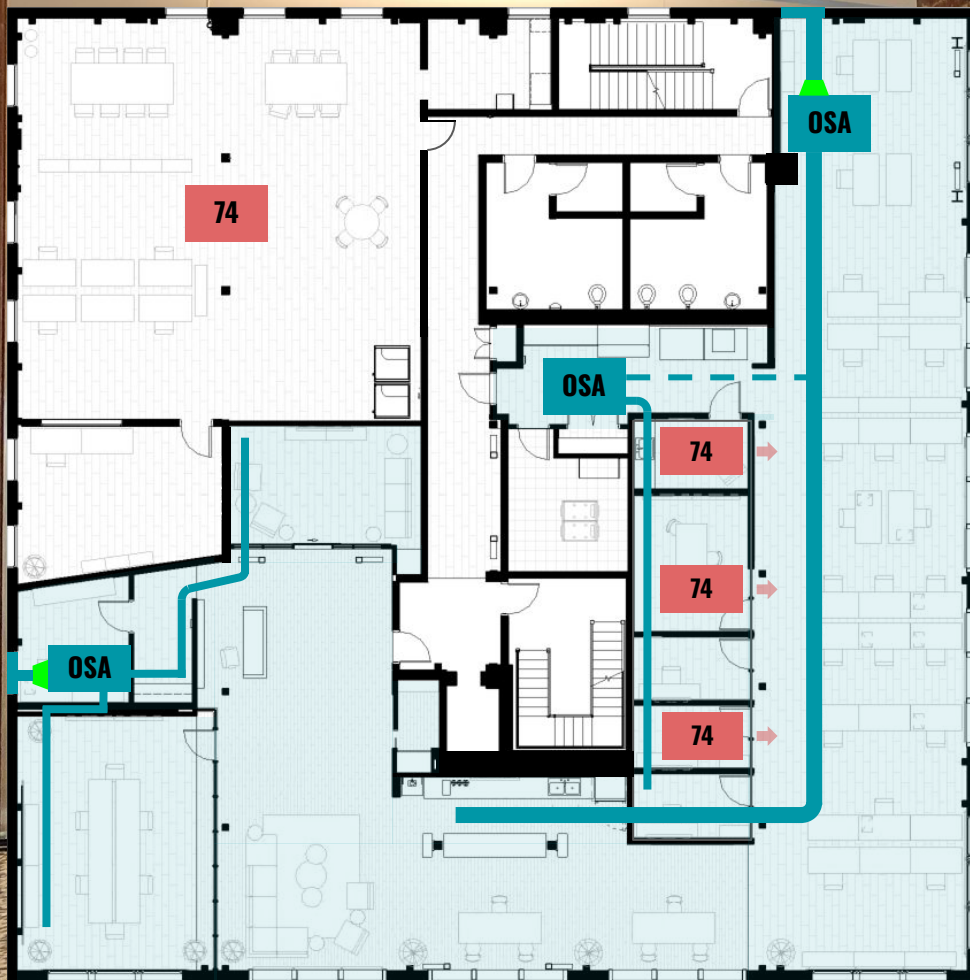


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OTHER HELPFUL RESOURCES

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](#)

[Framework: 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](#)

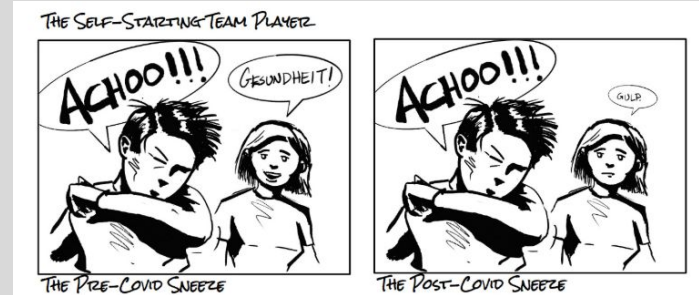
[Perkins and Will: Road Map for Return](#)

[Steelcase: The Future of Shared Spaces in the Office](#)

THANK YOU
THANK YOU
THANK YOU
THANK YOU
THANK YOU
THANK YOU
THANK YOU
THANK YOU
THANK YOU
THANK YOU

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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carissam@seradesign.com