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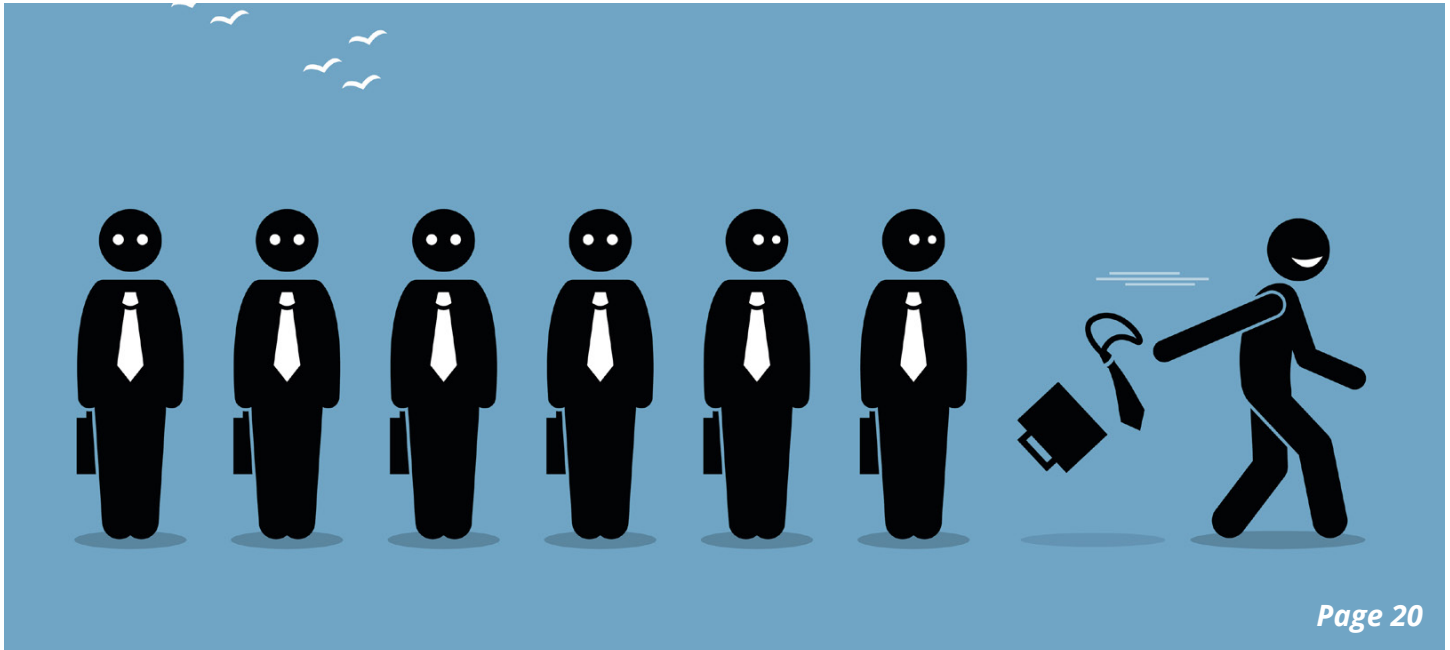
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ROB KIRKBRIDE, EDITOR-IN-CHIEF





Page 20

08. WHERE I'M WORKING: YELLOWSTONE COFFEE & CANVAS

With an array of coffee and snack items on the menu, and several sitting places to choose from, Yellowstone Coffee & Canvas proved to be a delightful place to work.

12. WORKPLACE WELLNESS

If we can design spaces for wellness, it will make it easier for all types of people to come back to the office while still maintaining flexibility for those who work at home. There are seven aspects to wellness we balance - physical, spiritual, emotional, intellectual, occupational, social, and environmental.

14. EMPLOYER ACTIONS & EMPLOYEE PERCEPTIONS: GAUGING THE COVID-19 WORKPLACE EXPERIENCE

Organizations are still managing travel expenses conservatively and adjusting the way they do business to incorporate less travel, with 68% of organizations expecting the same level of business travel or less in 2021, as compared to 2020. Further, Sixty percent of organizations report they will not require employees to receive a COVID-19 vaccine prior to returning to work, an indication organizations are opting to maintain a personal vs. professional line by not requiring the vaccine.

16. AS ECONOMY REOPENS, THE TIME HAS COME FOR EMPLOYERS TO OPEN UP THEIR REAL ESTATE PROCUREMENT PROCESSES

With an economy working from home, it's become apparent the model is changing. Many are seeking hybrid solutions where employees come to the office half of the time or only for special team collaborations and client meetings.

18. NEW LEGIONS OF REMOTE WORKERS PUTS GEOGRAPHIC PAY POLICIES IN THE SPOTLIGHT
With remote working requests continuing to emerge and surprise leaders, companies are reevaluating how to create cohesive, consistent and fair geographic pay policies as employees push to straddle multiple geographies. What used to only be an occasional issue is now a frequent request and savvy employers will need to respond with fair, transparent and attractive geographic pay policies for distributed workforces if they wish to remain competitive.

20. SURVEY FINDS 58% OF PEOPLE WORKING REMOTELY WOULD QUIT THEIR JOBS IF REQUIRED TO RETURN TO OFFICE
Sixty-five percent would prefer to work remotely full-time post-pandemic, while 33% would like a combination of remote and in-office work (hybrid work arrangement). Just 2% would prefer to return to the traditional office on a full-time basis. While workers are most concerned about COVID-19 exposure/infection (49%), having less work flexibility (46%) and less work-life balance (43%) were other key apprehension points in returning to traditional workplaces.

The word "Supreen" is written in a cursive, liquid-like script that appears to be made of a dark, viscous liquid. The letters are interconnected and have a glossy, reflective surface. The word is surrounded by several small, dark droplets and splatters of the same liquid, scattered across the textured, golden-brown background.

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Knoll Textiles*

Page 32

22. LOCAL OFFICE, GLOBAL VIEW: DYER BROWN-DESIGNED HEADQUARTERS UNIFIES U.S. OPERATIONS FOR TECH MEDIA GIANT

The idea from IDG leadership was to create a space that reflected their identity as a house of brands rather than a branded house.

26. MOST EXECUTIVES EXPECT RETURN TO OFFICE OR HYBRID MODEL

The survey findings suggest many businesses may be underestimating the changes needed to optimize workplaces for health and safety and accommodate the evolving requirements of a hybrid work model in which employees blend working from different locations, including home, on the go or at the office.

28. PREVIEWING THE FUTURE, SVIGALS + PARTNERS COMPLETES SECOND MAJOR WORKPLACE FOR BIOHAVEN PHARMACEUTICALS

Building on Svigals + Partners' longstanding commitment to prioritizing the well-being of the client group, the workplace harnesses daylight and outfits

workers with sit-stand desks in a setting marked by natural materials, nontoxic finishes, premium air filtration and other benefits of an active workplace. The company's brand colors, green and blue, are complemented by a contrasting magenta proposed through a virtual-reality walkthrough.

32. WHAT ARE PERFORMANCE FABRICS?

The definition of a performance fabric is as individualized as a performance car. Broadly speaking, it denotes above-average attributes compared to standard upholstery.

39. PROJECT AIMS TO KEEP IT AUTHENTIC

Perkins&Will's design seamlessly reconciles two opposing forces — the desired focus on collaboration and the need to accommodate concentrated individual work.

52. REVIEWS

Etc. Holden Pull Up Table / ZG1 Single Monitor Arm



Where I'm Working: Yellowstone Coffee & Canvas

BY EMILY CLINGMAN

I recently moved to Montana, and it's a different world up here — most notably because of the absence of crowded cities and you're-going-nowhere traffic jams along the Front Range of Colorado, where I moved from. Also refreshing is that just about everything is open, and people are moving about socially. So, for the first time in over a year, I ventured out to work at one of my favorite spots: a coffee shop.

Tucked into a little neighborhood on the east side of Billings is Yellowstone Coffee & Canvas — a colorful, lively meeting place for lovers of coffee and art. Similar to the concept of paint-and-sip

places, where patrons drink wine and create a painting with the instruction of an artist, this darling coffee shop run by artists offers — for a very reasonable fee — blank canvases and paint for creatives to walk in at any time during business hours try their hand at painting.

With an array of coffee and snack items on the menu, and several sitting places to choose from, Yellowstone Coffee & Canvas proved to be a delightful place to work. I chose a table off to the side of the shop, where there are power outlets nearby and lovely, ambient lighting above each table. Surrounded by artwork, mellow coffeehouse



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music and the lively chatter of people coming and going was inspiring and comforting.

The shop offers free Wi-Fi, and the connection was fast and reliable. I visited mid-morning, so it wasn't crowded, and I was able to spread out at an entire table with my computer, notes, coffee and blueberry muffin (huge and delicious). The furniture is very nice, sturdy and beautiful. The tabletops are smooth and glossy, which thrilled me, because I still use a computer mouse on-the-go. The chairs, both tall and short to fit the table height options, are adorned with whimsical coffee cup engravings, which adds a nice touch to the coffee shop vibe. I did indeed flip the chair to see where the furniture came from — Belnick, LLC, a large internet furniture retailer of high-quality office chairs and furniture for restaurants, churches, schools and home.

Angie, who was manning the shop on her own when I visited, is charming and attentive. The shop

inside wasn't crowded but Yellowstone's drive-through is very popular, and even though she was quite slammed she still took a few minutes to chat with me and brought my coffee and treat right to my table.

Overall, Yellowstone Coffee & Canvas ticks off all the marks I look for in a coffee shop to work at. While I was happily typing away on a story, I heard a delivery person tell Angie, "The best thing about my job is that I get to see cool places like this." I agreed on the cool factor.

Later, I also heard, "You know what I miss? Prank phone calls. I made so many as a kid, and I have never got one as an adult." The other person said, "Right, me either. All I get is spam, like, 'You're warranty will expire in 10 days.'"

I literally laughed out loud from across the store. This is what I've been missing about working in coffee shops. It's nice to be back. **WPM**

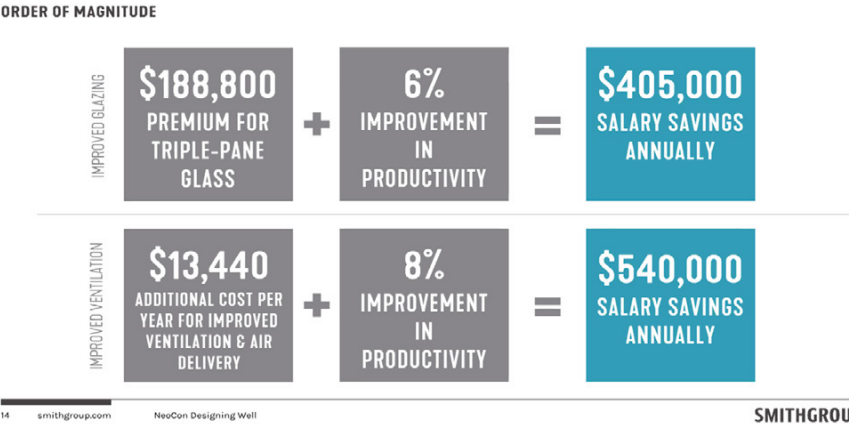


WORKPLACE WELLNESS

Wellness has become popular over the past few years. Rising in popularity even before the pandemic, and now, over a year in, we are experiencing a renewed dependence on the wellness trend. Commitment to striving for well-being in all aspects of life could be the greatest habit we teach ourselves. It goes beyond things like WFH vs. in-office or 6 weeks of maternity leave vs. 6 months. Today, wellness is about rethinking and restructuring our systems to ensure people are healthy and happy both at work and at home. It is about making business decisions that prioritize health because healthier workers create better work through living better lives.

Businesses strive to improve productivity, profitability and increase sales - that is a no-brainer. The issue is we tend to invest in processes instead of wellness, but businesses spend most of their money on salaries, so wouldn't investing in people make the most sense? Many are now recognizing the wellness advantage. A study by SMITHGROUP and GM presented at [NeoCon's Designing Well virtual series](#) gave an example of triple-pane glass. A company has an option of either investing in improving the

HUMAN CAPITAL IMPACT ON BUSINESS OUTCOMES



NeoCon Designing Well Virtual Series

glazing process, or improving ventilation. Although it might seem obvious to improve the glazing, improving ventilation would save more money by increasing productivity in their employees.

Historically, incorporating wellness into an established business culture was a challenge. However, COVID has shifted that mindset dramatically. Seven in 10 executives responding to the [2021 Deloitte Global Human Capital Trends survey](#) said that their organization's shift to remote work has had a positive impact on well-being. Employers who

have traditionally been closed to work from home arrangements are now seeing value in it. It's not all or nothing, and every employee is unique, but everyone working from the office during normal business hours is doubtful to become the norm anytime soon. Most agree that hybrid office arrangements, say 1-3 days in the office, will be the new normal. This has and will continue to demand proper communication - people who are remote tend to feel disconnected and workers who are in the office can struggle with not feeling trusted to work anywhere else.

This is where wellness comes in. If we can design spaces for wellness, it will make it easier for all types of people to come back to the office while still maintaining flexibility for those who work at home. There are [seven aspects to wellness](#) we balance - physical, spiritual, emotional, intellectual, occupational, social, and environmental. Below we break down each one and discuss how to create space to promote each form of wellness.

“**Bring your whole self to work. I don't believe we have a professional self Monday through Friday and a real self the rest of the time. It is all professional and it is all personal.**”

Sheryl Sandberg, Chief Operating Officer at Facebook

NeoCon Designing Well Virtual Series

Lumen

Like what you're reading? [Read](#) more about wellness and other trends here.

PHYSICAL WELLNESS

How we move and tend to our bodies

How to support this in the localized and hybrid space:

- Include a centralized staircase and atrium
- Don't give someone a desk that they have to complete all their work at, instead create a variety of spaces (places for a private phone call, walking meeting, collaboration, etc.)
- Activity-based Working (ABW) will be the new standard where you change places throughout the day to best suit the work you're completing
- Create a multipurpose room where workout classes can be held
- Dedicate resources to making sure every employee has all the tools they need to complete their work at home
- Create incentives for maintaining a healthy lifestyle

SPIRITUAL AND EMOTIONAL WELLNESS

Understanding our beliefs, and managing mental health and stress

How to support this in the localized and hybrid space:

- Support all personality types
- Creating a sense of belonging by having time to connect
- Offer mental health days and encourage employees to use them
- Corporate employee assistance programs
- confidential legal, personal, or professional help as part of a benefits package
- Offer virtual mindfulness like meditation or exercise classes
- Host mental health awareness training

INTELLECTUAL WELLNESS

Engagement, creativity, and personal development

How to support this in the localized and

hybrid space:

- Create a library space that is quiet and has a zero talk policy
- Provide professional development and training spaces
- Provide a variety of brainstorming and collaboration spaces for innovative thinking
- Let your newer employees learn by watching older ones
- Virtual professional development classes
- Small group and one on one virtual interactions
- Empowerment speakers - bring in people to inspire your workers!

OCCUPATIONAL WELLNESS

Workers' health, capacity, and development of workplace culture

How to support this in the localized and hybrid space:

- Create a variety of spaces for different acoustic needs
- Provide comfortable lactation rooms to support working mothers - a room that locks, has sound-absorbing walls for privacy, amenities like a chair and sink, a small refrigerator
- Provide on-site childcare or create child-friendly spaces
- Flexible work hours (especially for parents)
- "Bring your family and friends to work" events
- Policies for new parent leave, new mothers, family leave - if you're using an outdated policy, now is the time to review this to help support your employees through unexpected times

SOCIAL WELLNESS

Having a strong connected social network

How to support this in the localized and hybrid space:

- Design an attractive community space in a functionally convenient location to bring employees together
- Offer a variety of collaborative areas
- Share recreation spaces with the local community
- Virtual social events like group lunches or happy hours
- Employee resource groups where workers can talk freely about pain-points

ENVIRONMENTAL WELLNESS

Being environmentally responsible daily

How to support this in the localized and hybrid space:

- Use the unused space in your office to solve another issue like the housing crisis
- Provide access to natural resources in the workplace
- Incorporate healthy materials (even red list free)
- Vary temperature zones and let employees sit where they're best suited
- Corporate climate commitments
- Give credits for lowering emissions by reducing commute
- Join The Zero Waste Movement

For years we have been told to leave our personal issues at the door when we come into work. The wellness movement is inviting our whole selves to work. There isn't a part of ourselves we hide five days out of the week. There isn't a part of us that explodes when we get home from being bottled up all day. There is no longer a work-life balance, but rather an integration of the two. It's important to live an authentic life that is full in all aspects. Designing for wellness will take practice and time, but it is well worth the investment. At the end of the day we won't just be sustaining human productivity, but human potential.



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EMPLOYER ACTIONS & EMPLOYEE PERCEPTIONS: GAUGING THE COVID-19 WORKPLACE EXPERIENCE



SIXTY PERCENT OF EMPLOYEES ARE CURRENTLY WORKING REMOTELY, AND 76% INDICATE THEY WOULD LIKE TO CONTINUE IN THAT CAPACITY AFTER THE PANDEMIC. HOWEVER, EMPLOYERS ANTICIPATE 34% OF EMPLOYEES WILL CONTINUE WORKING REMOTELY AFTER THE PANDEMIC, SETTING UP POSSIBLE FUTURE TENSION BETWEEN ORGANIZATIONS AND THEIR WORKFORCES.

Also, 32% of employees state they would not return to work and look for a new job if they cannot work remotely. These findings are in the WorldatWork COVID-19 Employer Plans and Employee Perceptions survey, conducted in partnership with SalesGlobe. The survey, a follow-up to April 2020's COVID-19 Employer Response Survey covers vaccine policies/incentives, hazard

pay, financial impact/forecasting, business travel, remote work, investment in software solutions, work-from-home expense reimbursements, worker protections, employee recruitment, PTO policies and vacation stances, among other topics.

Findings

Sixty percent of organizations report they will not require employees to receive a COVID-19 vaccine prior to returning to work, an indication organizations are opting to maintain a personal vs. professional line by not, as of now, requiring the vaccine. Most employees are choosing to obtain the vaccine; 72% of employees have received it or plan to get one when it becomes available to them.

Organizations and HR professionals successfully

adjusted their business and people operations in 2020 to help sustain financial viability. Only a handful of organizations (9%) report their financial performance has decreased by 30% or more under plan the past 12 months. Among those that have experienced financial losses, 66% believe their organization will be able to recover in two years or less.

Thirty-one percent of organizations are providing hazard pay for essential workers who are required to be on-site during the pandemic and organizations providing hazard pay have increased by 8% since last year's survey. This positive trend shows employers recognize the importance of providing fair compensation to essential workers for the additional risk they incur.

Thirty-eight percent of organizations reimburse expenses related to working from home, a 13%

increase from June 2020's WorldatWork Back to Work Playbook, and 92% of employees feel their organization provides sufficient reimbursement for work-from-home expenses.

Organizations are still managing travel expenses conservatively and adjusting the way they do business to incorporate less travel, with 68% of organizations expecting the same level of business travel or less in 2021, as compared to 2020.

Methodology

WorldatWork invited its members and customer base to participate in the survey on employer plans regarding COVID-19. A total of 380 responses were received. In addition, 1,418 full-time business professionals in the U.S. responded to employee view questions via MarketCube, an online panel, and via SalesGlobe. Data was collected in February over a three-week period. **WPM**



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AS ECONOMY REOPENS, THE TIME HAS COME FOR EMPLOYERS TO OPEN UP THEIR REAL ESTATE PROCUREMENT PROCESSES

WITH AN ECONOMY WORKING FROM HOME, IT'S BECOME APPARENT THE MODEL IS CHANGING. MANY ARE SEEKING HYBRID SOLUTIONS WHERE EMPLOYEES COME TO THE OFFICE HALF OF THE TIME OR ONLY FOR SPECIAL TEAM COLLABORATIONS AND CLIENT MEETINGS.

BY PETER SHANNON, UNISPACE REGIONAL DIRECTOR OF CLIENT PARTNERSHIPS

MORE AND MORE, WE SEE CORPORATE REAL ESTATE COLLABORATING WITH ITS PROCUREMENT DEPARTMENT PARTNERS TO ENSURE THE BEST PRICE IN SOURCING OF GOODS AND SERVICES. THIS HAS GONE A LONG WAY TO ADVANCE THE SOPHISTICATION OF THE INDUSTRY, BUT IN SOME CASES MIGHT MISS THE MARK RELATIVE TO VALUE CREATION. PROCUREMENT DEPARTMENTS ARE EXCEPTIONALLY SKILLED AT PRICE NEGOTIATION AND PROTECTING SHAREHOLDERS' INTERESTS BY DRIVING TO LOWEST COST. THAT NOTWITHSTANDING, THE ACQUISITION, DESIGN AND MANAGEMENT OF SPACE IS INCREDIBLY NUANCED.

Commercial real estate should not be solely about the short-term solution, especially in times of dramatic change like today. Tomorrow's business needs may be wildly different than today's as market forces shift, innovation timelines condense and the expectations, wants and concerns of employees take center stage. Often — when driven by procurement specialists, rather than strategists — the real estate decisions that are merely handled as transactions can carry a lot of hidden risks.

The supply and demand dynamic has forever changed. Where once it was enough to know headcount growth and its impact on space (FTE projection x square foot allocation), real estate departments now have to act as integrators who understand the enterprise business strategy, interpret the demand signal from the business, inform it with the human capital strategy, overlay that with enabling technologies and provide built environments that promote culture, brand and the advance the human experience.

By utilizing these perspectives in their workplace acquisitions, employers can reduce risks and move from making a good transaction to making an excellent long-term solution.

Relationships over projects

COVID-19 represents an inflection point for employers' workspace strategies. After figuring out the productivity challenges through technology and remote working in 2020, the focus has shifted to the culture equation in 2021 and beyond. Now is the time to open the strategic real estate process to key internal stakeholders — and external partners.



For example, if a life sciences or lab space needs to expand, the company's CEO and head of HR might know what kind of real estate portfolio is needed as the operation scales, but to effectively execute on this vision adding value over the long-term requires the industry knowledge of an intimate strategy, design and construction partner. Beyond this, the landscape can vary greatly depending on the sector, so choosing an experienced partner with an end-to-end delivery offering is the best way to cut out inefficiencies, limit risks and put the employer's culture at the forefront.

These relationships have shown their mettle over the past tumultuous year as C-suite and HR decision-makers evolved their focus on the workplace to be a catalyst for co-creation, ideation and culture. With such space considerations in the mix — or driving the real estate process for forward-thinking organizations — strategic partnerships can help clear some of the toughest business hurdles inside and outside the office.

An effective engagement with internal and external real estate partners should tackle the following four arenas:

1. The totality of the business problem that needs to be addressed
2. The human side of that equation and best way to solve it
3. The workplace need that enhances the human capital in its endeavor
4. The overall portfolio impact — because often a long-term plan cannot be fully supported with a single project

The workspace journey

It's often difficult to see the real opportunity when you're in the fog of a business cycle, particularly one that's been impacted by a

pandemic. When an employer breaks its own tunnel vision and embraces the help of those outside the traditional real estate procurement process, that vision can be seen much more clearly. Personally, I've found it remarkable to work with clients who were traditionally more staid and upon seeing the great work from home experiment unfold asked themselves: How have we not done this before?

With an economy working from home, it's become apparent the model is changing. Many are seeking hybrid solutions where employees come to the office half of the time or only for special team collaborations and client meetings. Some companies may contract real estate footprints by up to 30%. It's a massive cut to be sure, but giving more flexibility can mark a paradigm shift for the workforce. Plus, shrinking real estate produces savings that can be reinvested into some really amazing spaces.

It is going to be a battle for talent in the next few years, and the office — particularly how it helps enable this new world — will be the differentiator. The time is now for companies to make this adjustment in their respective workplace journeys. This moment is the catalyst and the wake-up call to change how we do what we can do. **WPM**

Editor's note: Peter Shannon is the regional director of client partnerships in the Americas for Unispace. With more than 30 years of experience in the industry, he helps global clients turn their real estate portfolios into business drivers. Shannon has helped companies in a range of industries through eras of transformation, led teams that dramatically enhanced financial performance, drove operational excellence and helped define and create workplace experiences. With a background in architecture, management consulting and executive leadership, he brings creative solutions and a passion for nurturing strong relationships to the forefront of his work.

NEW LEGIONS OF REMOTE WORKERS PUTS GEOGRAPHIC PAY POLICIES IN THE SPOTLIGHT



GEOGRAPHIC PAY POLICIES, AKA LOCALIZED COMPENSATION, ARE IN FLUX. OF THE 62% OF ORGANIZATIONS WITH EXISTING GEOGRAPHIC PAY POLICIES, 44% ARE CONSIDERING MODIFYING OR HAVE RECENTLY MODIFIED THEIR POLICIES DUE TO THE INCREASE OF FULL-TIME REMOTE WORK, ACCORDING TO WORL DATWORK'S GEOGRAPHIC PAY POLICIES STUDY.

With 67% of employees expecting their compensation to reflect their location, geographic pay is a critical issue for employers 1) striving to improve the workforce experience and 2) recruiting/retaining top talent. Pay policy prevalence, geographic pay philosophies, determinants of employees' geographic pay location, modification approaches, remote work flexibility and limiting factors, among other variables, were measured. Organizations and employees were surveyed separately.

Findings

- Expanding (38%) or consolidating (20%) the pay differential application by geographic area are the top two considerations for organizations addressing localized compensation.
- The more locations an organization has, the more likely they are to consider creating a U.S. geographic pay policy, especially as full-time remote work rises.
- 41% of organizations apply pay differentials as a premium/discount to either structure or individual pay, and 33% create separate base pay structures for each/different geographic location.
- Employee geographic pay locations are most often determined by their reporting location.
- 55% of organizations use the city/metro area as the indicator in which geographical

pay differentials are based, and cost of labor is overwhelmingly a greater influence than cost of living for determining the pay policy approach.

- Almost all organizations are somewhat or moderately flexible regarding voluntary relocations for full-time remote workers. However, only 29% are willing to establish a legal entity anywhere in the U.S.
- Of the organizations that do not allow relocations outside of pre-existing geographic or legal entities, the biggest challenges for these organizations are legal, regulatory and tax implications, followed by cost.
- 50% of employees say a pay adjustment would be very or extremely influential in their

decision to voluntarily relocate.

“Work is no longer a place,” said Scott Cawood, WorldatWork CEO. With remote working requests continuing to emerge and surprise leaders, companies are reevaluating how to create cohesive, consistent and fair geographic pay policies as employees push to straddle multiple geographies. What used to only be an occasional issue is now a frequent request and savvy employers will need to respond with fair, transparent and attractive geographic pay policies for distributed workforces if they wish to remain competitive.”

Survey data was collected over seven days, ending Feb. 18. The 1,566 responses from 1,063 organizations and 503 employees) represented organizations of different sizes and across multiple industries/geographies. **WPM**

If you could be a fly on the wall, what would people in the contract interiors space have to say about their industry?

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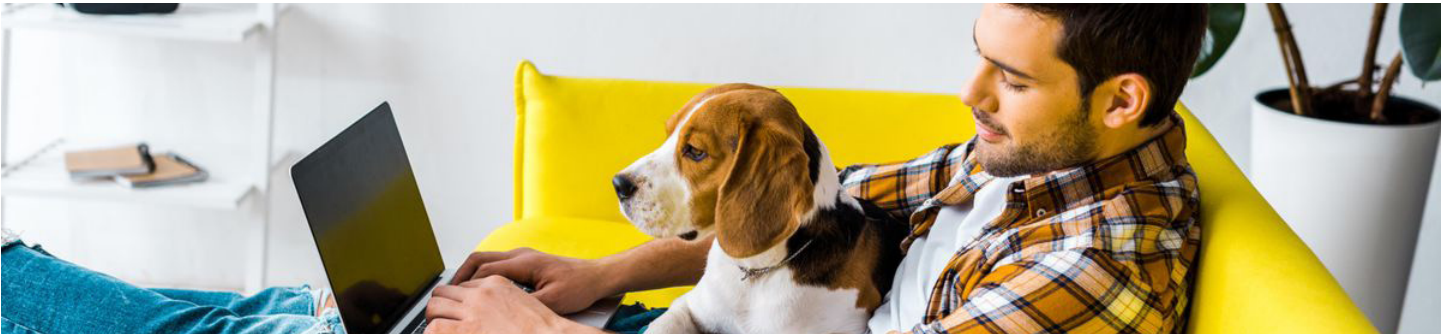
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SURVEY FINDS 58% OF PEOPLE WORKING REMOTELY WOULD QUIT THEIR JOBS IF REQUIRED TO RETURN TO OFFICE



ACCORDING TO A FLEXJOBS SURVEY OF MORE THAN 2,100 PEOPLE WHO HAVE BEEN WORKING REMOTELY DURING THE PANDEMIC, 58% SAY THEY WOULD ABSOLUTELY LOOK FOR A NEW JOB IF THEY WEREN'T ALLOWED TO CONTINUE WORKING REMOTELY IN THEIR CURRENT POSITION. THIRTY-ONE PERCENT WEREN'T SURE WHAT THEY WOULD DO AND ONLY 11% SAID NOT BEING ABLE TO CONTINUE WORKING REMOTELY WAS NOT A BIG DEAL TO THEM.

Sixty-five percent would prefer to work remotely full-time post-pandemic, while 33% would like a combination of remote and in-office work (hybrid work arrangement). Just 2% would prefer to return to the traditional office on a full-time basis. While workers are most concerned about COVID-19 exposure/infection (49%), having less work flexibility (46%) and less work-life balance (43%) were other key apprehension points in returning to traditional workplaces.

"I'm not surprised to see that more than half of people working remotely during the pandemic, even under these strained and unusual circumstances, appreciate its benefits to such a strong degree that they would leave their current

jobs in order to keep working from home," said Sara Sutton, founder and CEO of FlexJobs. "The landscape of remote work has permanently changed as a result of COVID-19 and its impact will be felt in the job market and the workplace well into the foreseeable future."

Below is a summary of findings from the 2,181 people surveyed who worked remotely during the pandemic and/or are currently still working remotely.

Cost savings of working remotely

- 38% of people working remotely estimate they save at least \$5,000 a year from remote work (from not eating out, no gas, dry cleaning, etc). One in five are saving more than \$200 a week, which is \$10,000-plus a year.
- Not surprisingly, cost savings is listed as the second top benefit of working remotely (75%), second only to not having a commute (84%).

Home office setups

- More than half of remote workers have a specific home office setup. Twenty-four percent have an actual home office, and 34%

have created a dedicated home office space.

- Nine out of 10 remote workers spent money on their home office in 2020; 42% percent spent between \$100-\$500, while 12% spent more than \$1,000.
- If they secured a permanent remote work arrangement, 37% would definitely consider relocating, and 31% said they might consider it. Top factors influencing this decision were better quality of life (58%), lower cost of living/housing (47%) and different/better climate (38%).

Management preferences

- Most remote workers prefer not to hear from their supervisors more than a few times per week. The ideal number of check-ins: A few times per week (31%); one time a week (27%); as little as possible (22%); less than 1 in 5 (18%) prefer to hear from their supervisors more than a couple times a day.
- Only 14% said relationships with their bosses are harder to manage in a virtual environment.

Productivity and collaboration

- 55% say their productivity actually increased while working remotely, while 33% say it stayed the same. Only 6% say their productivity decreased.
- Roughly 30% say their ability to collaborate has improved in a virtual environment compared to working in a traditional office, another third say their ability to collaborate has suffered (33%), and another third say it has been unchanged (34%). The remaining 3% are unsure.

All about video meetings

- **Attitude:** 50% of remote workers say they like

video meetings (Zoom, Google Meet, etc.) compared to only 14% who say they don't like them; 33% are neutral and 3% didn't use them.

- **Pain points:** 58% said dealing with technical/software issues (screens freezing, poor audio, etc.) is the primary pain point with video meetings. Video fatigue (28%), reading non-verbal cues (28%) and background distractions (26%) followed.
- **Favorite elements:** Not having to travel/drive to meetings (75%), wearing comfortable clothing (58%), the ability to mute (55%) and more scheduling flexibility (51%) were the top favorite elements of video meetings.

Biggest challenges of remote work

- Overwork/unplugging (35%) is the biggest challenge for remote workers. Dealing with non-work distractions (28%), troubleshooting technology problems (28%) and reliable Wi-Fi (26%) were other top pain points.

Professional development

- 86% engaged in some kind of professional or skill development during the pandemic, most notably taking online courses (51%). Only 1 in 5 think their professional skill set has suffered during the pandemic.
- The vast majority (70%) do not think working remotely during the pandemic has had an impact either way on their chances of promotion/advancement.

Mental health and wellness

- More than half (56%) say they have experienced burnout during the pandemic.
- 39% say their mental health is worse today than it was pre-pandemic (January 2020).

WPM

LOCAL OFFICE, GLOBAL VIEW: DYER BROWN-DESIGNED HEADQUARTERS UNIFIES U.S. OPERATIONS FOR TECH MEDIA GIANT

THE IDEA FROM IDG LEADERSHIP WAS TO CREATE A SPACE THAT REFLECTED THEIR IDENTITY AS A HOUSE OF BRANDS RATHER THAN A BRANDED HOUSE.

PHOTOS BY ANDY RYAN



REPRESENTING ITS LATEST ACHIEVEMENT IN WORKPLACE STRATEGY AND DESIGN, NATIONAL ARCHITECTURE AND INTERIORS FIRM DYER BROWN HAS ANNOUNCED THE COMPLETION OF A MAJOR NEW HEADQUARTERS FOR LEADING GLOBAL MARKET INTELLIGENCE AND DATA ANALYTICS PROVIDER TO THE TECHNOLOGY ECOSYSTEM INTERNATIONAL DATA GROUP, INC. (IDG). THE NEW, 125,000-SQUARE-FOOT WORKPLACE ON A SCENIC CAMPUS IN NEEDHAM, MASSACHUSETTS, CONSOLIDATES UNDER ONE ROOF THE COMPANY'S THREE BUSINESS UNITS — IDC, IDG COMMUNICATIONS AND PRIMARY CORPORATE ENTITY IDG. EACH DIVISION

IS HOUSED ON ITS OWN FLOOR, CUSTOM-DESIGNED TO ACCOMMODATE EACH GROUP'S PARTICULAR ACTIVITIES AND WORKFLOWS.

Boasting a brand-inspired setting and innovative solutions for employee productivity and wellness, the reimaged interiors also present original environmental graphics and state-of-the-art spaces for video, broadcast and podcast production. Accommodating more than 500 employees, the innovative workplace has resulted from a collaborative engagement process between Dyer Brown's workplace studio and IDG corporate leadership. The company is expected to move into the new headquarters later this year.



“To best serve IDG’s unique culture and operating needs, a 12-person steering committee, including representatives from each business unit and several of the company’s executives, collaborated with the project team to ensure a successful and effective headquarters design,” said architect Ashley Dunn, director of workplace for Dyer Brown. “While working to realize IDG leadership’s goal of coalescing operations for the three business units together under one roof, the committee also articulated a strategic workplace vision to support each division’s activities, goals and workflows, with bold graphic installations inspired by the company’s history, global reach and perspective.”

The palette of finishes and flexible, ergonomic furnishings also support well-being and productivity for every employee, Dunn adds. “We believe the strategy-driven design will help

support IDG in its continued success and growth in the technology and media marketplaces, both as a platform for talent recruitment and retention as well as a stage for honing client relations and workflow.”

Occupying three floors of the modern facility at 140 Kendrick St. in Needham, about 12 miles southwest of Boston, the new workplace dedicates roughly one floor per business unit, with programming of the L-shaped plan tailored to suit the unique culture of each. For example, leaders of the more tech-focused IDG Communications, publishers of MacWorld, among other notable titles, expressed their preference for an open-plan office, dominated by clean rows of workstations interspersed with huddle spaces and collaboration zones. Upstairs on the third floor, on the other hand, the corporate umbrella group IDG requires an executive board room and enclosed offices.



Uniting the workplace at the elbow of the floor plate are common zones and public-facing amenities, starting with an entrance lobby that also serves as a pantry and break area, offering visitors a glimpse of company culture in action. Some shared centralized services are located together for efficiency and coordination, such as the human resources center, which has offices for all three divisions together on the first floor. The three floors are unified through new corporate furniture standards developed by Dyer Brown, as well as recurring themes, such as open ceilings in common areas and subtler touches like pendants with Edison lamps.

Also unifying the three divisions, an imaginative and memorable installation of Dyer Brown-designed environmental graphics celebrates the company's global reach and worldwide operations.

Signs indicate distances from the headquarters to other IDG city hubs, such as in Paris and Singapore. A list of the company's international offices appears above banquette seating in the pantry area. Each floor also displays a graphic theme focused on global regions IDG serves, such as Asia and North America, with a major city from each geography inspiring the graphics in common areas and outside conference rooms. One floor's collaboration space, for example, sports imagery of Big Ben, while a similar area downstairs is emblazoned with a map of São Paulo.

"It's all about the multitude of influences coming together to create something exciting and whole," said Mikala Siciliano, project manager with Dyer Brown. "The city maps illuminate this idea in how their blocks (come) together to form neighborhoods, for example, a theme reinforced



in the abstracted carpet pattern evoking urban maps or computer circuitry. Reinforcing the distinct business units, a different primary color dominates each floor — blue, burgundy or green — yet each level also includes references to all the other colors, creating a cohesive and memorable experience.”

“The idea from IDG leadership was to create a space that reflected their identity as a ‘house of

brands’ rather than a ‘branded house,’” Dunn adds. “So while there is an overarching design concept, each floor is distinct from the others in notable ways.”

Before the company officially moves in later this year, Dyer Brown will work with project team partners on finishing touches, including a memorial wall, a mission statement installation and brand-inspired signage. **WPM**

MOST EXECUTIVES EXPECT RETURN TO OFFICE OR HYBRID MODEL

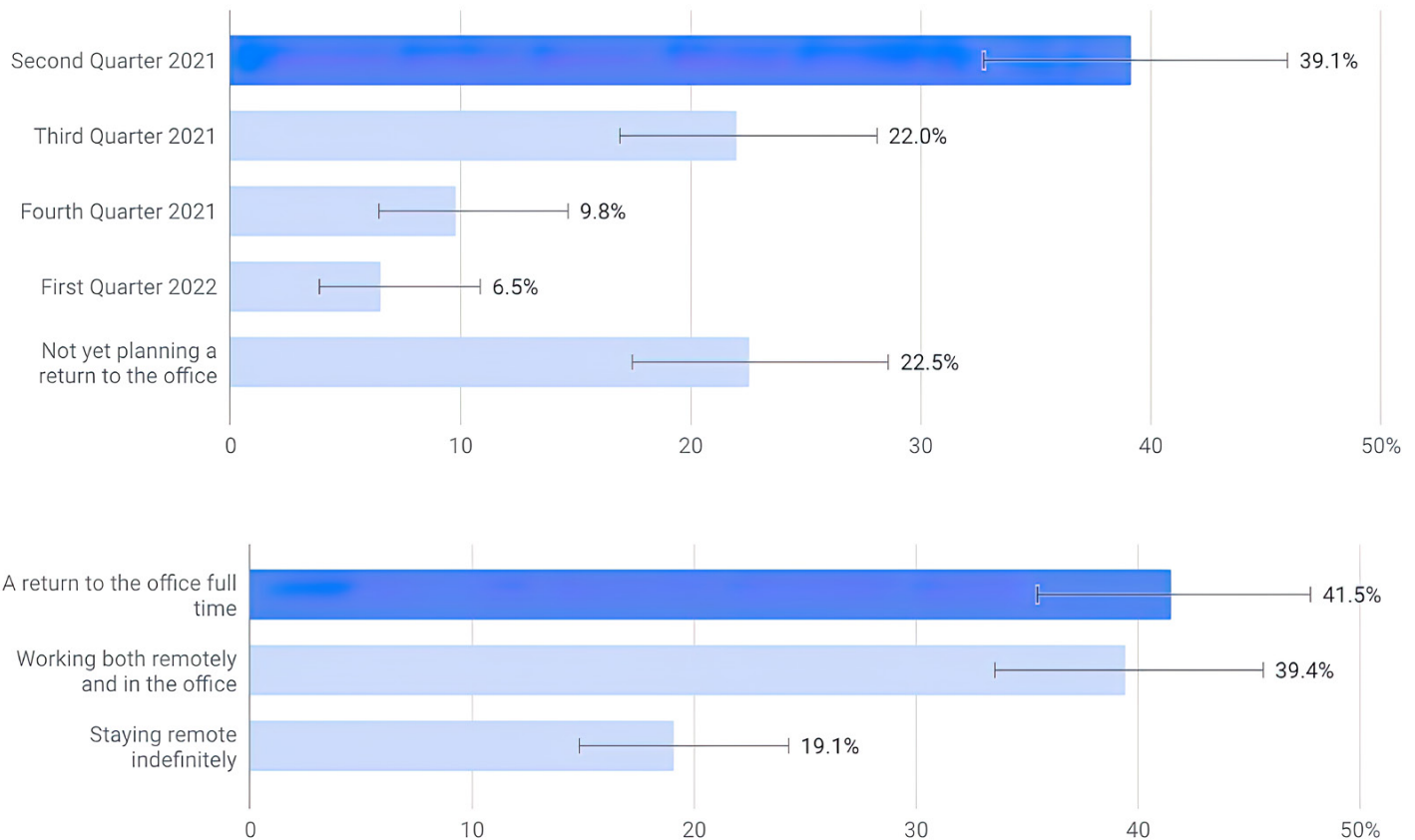


WB WOOD, ONE OF THE OLDEST AND LARGEST COMMERCIAL FURNITURE DEALERSHIPS AND MANAGEMENT COMPANIES IN THE UNITED STATES, HAS ANNOUNCED THE RESULTS OF A SURVEY OF NORTHEAST BUSINESSES. THE FINDINGS SHOW 41.5% OF BUSINESS EXECUTIVES ARE PLANNING A FULL-TIME RETURN TO THE OFFICE, AND 39.4% ARE PLANNING FOR A HYBRID MODEL, I.E., SPLITTING EMPLOYEES' TIME BETWEEN WORKING REMOTELY AND IN THE OFFICE. FEWER THAN ONE IN FIVE EXECUTIVES (19.1%) EXPECT WORKING REMOTELY TO BE A PERMANENT SOLUTION.

The WB Wood survey found 39.1% of business executives with decision-making authority or input on office space decisions expect to return to the office in the second quarter of 2021 (April through June), with 70.9% expecting a return to the office before the end of this year.

Although 80.9% of executives are planning for either a full-time return to the office or a hybrid work model, more than half (52.8%) of the survey respondents say they have no plans to reconfigure their office space.

"In our daily conversations with corporate clients and business prospects, my colleagues



and I anecdotally see gathering interest for a full-time return to the office, but the results of this formal survey provide statistical evidence of the trend,” said Rich Mines, CEO of WB Wood. “My interpretation is that companies want to gain a competitive advantage with a robust office presence.”

According to Mines, the survey findings suggest many businesses may be underestimating the changes needed to optimize workplaces for health and safety and accommodate the evolving requirements of a hybrid work model in which employees blend working from different locations, including home, on the go or at the office.

Fewer than one out of five businesses (18.3%) have already reconfigured their spaces, and 21% are planning to make either modest or substantial adjustments to their spaces. Eight percent of

respondents said they are not sure how to reconfigure their office space.

Among those business executives who are making changes to their offices, optimizing floor plans tops the list of redesign priorities (17.7%), followed by integrating new technology (12.8%) and implementing aesthetics that promote wellness (7.4%).

WB Wood conducted the survey via Google Surveys March 18-30 and screened 3,651 participants, including 208 qualified responses from the c-suite, senior executives, founders and board members who have decision-making authority or input regarding their company’s office space. Respondents were men and women ages 35 to 65-plus who reside in the Northeastern United States. **WPM**

PREVIEWING THE FUTURE, SVIGALS + PARTNERS COMPLETES SECOND MAJOR WORKPLACE FOR BIOHAVEN PHARMACEUTICALS



ART, ARCHITECTURE AND ADVISORY FIRM SVIGALS + PARTNERS, RENOWNED FOR CREATING INSPIRING ENVIRONMENTS, HAS ANNOUNCED THE DEBUT OF A SECOND MAJOR WORKPLACE FOR BIOHAVEN PHARMACEUTICALS.

The bright, dramatically open, two-floor office space outside Philadelphia, serves a highly mobile

workforce as part of the company's expansion into the mid-Atlantic region. It echoes many of the innovative ideas in Svigals + Partners' acclaimed design for Biohaven's headquarters completed just two years ago that is set in a re-imagined 1900's landmark building in New Haven, Connecticut. Designed to preclude assigned workstations and offices, both locations preview what many believe



to be the workplace of the future where a large percentage of users work both remotely and in the office, primarily to meet and collaborate with others.

For the new offices and sales training center in Yardley, Pennsylvania, Svigals + Partners led not only the architecture and interior design but also the artistic brand expression, as it did for the headquarters. Among its most memorable gestures, the design team carved an opening between the second and third floors to add a new “communicating stair” connecting a bar-style work area to gathering spaces with lounge-style seating. The result is the creation of a social hub for the office combining open, collaborative workspaces with opportunities for refreshment to promote informal interaction between Biohaven team members.





For Biohaven, a pioneering, clinical-stage biopharmaceutical company with deep academic and industry roots, the new 17,000-square-foot location reflects its leadership in creating innovative, late-stage pharmaceutical product candidates targeting some of the rarest neurological and neuropsychiatric diseases. “Svigals quickly understood both our culture and how our organization works, such that they were able to create an environment uniquely our own,” said BioHaven’s COO Clifford Bechtold. “It’s why we have worked with them on multiple projects and will continue to do so. They simply get it.”

Led by firm partner Chris Bockstael, Svigals + Partners’ multidisciplinary team included Katherine Berger, director of interior design, and Alana Konefal, associate. They devised a modern, open layout with two ample lounges and collaborative work zones. Prominent branded elements, including a custom, perforated metal panel wall to

echo those in Biohaven’s headquarters, help orient and lead visitors to glass-walled conference rooms and two immersive training/simulation rooms that can be combined into one large presentation space. Glass folding partitions and a brand-hued divider maximize spatial flexibility. These highly adaptable spaces are situated adjacent to a second pantry/kitchen area contributing to one of the key objectives, which was to create multiple opportunities to greet, entertain and train visiting sales teams.

Flexible and dynamic, the stunning design maximizes collaboration and productivity through a wide variety of casual spaces and 60 open workstations complemented by 10 phone booths, seven huddle rooms and three small meeting rooms to allow for both agile teaming and individual, heads-down work. “Evaluating individual, group and leadership functions allowed a careful balancing of the spatial needs



of each user group and their functions,” Bockstael notes. “Just as important, the workplace artfully articulates Biohaven’s bold, rapid-response nature and confidence.”

Building on Svigals + Partners’ longstanding commitment to prioritizing the well-being of the client group, the workplace harnesses daylight and outfits workers with sit-stand desks in a setting marked by natural materials, nontoxic finishes, premium air filtration and other benefits of an active workplace. The company’s brand colors, green and blue, are complemented by a contrasting magenta proposed through a virtual-reality walkthrough. More than anything, the effort — creating the centerpiece staircase and opening the interior spaces to allow for outdoor views through the building’s large ribbon windows — has paid off with buzz among employees, collaborators and even family members. “It is

great to hear and see the pride our Biohaven employees have about working in this wonderful environment Svigals + Partners created,” Bechtold said.

Leading the project team, Svigals + Partners provided key services including programming, architectural and interior design, plus design and specification of all fixtures, furnishings and equipment. The company also established brand-image finishes and details for the Pennsylvania location following its design for the Connecticut headquarters. Construction, fast-tracked for early demolition and steel erection, was handled by Norwood Construction Services, Rubenstein Partners and other key consultants, including Michael Horton Associates, Inc. Structural Engineering Services and Vanderweil Engineer, MEP Engineers. **WPM**

WHAT ARE PERFORMANCE FABRICS?

THE DEFINITION OF A PERFORMANCE FABRIC IS AS INDIVIDUALIZED AS A PERFORMANCE CAR. BROADLY SPEAKING, IT DENOTES ABOVE-AVERAGE ATTRIBUTES COMPARED TO STANDARD UPHOLSTERY.

BY JENNIE MORTON



Photo courtesy of Designtex

Have you ever experienced the horror of spilling coffee all over your office desk? After saving your electronics, stains are your next worry. You don't want to permanently tarnish your chair seat. Imagine your delight as the liquid simply beads up, and you wipe it away without a trace. What happened? That's a performance fabric hard at work. This class of durable upholstery not only withstands physical wear-and-tear but can protect against microscopic contaminants.



Photo courtesy of Chilewich



Photo courtesy of OFS

Seeing fabrics in a new light

We've all become more conscious of the surfaces we touch in the past year. It wasn't only high-contact spots like restroom door handles that concerned everyone. Until the transmission path of the coronavirus was more clearly established as airborne, surface cleaning was an important safeguard. But furniture fabric was an outlier in the protocols. It wasn't clear how problematic, if at all, these soft surfaces were. Nonetheless, some people acted as if there were invisible "do not sit on" signs on shared furniture.

It wasn't until well into the pandemic that the CDC was able to clarify "the relative risk of fomite (surface or object) transmission of SARS-CoV-2 is considered low compared with direct contact, droplet transmission, or airborne transmission." But despite the current attention on the risk of COVID-19, the reality is there are other microorganisms that love making a home on porous and non-porous materials.

Beyond germs, there's always the innocuous threat of spilled drinks and lunchtime crumbs. No matter how well-behaved people are, workplace activities are hard on furniture. It's not the same as kids or dogs jumping on a couch, but task chairs, café stools and lobby benches are on the receiving end of their own kind of abuse.

"What we've seen over the past year is a sharpened and welcome focus on deep cleanability," reports Joe Sultan, CEO for Chilewich, a maker of antimicrobial vinyl yarns. "Can the textile be cleaned with bleach without discoloration or damage? Is it antimicrobial? Elements such as these were once viewed as nice-to-have features, but now they're becoming requirements. Specifiers and end users are expecting more from textiles than ever before."

Dorothy Cosonas, creative director for Knoll Textiles, adds, "Bleach cleanable has always been associated with health care, but now more office clients are inquiring about this. They want

upholstery that is rich and dimensional but also has built-in performance.”

Five qualities of performance fabric

The definition of a performance fabric is as individualized as a performance car. Broadly speaking, it denotes above-average attributes compared to standard upholstery. Similar enhanced fabrics are common in clothing such as moisture wicking or waterproofing. For upholstery, look for terms like cleanability, stain release or resistance, bleach cleanable and antimicrobial.

“Performance fabrics have enhanced technical properties,” specifies Dr. Ivan Ong, vice president of innovations for Microban, a producer of antimicrobial additives. “In upholstery, this could mean protective functionalities like stain repellency and fire retardancy.”

Every material has its own unique combination of qualities. For example, silicon has antimicrobial and antifungal properties, cryptons offer a barrier against moisture, and most vinyl coatings are bleach cleanable, explains Stan Gray, senior director of health care and hospitality marketing at OFS, a contract furniture manufacturer.

“Some performance is an inherent part of the yarn or material while some is an added coating,” adds Sara Balderi, principal designer for Designtex, a manufacturer of applied materials such as upholstery and wall coverings. “But the technology has gotten so good that you aren’t limited to a single performance benefit anymore. You don’t have to sacrifice the upholstery’s feel, pattern or color either.”

As you weigh upholstery choices, review the fabric specifications, recommends Gray. Manufacturers subject upholstery to a battery of standardized tests to verify their durability and cleanability claims. Here are five traits to consider in a performance fabric:

1) Double rubs

A double rub is a test of how well a fabric withstands abrasion. These are commonly tested with the Wyzenbeek method, which uses a back-and-forth motion; natural fiber materials might be subjected to Martindale, an elliptical figure-eight pattern. The higher the double rub count is, the more heavy duty the fabric is considered.

“Durability remains an important performance hallmark,” Cosonas points out. “If you have 100 people coming into a coworking space seven days a week, you don’t want the furniture to start looking threadbare.”

2) Ease of cleaning

Do you know what cleaning solutions your maintenance crew uses? Do they apply a universal formula to all surfaces or take a more tailored approach? How often upholstery is cleaned and with what supplies makes a difference.

“Keep in mind that durability and cleanability are separate attributes,” Cosonas said. “There is a difference between upholstery that’s worn out from use as opposed to dingy because it’s not cleaned frequently or properly.”

3) Bleach compatible

Some companies learned the hard way this past year that not all fabrics can withstand a deluge of bleach. In our zeal to disinfect everything, upholstery may have suffered from the overapplication of harsh cleaners.

“The enhanced and frequent disinfection of fabric surfaces have put strain on the integrity and longevity of many fabrics used in offices,” Ong cautions. “For example, prolonged cleaning exposure to bleach and other oxidizing technologies can prematurely discolor, weaken and destroy fabric materials.”

As our reliance on bleach, alcohol-based or hydrogen peroxide solutions isn’t likely to abate,

look for materials that are compatible with strong formulas. There's already a trend to migrate the high cleanability of health care fabrics over to contract furniture.

4) Antimicrobial protection

Another page being borrowed from hospital upholstery is microbial protection. Many workplaces are adopting the strict policies for textile performance that health care institutions have long implemented. Even as this pandemic begins to recede, there is general consensus that better precautions should be implemented now. Upholstery is another safeguard that can protect against the next outbreak or even the regular flu season.

"Regardless of fabric or textile, microbes such as bacteria can still be found and continue to grow on these surfaces," Ong notes. "For example, Dr. (Charles) Gerba, a microbiologist at the University of Arizona, has carried out numerous surface samplings and has reported microorganisms such as E. coli on public seats. Proper antimicrobial treatment, in addition to correct cleaning and disinfection procedures, might be needed to keep these surfaces clean."

5) Sustainability profile

While not strictly a performance marker, sustainability is another criteria layer. No one wants to specify a coating that is a known carcinogen or a material that extracts an avoidable toil on the planet. Where possible, combine your performance goals with environmental responsibility.

"In addition to functional benefits like durability or easy maintenance, we include low VOC emission certifications from independent organizations such as GREENGUARD," Sultan explains. "We also integrate Microban into the process of extruding our yarns, so it works for the lifetime of the product."

Furniture decisions

Whether you are buying new furniture or reupholstering existing pieces, think first about usage. A space not only dictates aesthetics but how people interact with furnishings.

"Consider where the furniture will be used and how it gets used throughout a typical workday," Gray recommends. "For example, an employee's desk chair is perhaps the most used piece of furniture in the office; therefore, you would want a high-performing textile such as vinyl or polyurethane. Conversely, lounge seating might only be used periodically and could be upholstered in a textile with lower performance qualities."

But everything depends on behavior and traffic. While an upholstered lobby bench may not be occupied for long periods like a desk chair, the fact that multiple people will touch it may be a concern, Balderi observes. Some businesses will want bleach-cleanable upholstery in a public location simply for peace of mind.

The final consideration is design. There is no reason that a durable textile should look sterile or industrial. As Sultan argues, "the ultimate performance fabric doesn't look like a performance fabric — it doesn't sacrifice form for function."

Especially as businesses navigate return to work, the public workplace now competes with the coziness of our private homes. Cosonas agrees we shouldn't lose the positive impacts a well-designed upholstery can elicit.

"What will lure people back into the office?" she ponders. "For some, color or pattern can be inviting. With performance fabrics, you can choose textiles that help people feel both safe and happy."

WPM

Jennie Morton has reported on the built environment since 2010.

Workplaces





frog

PROJECT AIMS TO KEEP IT AUTHENTIC

PERKINS&WILL'S DESIGN SEAMLESSLY RECONCILES TWO OPPOSING FORCES — THE DESIRED FOCUS ON COLLABORATION AND THE NEED TO ACCOMMODATE CONCENTRATED INDIVIDUAL WORK.

PHOTOGRAPHY BY CHASE DANIEL



Global design consultancy frog design sought to create an engaging workplace that celebrates its collaborative spirit for its new studio in Austin, Texas. Situated in the eclectic South Congress neighborhood, the 18,000-square-foot studio reflects its distinct location and provides a creative, flexible and agile layout that accommodates a growing workforce and its shifting needs. Frog design engaged the Austin Studio of Perkins&Will, which designed its former workplace 10 years earlier, to reimagine the studio through full interior architectural design services.

Each of frog design's four North American studios is grounded in the city where it resides. In keeping with this direction, frog design tasked Perkins&Will to define what was authentic to the Austin studio and express this through a simple, cohesive direction. The resulting design blends influences from Southwestern architecture and elements found in Marfa and Mexico with a contemporary South Congress aesthetic. Perkins&Will implemented a concept that balances a southwestern sensibility and a strong tie to the city, with ample space for event hosting, while honoring the frog design brand. The studio's elegance allows the building's natural characteristics to shine and showcases the creative work happening within.









Frog design's renewed emphasis on collaborative work inspired the layout. Perkins&Will's design seamlessly reconciles two opposing forces — the desired focus on collaboration and the need to accommodate concentrated individual work. The team addressed this by maximizing flexibility to allow groups and individuals to work in a manner best suited for their specific projects. The studio revolves around a central hub to gather, with breakout areas that support smaller coworking groups. The space accommodates various hybrid models to ensure the office's agility and adaptability as working habits and styles continue to evolve. The studio reflects solutions from boutique hospitality models, creating an environment that prioritizes connectivity.

Upon entering, employees and visitors walk directly into the café. The layout creates a warm welcome for visitors with a reception desk offset from the main entrance and located toward the back of the café. This arrangement signifies a less formal approach to typical office design. As the most visible space in the studio, the café symbolizes the unique culture of frog design, providing space for staff gatherings over themed coffee events or breakfast tacos.

The café's primary feature is the centralized bar area, which serves as a gathering space for a quick drink or larger events. Plaster-clad walls and ceilings frame the bar, emphasizing the space and showcasing deep-set blackened steel windows. The café functions as a secondary workspace





frog





similar to a coffee shop, with flexible furniture that includes standard tables, bar-height counters and lounge seating. This multi-functional area also supports outside community events such as panels and portfolio review sessions without the risk of exposing any confidential client information kept within the office space.

Frog design chose to reduce the number of workstations in the new studio instead, integrating break-out spaces that foster conversation. Adjustable-height desks on casters enable staff to move around and reconfigure as needed, a solution that ensures both short-term and long-term flexibility. The open floor plan is punctuated by enclosed team rooms of various sizes for collaboration sessions. Each team room is outfitted with a glass markerboard and is designed with a forward-thinking approach to AV with mobile TVs and computers that can be arranged as needed. On both sides of the café are several conference rooms, the largest of which features South Congress and downtown Austin's views and is designed for weekly all-staff meetings and large client presentations.

Toward the back of the open office area is the maker space, a focal point and an essential component for the company's industrial designers who need the space for prototyping. Previously housed in an enclosed area of the former office, the maker space was brought into the open area as a means of celebrating frog design's work. Flowing into the maker space is a library that provides a more private space for repose and for teams to engage in quiet collaboration. Directly off of the library is a balcony with additional views of South Congress. The office prioritizes staff health, with a generously sized bike room that encourages biking to work and is situated for convenient access to the bathrooms and shower rooms. A multi-functional wellness room serves as both a mother's room and a secondary place for relaxation.

The primary material showcased throughout the studio is concrete. Additional materials emphasize its texture, such as gray plaster and concrete-looking quartz forming the reception desk and café counters. The studio's color palette stems from the building's concrete structure balanced

by rich textures and warm wood accents. The cool concrete counters, floors, and beams in the café space are complemented by a warm acoustic WoodBeQuiet (acoufelt) ceiling, recessed between each beam and the wooden cabinetry. Offsetting the gray concrete and warm woods are black and white accents, including crisp-white walls and accent tiles below the café bar and the blackened steel used around the café windows and in a planter behind the cabinetry.

Accommodating for proper acoustics proved essential to the open office's successful layout, with acoustical walls between rooms, sound masking and sound absorption as top priorities. The innovative WoodBeQuiet technology is used in the café not only for its warm wood look, but also for the acoustic needs of the space. Cardinal

wood-fiber panels are mounted directly to the structure's underside to create a natural look while keeping the full height of the space.

In addition to acoustics, lighting played a vital role throughout the design process. Roller shades were implemented to mitigate the harsh glare from the exterior windows. A long linear light fixture blends in with the wall and frames the core rooms, illuminating the entire open office area with a soft glow. Round linear fixtures that resemble floating pipes are incorporated to bring lighting deeper into the space and are adjustable for glare-free up lighting or focused down lighting, depending on staff needs. Each technical decision demonstrates the company's commitment to establishing an area that will continue to support and evolve alongside the team. **WPM**







Etc. Holden Pull Up Table

AS HAS BEEN STATED MANY TIMES BEFORE, WORKING FROM HOME AFFORDS US THE FLEXIBILITY TO WORK FROM MANY DIFFERENT ROOMS. One of our favorite areas when we want to get away from our home office with its traditional desk and task chair is the family room.



Etc. Holden Pull Up Table

\$425

lifeworketc.com



Working on the couch with a laptop can take on many different forms. We can curl up in the corner of the couch or even lie flat with the laptop on our stomach. But, when we want to get serious, we generally sit up straight. We can have the laptop on our laps, but we prefer to use a table to get the laptop up higher and directly in front of our line of sight.

The best option for this type of table is one designed for this purpose. They generally have legs that can tuck out of the way under the couch, allowing the table to be over our legs.

Let's be honest — there are not a lot of differences when it comes to these laptop or pull-up tables. So when selecting a table we went with what we

thought looked best. We selected the Holden Pull up table from Etc.

Etc. is a Kimball International Brand that creates stylish ancillary pieces. They have a look and feel that works in the office or home.

The Holden is one of the best looking pull-up tables we have seen. The legs attach at the center of the table and sweep outward toward the floor. Once on the floor they tuck back, allowing them to slide out of the way under the sofa. This brings the table in close so we don't have to stretch to type or squint to view the screen. The placement of the legs gives just the right space for one's legs and knees when pulled up close.





The best part of the Holden is its table top. It's ceramic but looks like marble, and no two tops are the same. We simply love it. It adds a classic look to the room. The top measures about 17 inches square, large enough for a laptop, but no extra room if we wanted to use a mouse instead of the touchpad. The frame is available in either a black or a gold finish.

The Holden's solid steel frame and ceramic top make it very sturdy. It is heavier than such tables at 24 pounds but not so heavy that it is hard to slide. Once in place, we liked how it settled in the carpet and did not wobble.

We had the Holden in our family room where it was available to use when looking for a change of scenery. Once I went to the family room, and it was gone. After a little searching I saw it had found its way into my wife's music studio, where students could use it to work on music theory or other assignments as they waited for their turn at the piano. It has been there ever since, getting used regularly.

It is a testament to how nice a product is when there is competition for who gets to use it.

We highly recommend Etc.'s Holden for when work needs to be done while sitting at a couch or sofa. This could be at home or in a collaboration area as we return to the office.

The Holden cost \$425 from a dealer which you can find at <https://www.lifeworketc.com>.

ZG1 Single Monitor Arm from ZGO Technologies

WHO KNEW MONITOR ARMS COULD BE SO EXCITING? Until ZGO Technologies came along, they had been pretty standard and not given much thought by the user, but a ZGO monitor arm is one that commands attention.



ZG1 Single Monitor Arm

\$139

shopzgotech.com



ZGO's unique desk-mounted monitor mount improves computing, working and gaming experiences by extending the monitor above the workstation, not on it. We tried the ZG1 adjustable monitor arm, which supports all monitors up to 24.3 pounds and 38 inches. With a spring system and 360 degrees of arm swivel range, moving the monitor around, whether up, down, closer or farther, is a breeze. For those of us who sit at desks all day, neck strain is no joke. The flexibility of ZG1 provides instant ergonomic relief of neck and shoulder tension. We can't stress enough how easy it is to adjust to any position needed (in landscape or portrait orientation), yet the arm and base are unbelievably sturdy. The arm comes with an integrated cable management system to keep wires hidden and the workspace neat.



One feature we are head-over-heels about is the ability to customize what the arm looks like. Typically, a monitor arm comes in black or white, but ZGO developed magnetic strips, or changeable side panels as the





company calls them, that come in 12 colors and 13 patterns. They attach to each side of the arm — transforming a once-ignored piece of office equipment into a stylish splash of color to match your office décor. The strips can be customized with your company's logo or brand colors, or with an image you provide. We sent a photo of one of our favorite skylines — Chicago — and it turned out so cool, we deemed this customizable monitor arm the most fun thing to come through our office lately.



Installation is easy. ZGO's patented, top-down clamp mount attaches the arm to the desk from above, eliminating the need to crawl under the desk or require a second installer. Printed instructions did not come with the equipment, but a QC code was included to view the instructions online, which is a nice, environmental sustainability move on ZGO's part but could be a problem for some. Setup seemed pretty intuitive, so we proceeded without looking at the directions. When tools were needed, we weren't sure which size Allen wrench to use, so we watched the instruction video and learned that the tools we needed are stashed neatly in the arm itself.



A slide-on docking system allows all cables to be routed through the arm and behind the desk with the power going to an outlet, and the data cables connecting into the rear of the dock — another feature to keep the workspace neat and tidy. And, if we haven't raved enough already about ZGO's monitor arms, here's one more significant factor: They come with a 10-year warranty.

If we could give 10 thumbs up on this product, we would. Its technical ingenuity and distinctive customizable side panels are beyond deserving of the five we award here.

Price for ZG1: \$139

Purchase the ZG1 at at <https://shopzgotech.com/en/products/monitor-arm/> For \$139.

[Haworth] Boise, Idaho

Ready to partner? [Request a quote](#)

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CREATING INSPIRED SPACES

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AWESOME WORKSPACES UNRIVALED SERVICE LIFELONG PARTNERSHIPS

We partner with companies to design and install productive, comfortable, and attractive commercial office furniture for their employees and customers, regardless of budget or location.

WE HELP COMPANIES BUILD CULTURE, CREATE COMMUNITY, AND ENRICH LIVES

Bii integrates our partnerships with office furniture manufacturers and our passion for interior design to assist in creating functional, comfortable, and attractive environments for all business types. Our experienced team provides comprehensive space planning and design solutions while sourcing unique products to enhance any commercial workspace. The core values of our company are to Build Culture, Create Community, and Enrich Lives. We seek to achieve these for every client through each project we undertake, and the long-term customer relationships we've developed over the last three decades are a testament to that commitment.

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Premier Herman Miller Office Furniture Dealer in NYC

Office space is constantly evolving.

Benhar Office Interiors, a premier Herman Miller office furniture dealer in NYC, creates workspaces that help organizations achieve their strategic goals. We provide furnishing solutions from many leading brands that improve the experience of work for your team, increasing productivity and, ultimately, your company's overall success.

The workplace can be one of the most powerful tools for any organization looking to attract the talented people who will help drive business success. In today's world of work, top talent is in high demand. With 40 percent of the workforce due to retire in the next four years, the battle for skilled employees will become increasingly fierce.

[Steelcase] New York City

IS YOUR WORKPLACE READY FOR LIFE POST-COVID? LEARN MORE.

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Locations

Headquarters

Our corporate office and warehouse is located just outside the perimeter of Atlanta. Please visit us and tour our live Client Experience Center.

Birmingham, AL

Our Birmingham location was acquired in 2010. Be sure to drop in and visit our Client Experience Center here.

Birmingham, AL Warehouse

Our warehouse facility in Birmingham, AL is located just 2 short blocks from the Client Experience Center.



Indiana Furniture's Plywood Facility Recognized for Ongoing Workplace Safety

In living up to one of its core values — Create a Safe and Healthy Work Environment — Indiana Furniture has again achieved Indiana Safety and Health Achievement Program (INSHARP) certification for its plywood manufacturing facility in Jasper, Indiana. Less than 45 Indiana businesses have achieved INSHARP certification, and they are recognized as workplace safety and health leaders.

"This is an incredible honor and a reflection of the hard work of each and every one of our employees," stated Greg Hildenbrand, safety and environmental engineer for Indiana Furniture. "We've created a mindset within our facilities to put safety first. It's a part of everything we do. Receiving INSHARP recertification is a significant achievement and a testament to the focus and dedication of our entire company."

To participate in INSHARP, a company must develop, implement and maintain an exemplary worker safety and health management system and pass a comprehensive evaluation. In addition, the facility's Days Away, Restricted or Transferred (DART) and Total Recordable Case (TRC) rates must be below the national industry average. **BoF**



12

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PRODUCT SPOTLIGHT

Keilhauer Introduces the Epix Collection

Keilhauer's new Epix collection is rational, refined and modern. Its highly functional pieces seamlessly transition across various work, group and meeting tasks. Incorporating tables, seating and storage, the collection was designed for Keilhauer by the Swedish design studio Form Us With Love (FUWL). The collection is intended to fulfill every workplace need through a series of sustainable, 100% recyclable set of tools that anticipate the commercial design challenges ahead.

Epix is a first time collaboration between Keilhauer and FUWL. Their mutual passion for sustainability and modern design, and a shared commitment to design activism, informed the collection's coherent aesthetic — balancing rational, industrial design with warmth and elegance.

The skeleton and functionality of Epix was developed through research and examination. At the early onset, a research study, including interviews and surveys, examined how people used the office and what they most desired to see in the future. Above all else, gathering spaces were identified as the most important area of focus.

"Keilhauer has always believed that the heart of the office is formed by the spaces where people come together," said Keilhauer President Mike Keilhauer. "These spaces create team cohesion, corporate culture, creativity and can support production and execution for individuals and groups. With Epix, we've created a very unique and environmentally focused approach to supporting these spaces — and followed through on our design activism commitments."

The results of this early research inspired FUWL to develop a blue-sky list of tools that were later filtered using a five-step process examining craft, innovation, durability, scalability and sustainability. This short list was then further refined by aligning to Keilhauer's technical expertise and industry leading engineering to inform the final collection of seating, tables and storage.

Epix seating collection is made entirely from pure materials. An aluminum frame is the base for all Epix chair options, providing strength and support to the interchangeable formed seat shells. The frame holds the shape of the seat shell, which allows for the shell to be made in two material options: pure polypropylene plastic or pure PET felt.

Epix tables are a mobile surface solution that can be arranged for small work groups or combined to accommodate large-scale gatherings. Square shaped with two casters for easy arrangement, they are available at conference and bar height.

In a category first for Keilhauer, the addition of shelving provides a number of practical solutions that expands the collection's applications. It provides a visual divide, and with the addition of knockout, movable felt panels, physical and auditory privacy as well. Shelves are available in seven sizes and 12 standard powder coats. Options include three color choices of dividing felt panels, and laminate or wood veneer surfaces.

The 100% recyclable Epix collection is expected to carry BIFMA LEVEL 2 and SCS Global Services certification for Indoor Air Quality at the Indoor Advantage Gold level. **BoF**

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13

INDUSTRY EVENTS



people work and learn are being reimagined. Thanks to Jim, Steelcase is tremendously well-positioned at a time when leadership in shaping the future of work is critical."

Since joining the company in 2007, Armbruster, 50, has led corporate strategy and acquisition activities. She has additionally led multiple businesses at Steelcase, including Steelcase Education, Steelcase Health and PolyVision. Her responsibilities include information technology, global design research, new business initiatives and the company's COVID-19 global crisis response team. Armbruster serves on the board of directors

of Winnebago Industries and sits on the board of advisors of the Institute of Design at the Illinois Institute of Technology. She is also actively involved with numerous nonprofit organizations in West Michigan. Before joining Steelcase, Armbruster worked at McKinsey & Company and served as vice president of business development at Banta Corporation, where she led strategy development and managed all merger and acquisition activity.

Armbruster holds a master's degree in business administration from the Amos Tuck School at Dartmouth College, a master's degree in international relations from the Paul H.

Nitze School of Advanced International Studies at Johns Hopkins University and a bachelor's degree in Slavic languages and literatures from Yale University.

"Sara will be the 10th CEO in our 109-year history," Pew said. "Her strategy expertise, leadership style and over two decades in executive positions uniquely qualify her to step into this role."

Keane said he plans to stay involved in the business world through his board work and leadership roles with community groups like the Economic Club of Grand Rapids. "My favorite part about this is that I'm going to

have more flexibility to say 'yes' to the things I already say yes to today, but I don't have enough time to do everything I want to do," he said. "And that's professionally as well as socially. I don't have a job lined up. I'm not looking for a job to replace this one, so I want to stay as flexible as I can."

Keane was named president of the company in April 2013 and given a spot on the board of directors. He previously served as chief operating officer and was responsible for the design, engineering, development, manufacturing, sales and distribution of the company's brands in the countries where

24

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25