OVERVIEW

Powerful workplace solutions happen when progressive leaders implement innovative concepts and new workplace strategies. Explore highlights from a year-long IFMA research study and ongoing HOK in the field research on distributed work, and hear how workplace solutions address the emerging workforce, innovation, sustainability, productivity, and communication. The presentation focuses on how several major organizations have explored these strategies and are able to share their success stories and detail their results. We’ll discuss the key drivers that led these organizations to change their environment and the stumbling blocks they faced along the way.

Learning Objectives:

- Explore the similarities and differences between the corporate sector and institutions of higher learning (Higher Ed Case Studies)
- Understand the variations and trends in the officing and workplace strategies
- Identify ways to maximize space while improving learning, productivity, and communication among faculty, staff and students
- Understand the importance of strong leadership support of “change” by key administrators, faculty and staff

Distributed work is a catchall phrase for work that is spread among teams in variable locations that occurs at varying times. Simply put, a distributed work strategy is an accepted part of the 21st century workplace that crosses over into every industry including higher education.

In this latest report, Distributed Work, Research Report #31, IFMA focuses on corporate facilities and the presenter uses this research to examine ways that corporate space planning methodologies can be applied directly to institutions of higher learning.
OPPORTUNITIES & CHALLENGES
Aside from distributed work arrangements for employees there are many other workplace opportunities and challenges that blur the lines between corporate and education settings. Some of the same key challenges and opportunities reported by leadership within the corporate sector are also prevalent in higher education. The Similarities Matrix below provides some specific examples of workplace opportunities and challenges seen in both sectors.

SIMILARITIES MATRIX

<table>
<thead>
<tr>
<th>Challenge/Opportunity</th>
<th>Corporate Sector</th>
<th>Higher Education</th>
</tr>
</thead>
<tbody>
<tr>
<td>Natural Daylight</td>
<td>Enhanced productivity for employee</td>
<td>Improved test scores for students</td>
</tr>
<tr>
<td>Paperless Policies</td>
<td>Employees prefer paperless</td>
<td>Students are annoyed by paper</td>
</tr>
<tr>
<td>Better, Faster, Smarter Technology</td>
<td>Enables people to work anytime, anyplace</td>
<td>Enables students to study or participate in online classes anytime, anyplace</td>
</tr>
<tr>
<td>Fit for Purpose Meeting Space</td>
<td>Necessary for decision making, idea generation</td>
<td>Key for problem solving, group study, faculty and staff collaboration</td>
</tr>
<tr>
<td>Less is More (really)</td>
<td>Drive to reduce real estate, reduce carbon footprint</td>
<td>Maximize campus utilization, seek opportunities for shared classroom space; sustainability drivers</td>
</tr>
<tr>
<td>Serving a Diverse Population</td>
<td>Aging workforce, accommodating those with special needs</td>
<td>Aging faculty and staff, nontraditional students, educating those with special needs</td>
</tr>
<tr>
<td>Less Me, More We Space</td>
<td>Managers trading their private office for more team space</td>
<td>Faculty and staff are sharing offices and classroom space</td>
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TRENDS & ISSUES
The findings from our research with institutions of higher learning and fortune 500 companies revealed the following emerging workplace issues and trends:

- Enabling faculty/staff/student/employee mobility will support work/study/learning anytime, anyplace.
- Productivity is absolutely affected by the place in which your work/study takes place.
- Our natural needs for socialization support open and collaborative environments.
- Our natural human behaviors influence our preferences in color, space type, and location.
- Our ability to control our environment by customizing it to suit our needs is critical.
- Our comfort within a space affects how long you focus.
- Amenities within a space attract and retain students/employees.
- Visibility to the outside helps us stay connected to nature.
- Miniaturization of technology gives us permission to reduce personal workspace.
- Health and wellness programs attract quality staff/employees and reduce absenteeism.
- Sustainability practices are now expected by employees/staff/faculty/students.
- Paperless campuses will be the new norm within 2-5 years.
- Workspace will be assigned based on function/purpose, not hierarchy or entitlement.
- Enclosed walled off spaces will be a last resort as open plan design becomes mainstream.

The presenter will explore these workplace issues and trends, as well as many others during the presentation with input from the attendees.