

	CONVENTIONAL UMN WORKPLACE DESIGN PROCESS	WORK+ WORKPLACE DESIGN PROCESS
<u>Approach</u>	Allocate space and technology based on your title / position so that all headcount can be accommodated	Allocate space and technology based on the work you do, so that you can thrive
<u>Disciplines</u>	Space, IT, and HR considered separately	Space, IT, and HR planned together, holistically, with one point of contact
<u>Engagement Process</u>	Generally with little staff input, if any	Engages staff through surveys, interviews, and workshops
<u>Space Proportions</u>	Mostly individual space, often under-utilized based on how people work today	Mix of individual and collaborative spaces, well-utilized
<u>Space Types</u>	Assigned desks, assigned offices, meeting rooms	Assigned and shared desks, assigned offices, meeting rooms, phone rooms, informal work spaces, quiet rooms, project rooms
<u>Technology</u>	Technology designed for staff to be in one place (landline, desktop computer, etc)	Technology to enable staff mobility and flexibility (VOIP phone, laptop, remote collaboration tools, etc)
<u>Change Process</u>	'Business as usual' approach: minimal thought to new ways of working	Comprehensive change management program with communications and training
<u>Norms</u>	No discussion of how best to use new/renovated space	Teams discuss and agree on norms and protocols
<u>Evaluation</u>	No formal evaluation of project outcomes	Post-occupancy evaluation and opportunity to tweak after move-in