



CROSSING OVER

Best Practices from the Corporate Sector Cross Over to Enhance Space Planning in Higher Education Institutions

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**Thursday October 14, 2010
10:30 to 12:00
Room 318 Donhowe Building**

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

Challenge/Opportunity	Corporate Sector	Higher Education
Natural Daylight	Enhanced productivity for employee	Improved test scores for students
Paperless Policies	Employees prefer paperless	Students are annoyed by paper
Better, Faster, Smarter Technology	Enables people to work anytime, anyplace	Enables students to study or participate in online classes anytime, anyplace
Fit for Purpose Meeting Space	Necessary for decision making, idea generation	Key for problem solving, group study, faculty and staff collaboration
Less is More (really)	Drive to reduce real estate, reduce carbon footprint	Maximize campus utilization, seek opportunities for shared classroom space; sustainability drivers
Serving a Diverse Population	Aging workforce, accommodating those with special needs	Aging faculty and staff, nontraditional students, educating those with special needs
Less Me, More We Space	Managers trading their private office for more team space	Faculty and staff are sharing offices and classroom space

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