

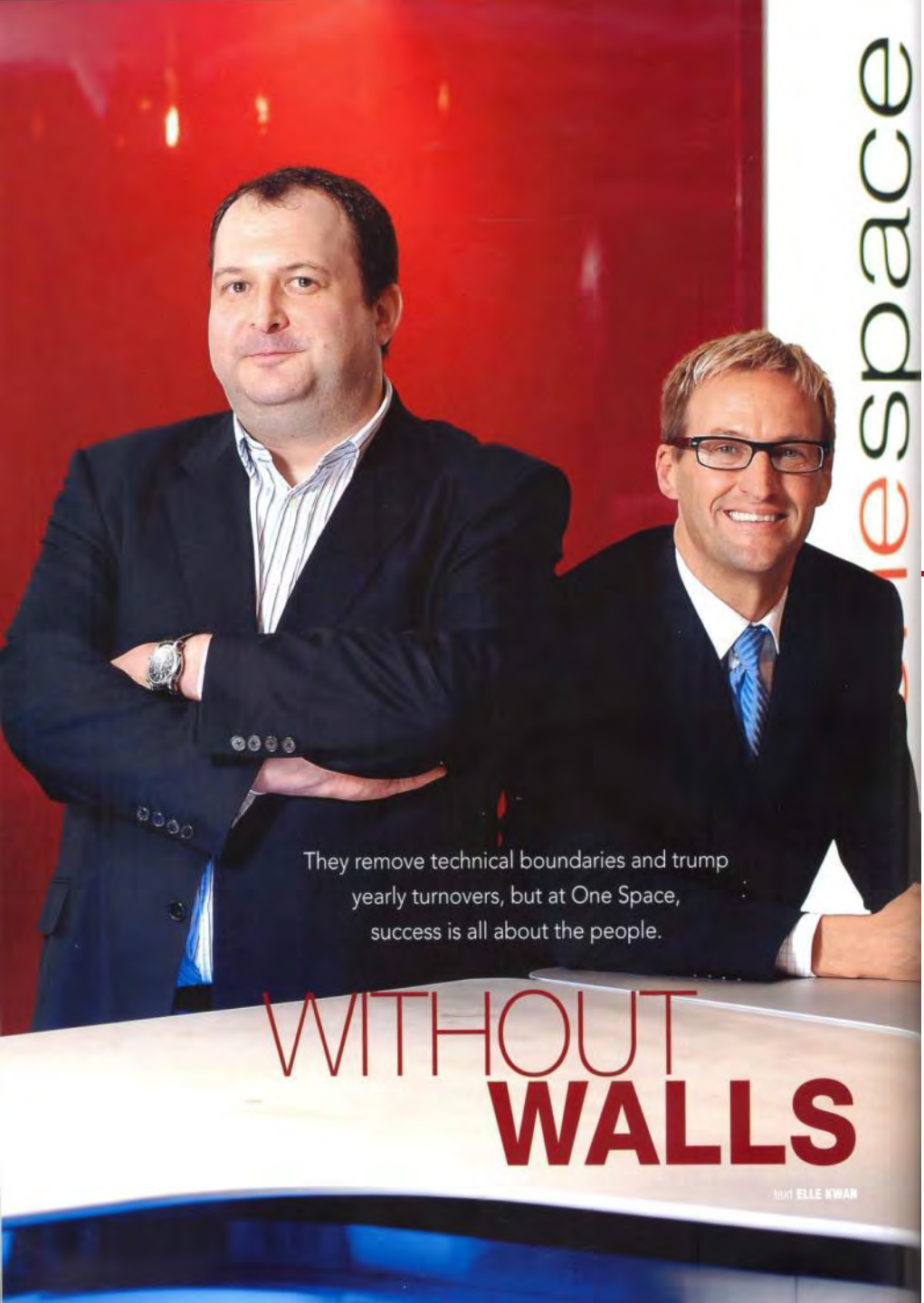


Navigating Uncertainty in the Post-COVID Workplace

Integrated Architecture | Interiors | Technology

18 August 2020

 onespace



They remove technical boundaries and trump yearly turnovers, but at One Space, success is all about the people.

WITHOUT
WALLS

text ELLE KWAN

one space

— Established in 2004

Workplace Design + Planning
for Business Functionality

Architecture
Interior Design
IT + Audiovisual

Designing the human space

We are specialists in behaviour-driven design.



COVID, COVID, COVID...

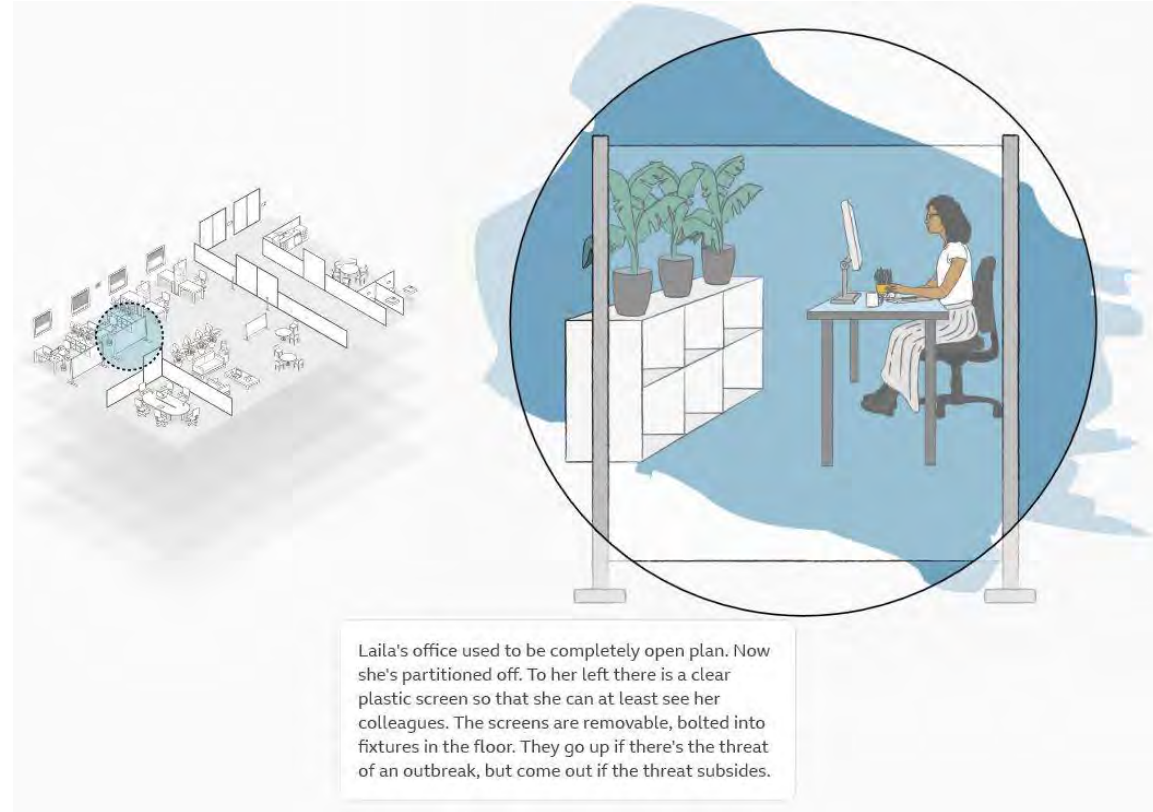
This is what coronavirus will do to our offices and homes

By the BBC Visual and Data Journalism Team | 6 August 2020 | Coronavirus

One day, the virus will subside. It could be eradicated. But even then, life will not simply return to the way it was before Covid-19. Spurred on by the coronavirus crisis, architects have been rethinking the buildings we inhabit.

Scroll down to find out how the future might look.

● Animations on



Laila's office used to be completely open plan. Now she's partitioned off. To her left there is a clear plastic screen so that she can at least see her colleagues. The screens are removable, bolted into fixtures in the floor. They go up if there's the threat of an outbreak, but come out if the threat subsides.

I. COVID-related workforce patterns

II. How can businesses adapt?

COVID-Related Workforce Patterns



These Five Factors Will Shape the ~~Post-~~ COVID Workplace

Perpetuated

Published on April 20, 2020

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Greg Pearce

Managing Director & Co-Founder, One Space Ltd.

1 article

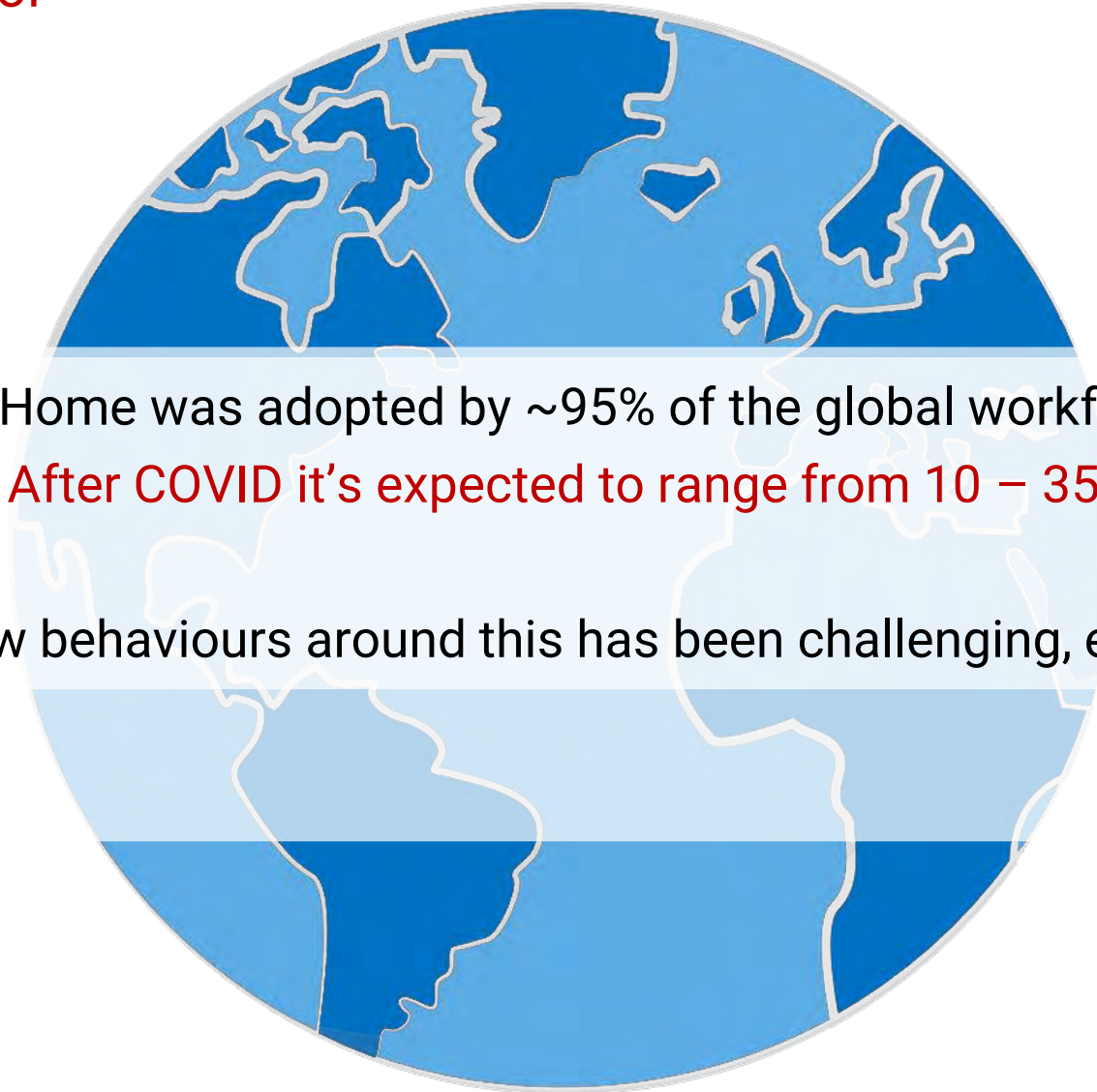
In the wake of nearly every epidemic in recorded history, urban planners, architects and engineers analysed the routes through which each pathogen spread, learned valuable lessons, and then reshaped our environment in sometimes dramatic ways to help prevent a

— — COVID as disruptor

Working From Home was adopted by ~95% of the global workforce at its height.

After COVID it's expected to range from 10 – 35%.

Developing new behaviours around this has been challenging, especially in Asia.



Previous WFH experience (Asia vs The West)

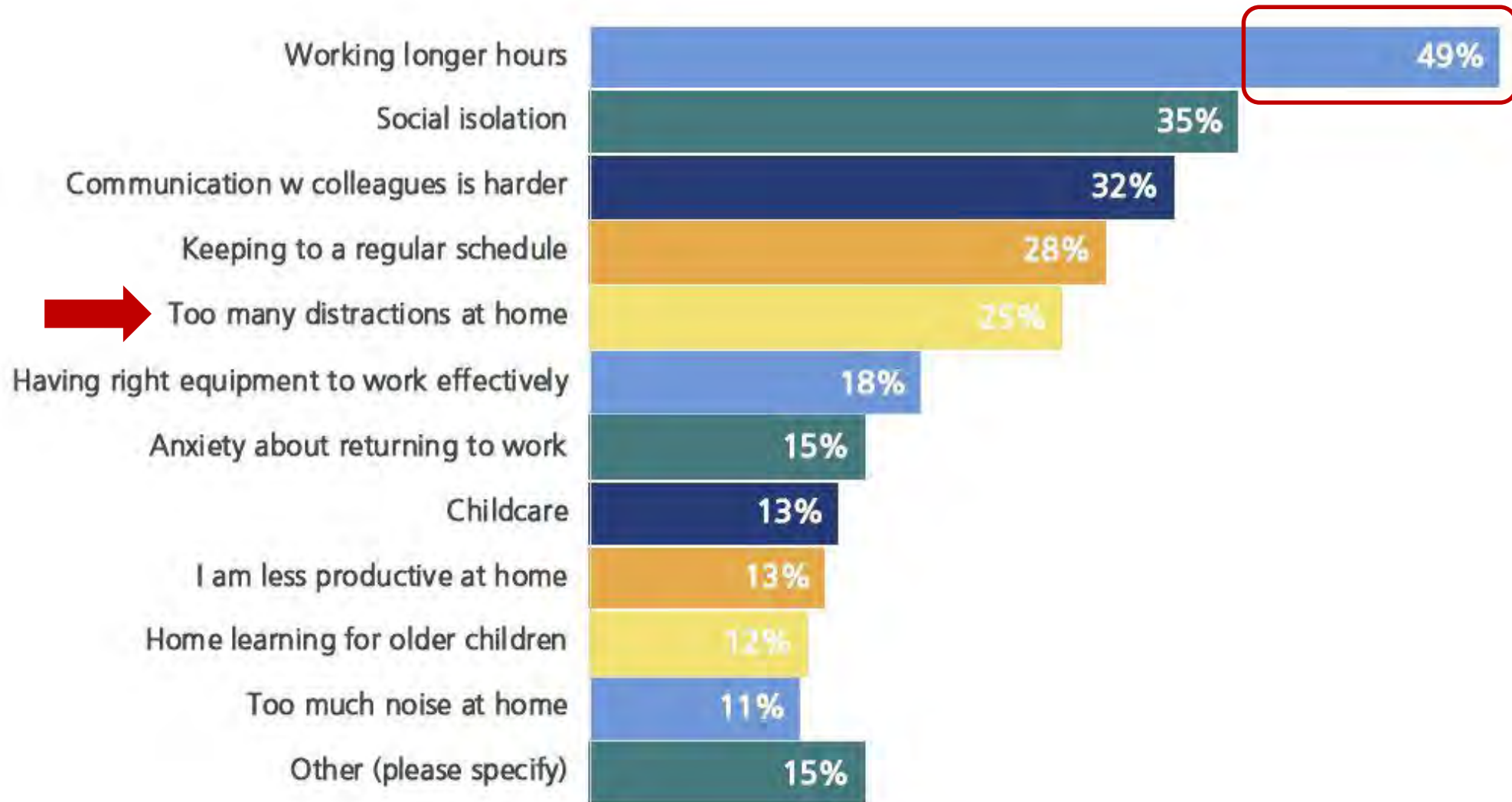
Asia



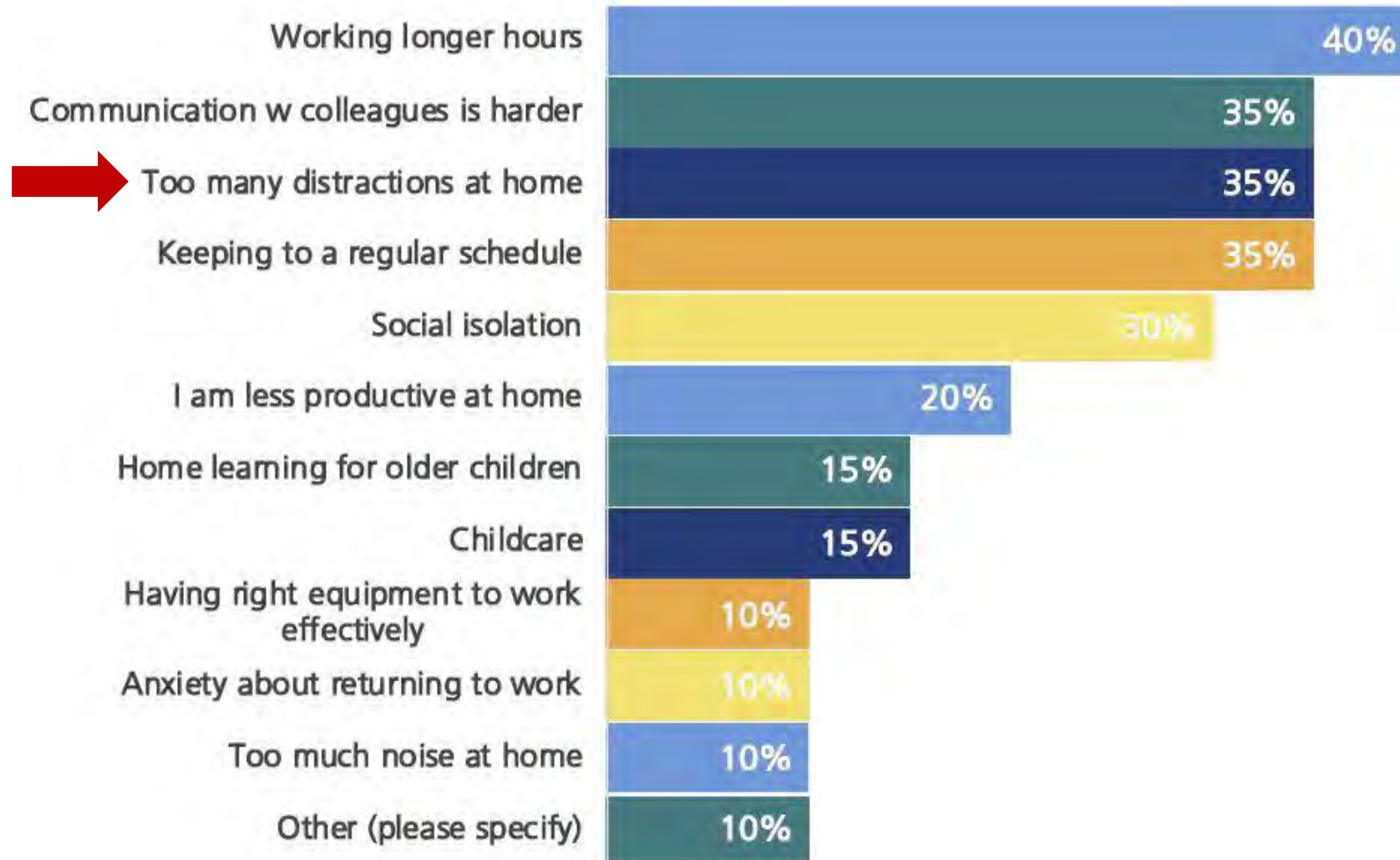
Other Regions

More than half of Asian respondents had never worked from home before COVID

Top challenges of WFH (Global)



Top challenges of WFH (Asia)

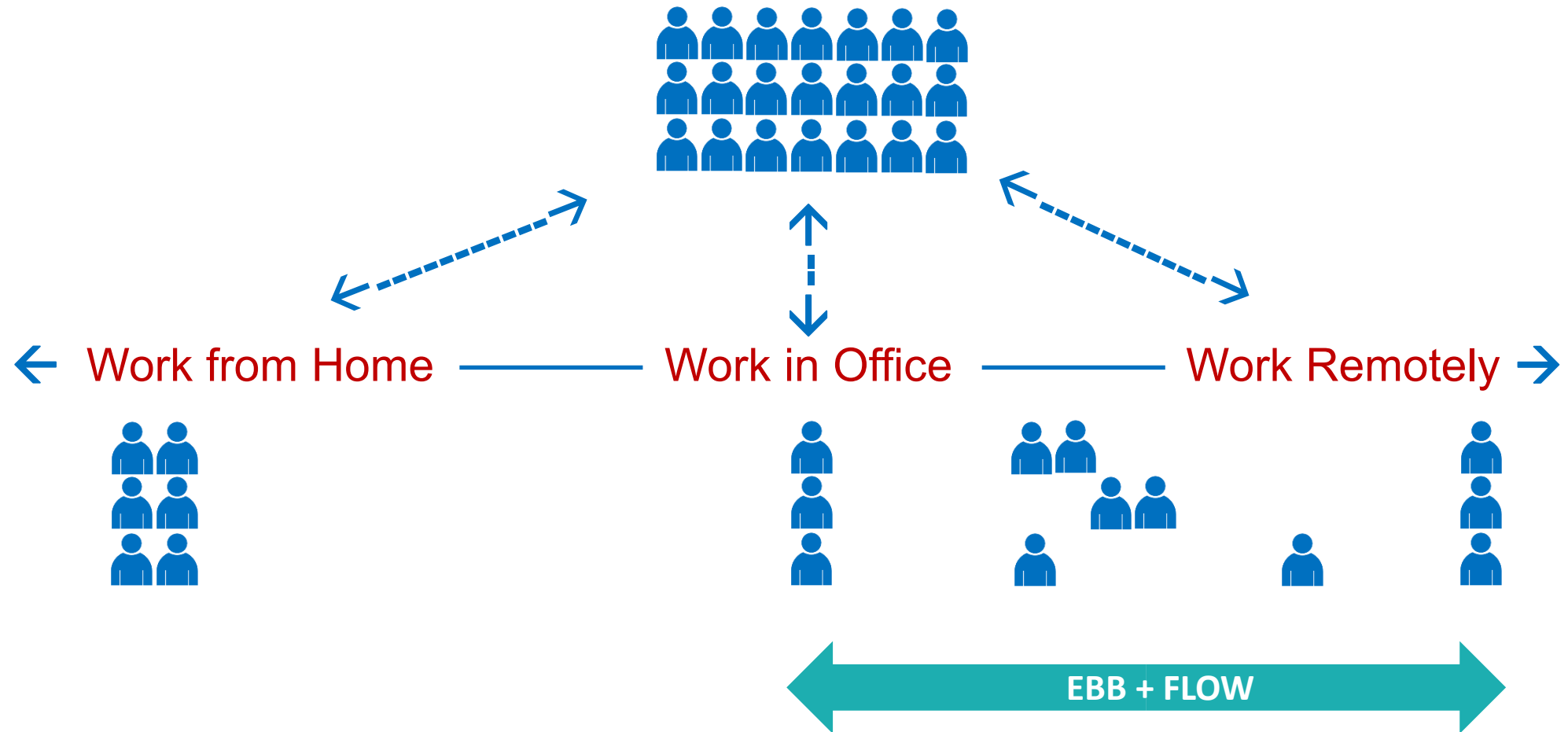


WFH barriers in Asian context

1. Home Sizes
2. Multi-generational homes
3. Commuting
4. Trust

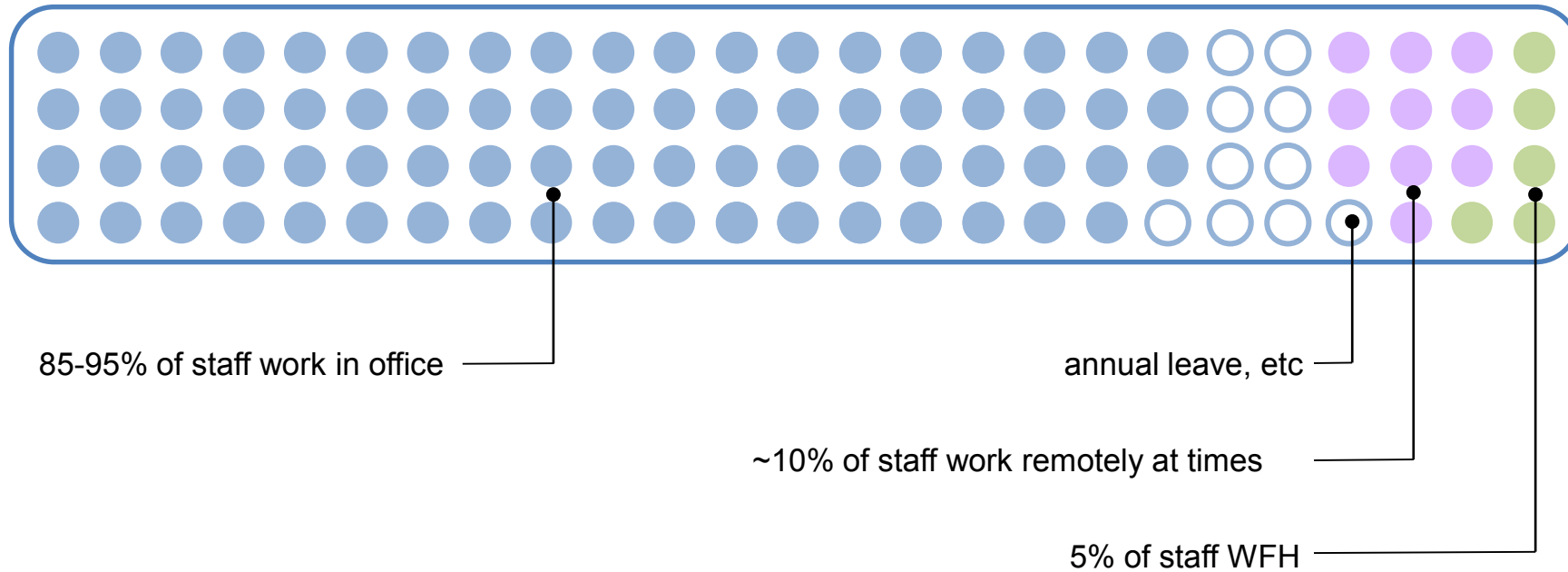


Where & how will we work?



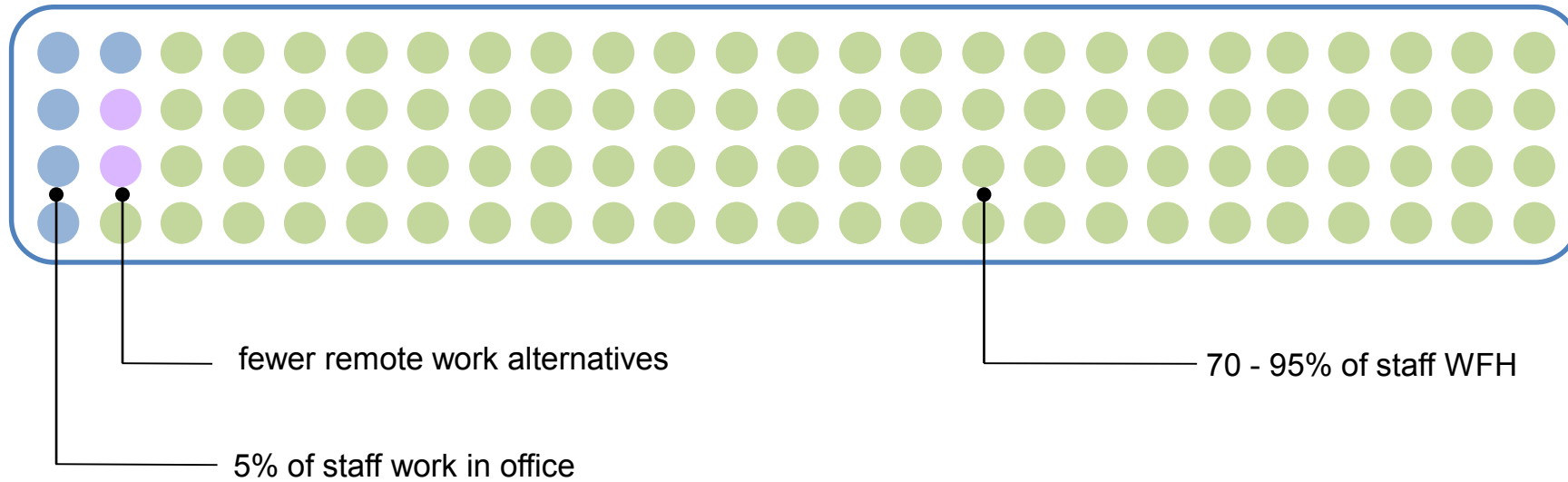
How much office space do we need?

Pre-COVID Workplace



How much office space do we need?

During-COVID Workplace

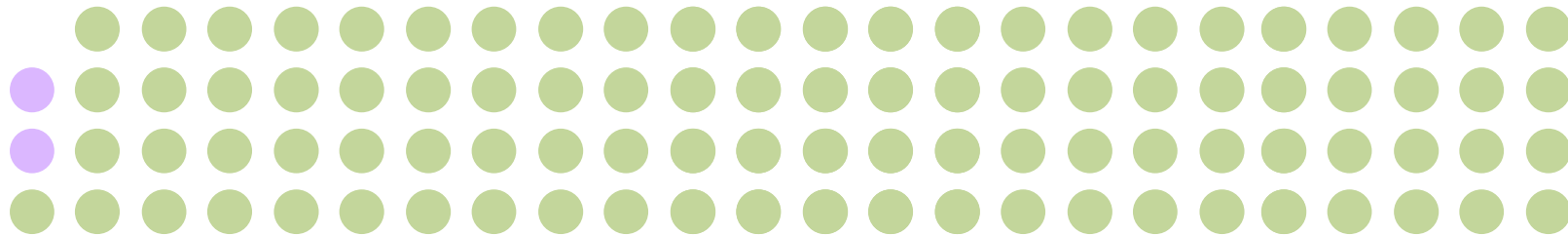


How much office space do we need?

During-COVID Workplace



A corporate real estate chasm opens up. Offices stand empty...



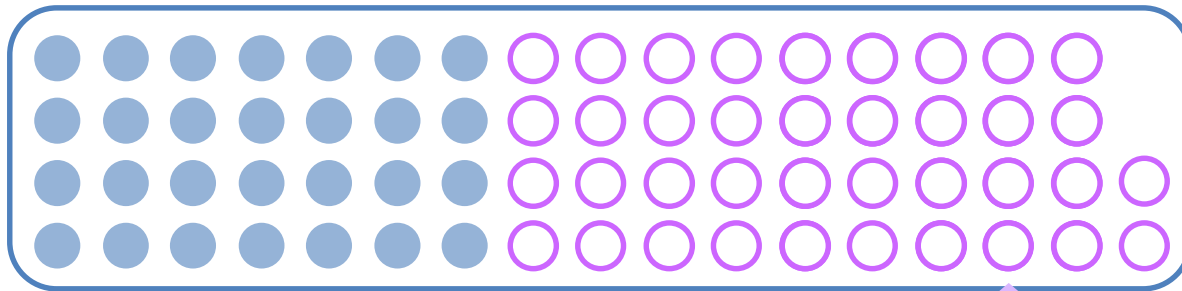
...whilst homes become co-opted as 'workspace'



Will offices become extinct?

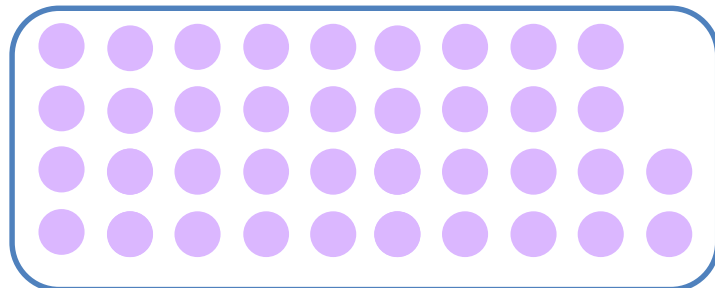
How much office space do we need?

Post-COVID Workplace

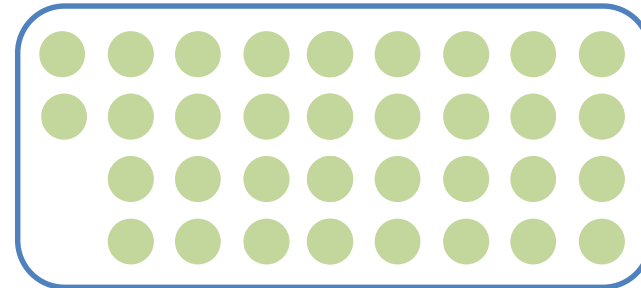


Reduced footprint + a new typology

The **reimagined** Workplace may continue to hold some 'resident' workers...



...but also must accommodate the ebb + flow of remote workers that need to **'touchdown'** or **meet** face-to-face.



And those who can be **MORE** productive working from home will likely do so.

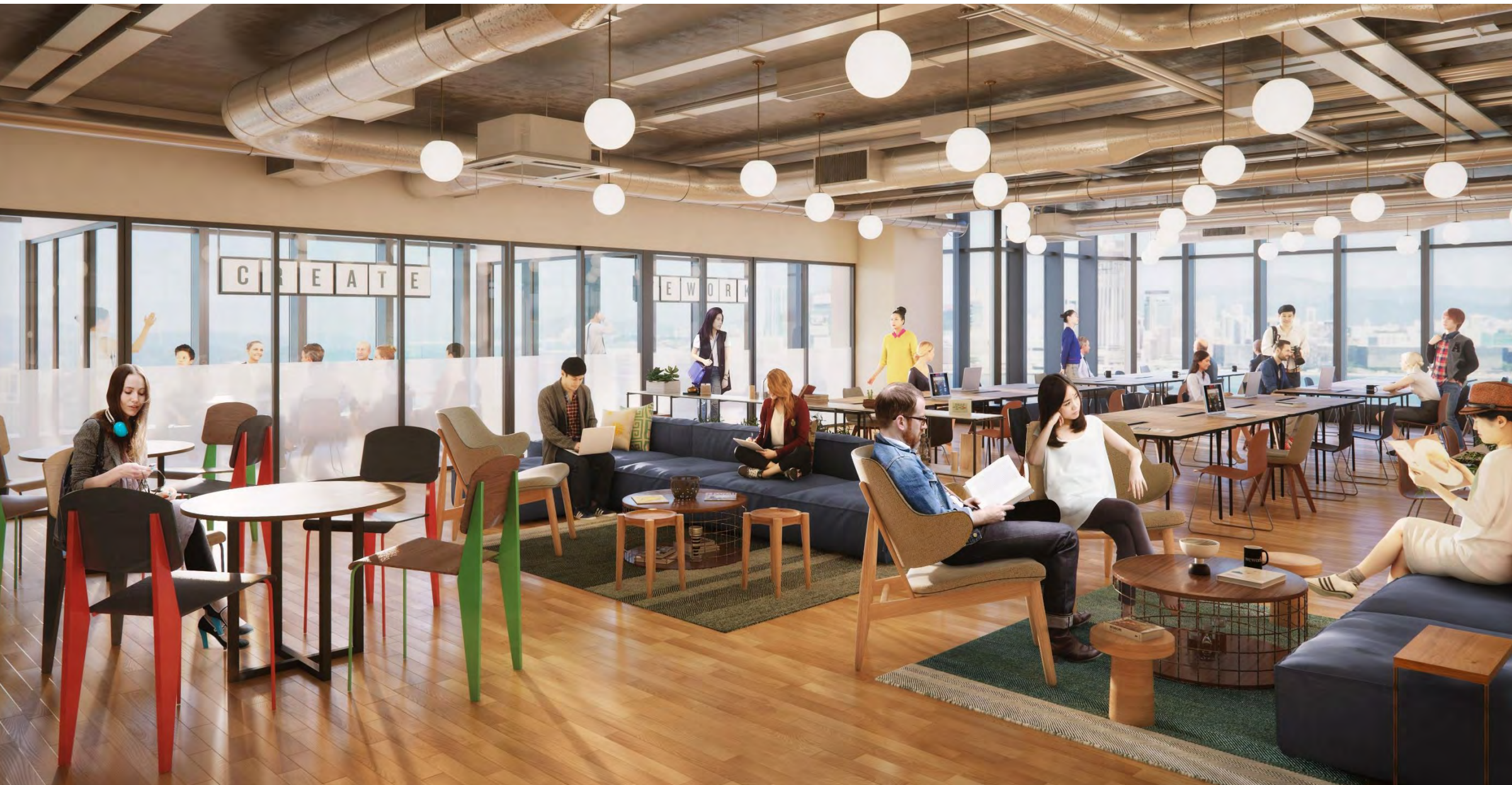
A man and a young child are sitting at a desk in front of a computer monitor. The man is on the left, looking out a window at a green landscape. The child is on the right, looking at the computer screen. The scene is lit with natural light from the window.

HYBRID WORKING:
PRACTICES

**CHALLENGE THE STATUS
QUO AND RETHINK THE
WAY WE WORK**

Courtesy of Poly

The Co-Working Phenomenon: Is it over yet?



— — Where does deep thinking happen?

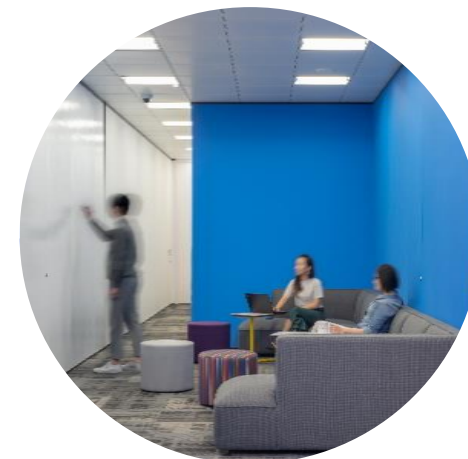


“A study asked 6,000 respondents where, when and how they did their best thinking.

Only 10% said it happened at work.”

Harvard Business Review

“Weak Ties” help foster new ideas



Deep Thinking

Co-Creation

Regional survey on WFH during COVID

Top 3 reasons to miss office



Intangible assets: Staff engagement

30% feel engaged,
happy in their work



70% feel isolated,
disengaged

— — Reaffirming a corporate culture

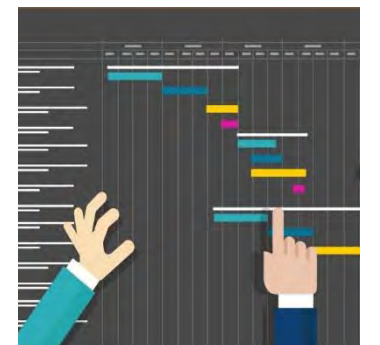
“I just don’t know how you establish a culture among people who are only together a few days a week.”

- *Will Silverman, Eastdil Secured*



Remote Work: Building trust in your team

1. Define expectations transparently
2. Be accessible & responsive
3. Encourage virtual team-building
4. Maintain same Duty-of-Care
5. Assess progress, remove obstacles
6. Recognise & motivate





Re-imagining the Post-COVID Workplace

Five dimensions of the Post-COVID Workplace

Five Dimensions
towards
re-engineering the
Post-COVID
workplace

Landlord Provisions

provides a brand promise to protect the wellness of occupants;
seeks to align with shifting tenancy expectations

IT & AV

supports both remote working & virtual collaboration

Space planning & design

establishes boundaries, allows for social distancing;
provides choices to help allay fear

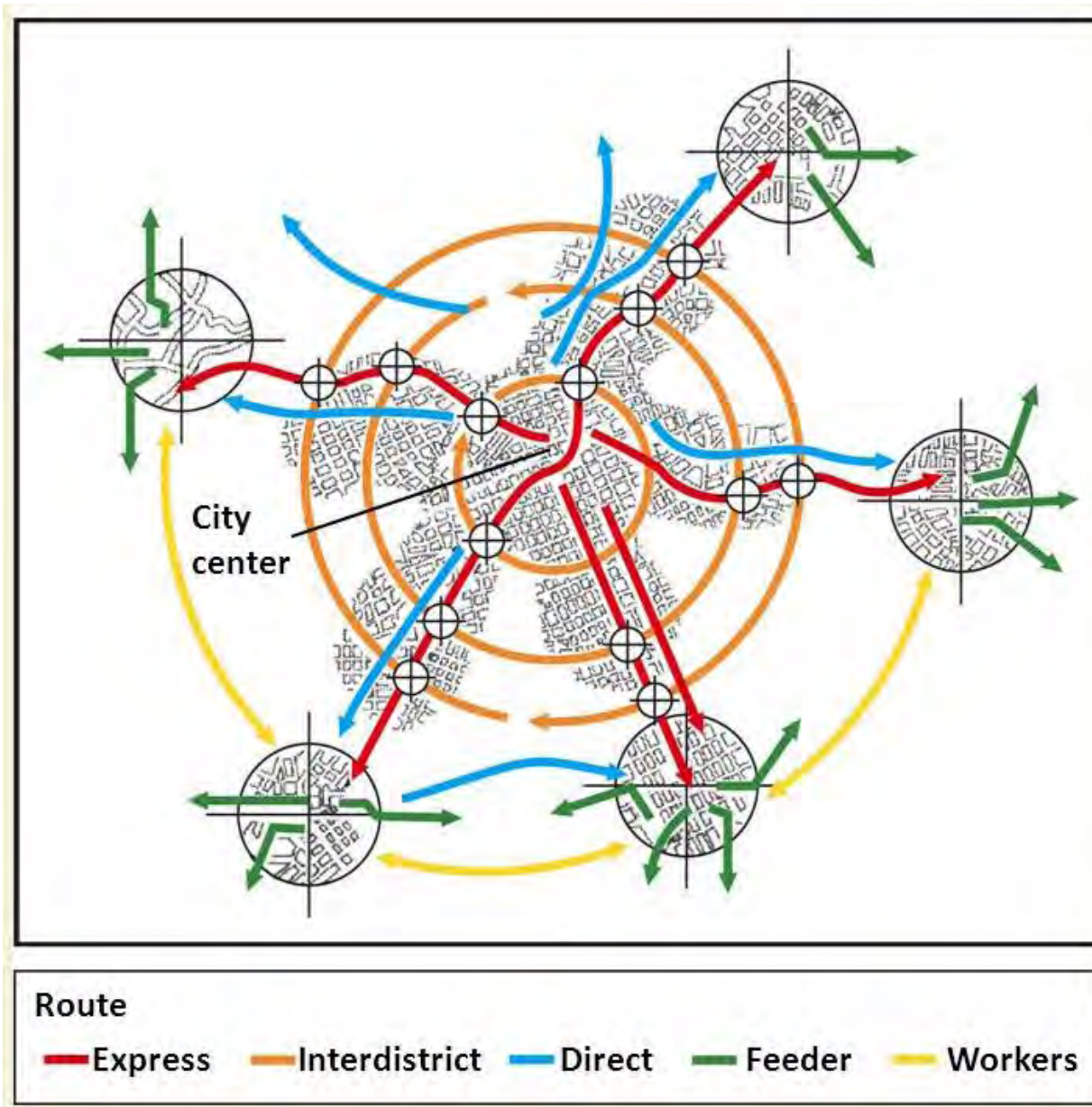
Materials & technologies

can help reduce the spread of contagion & mitigate fear

Learned behaviours, etiquette & protocols

the human element; elicit positive behaviours

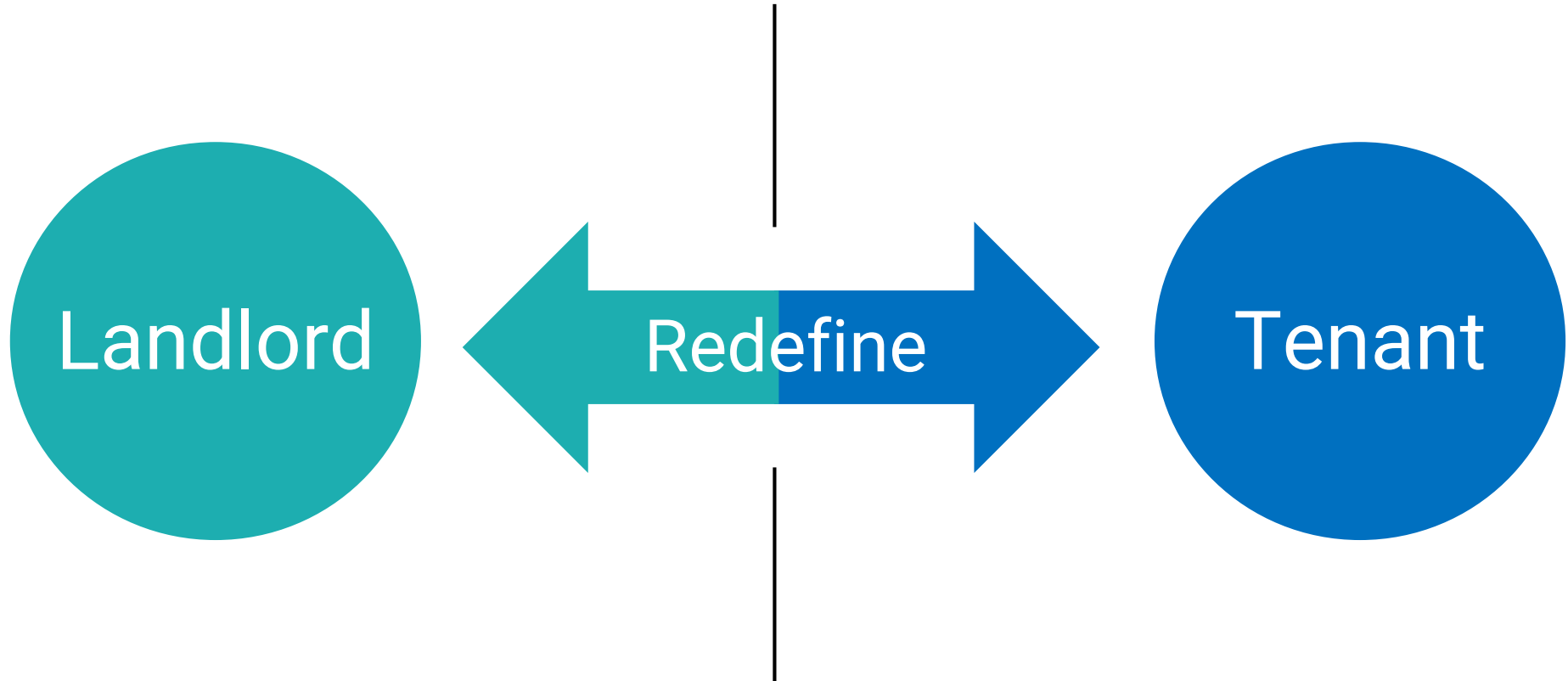
Five dimensions: Accelerated transformation in property sector



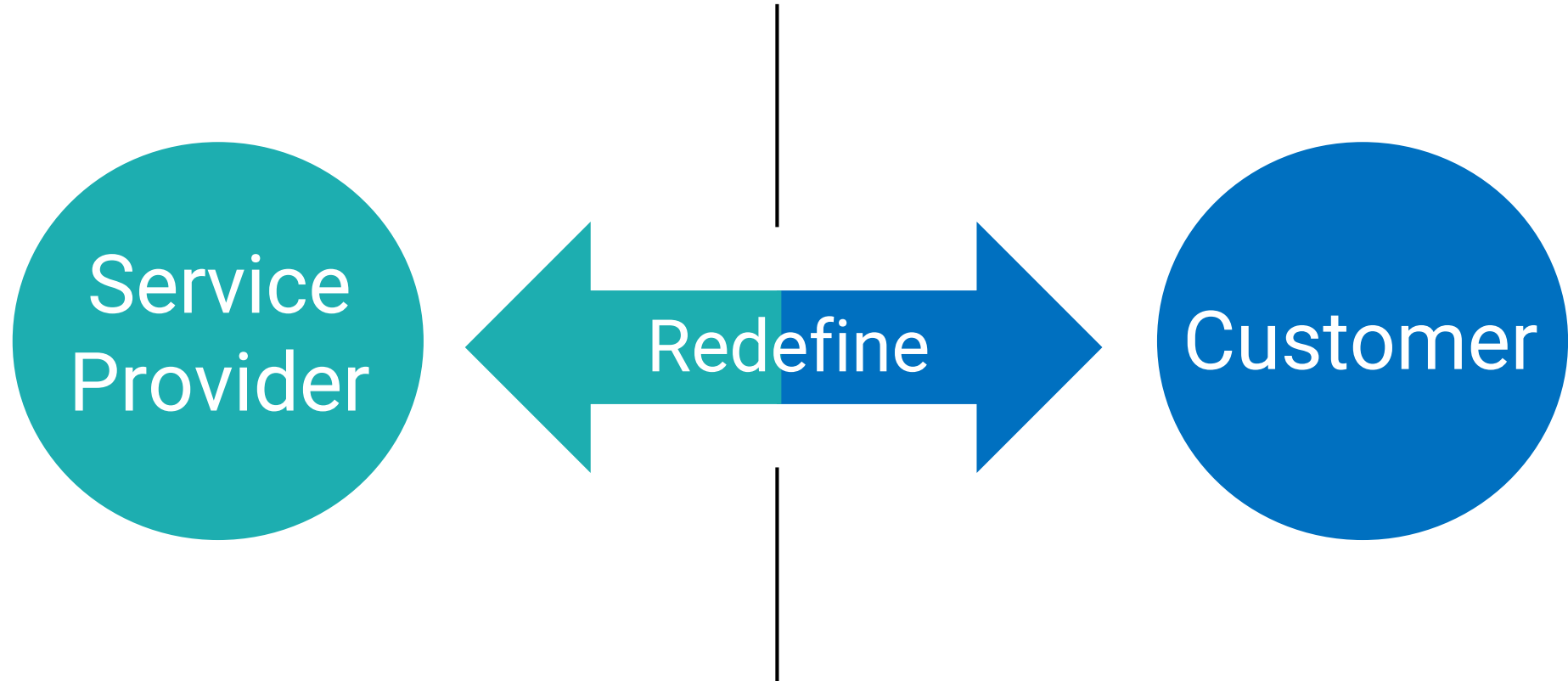
Headquarters
in the CBD

Touchdown satellites
in neighbourhoods

— - Five dimensions: Accelerated transformation in property sector



— - Five dimensions: Accelerated transformation in property sector





Five dimensions: Accelerated transformation in property sector

ENVIRONMENTAL

Environmental issues such as climate change & pollution



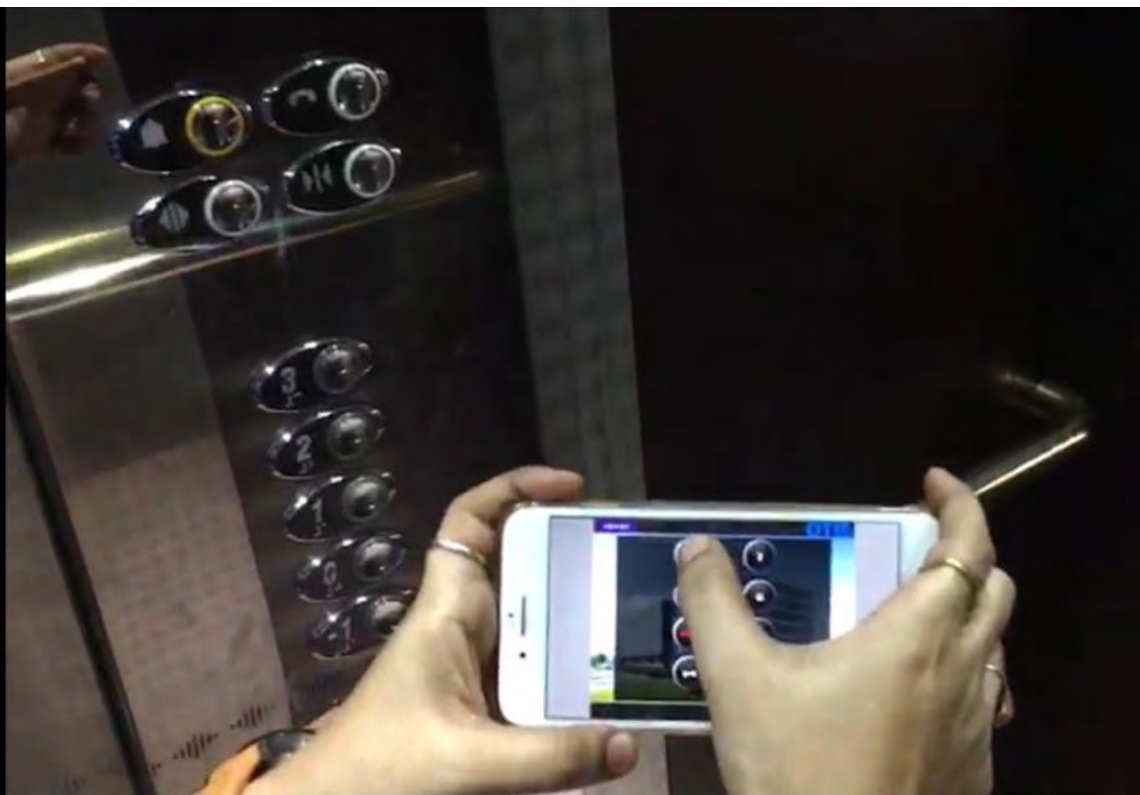
SOCIAL

Social issues around workplace practices & human capital

GOVERNANCE

Governance issues such as executive pay, accounting & ethics

— — Five dimensions: Contactless pathways



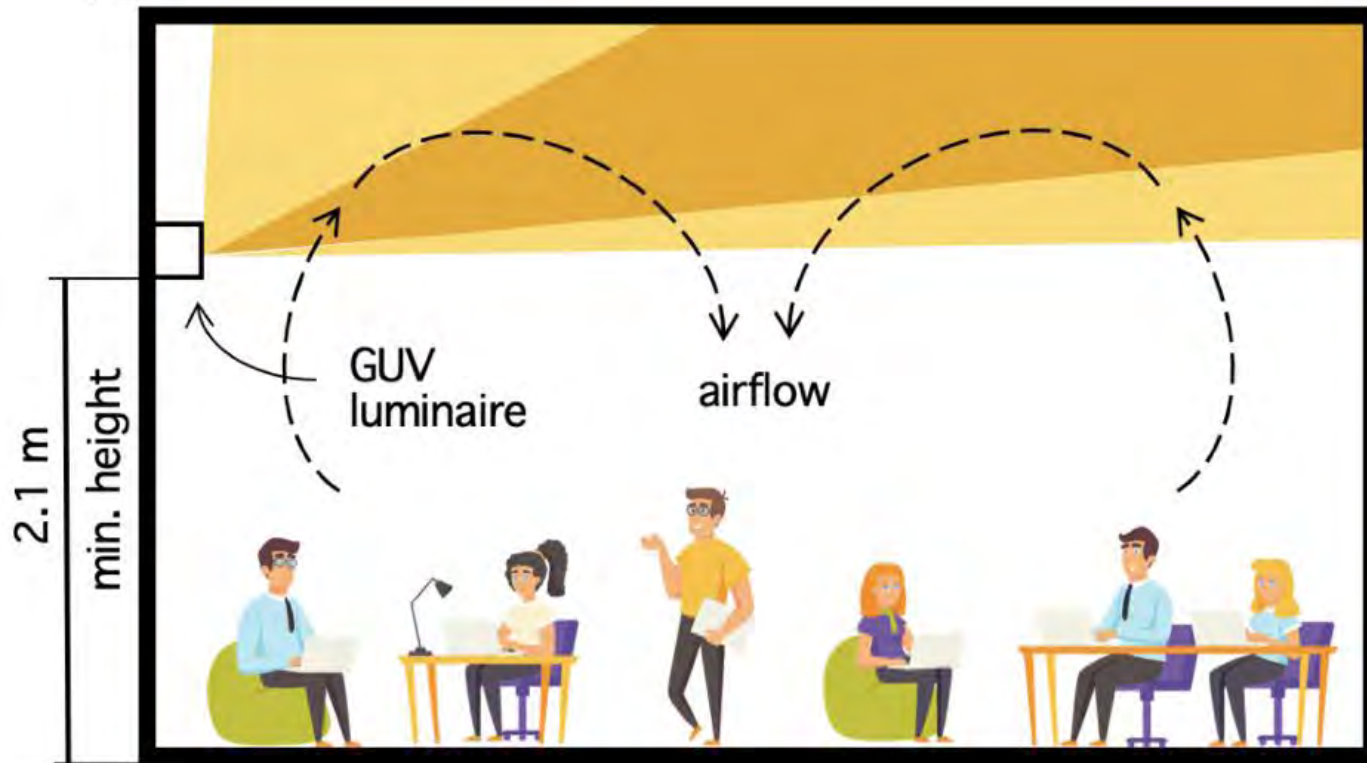
— — Five dimensions: Accelerated transformation in property sector



GUV

Germicidal Ultra-Violet

Five dimensions: Upper Room GUV



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the human element; elicit positive behaviours

Five dimensions: IT & AV



Remote Working



Virtual Collaboration

— — Five dimensions: IT & AV



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Five dimensions: Social distancing in the workplace



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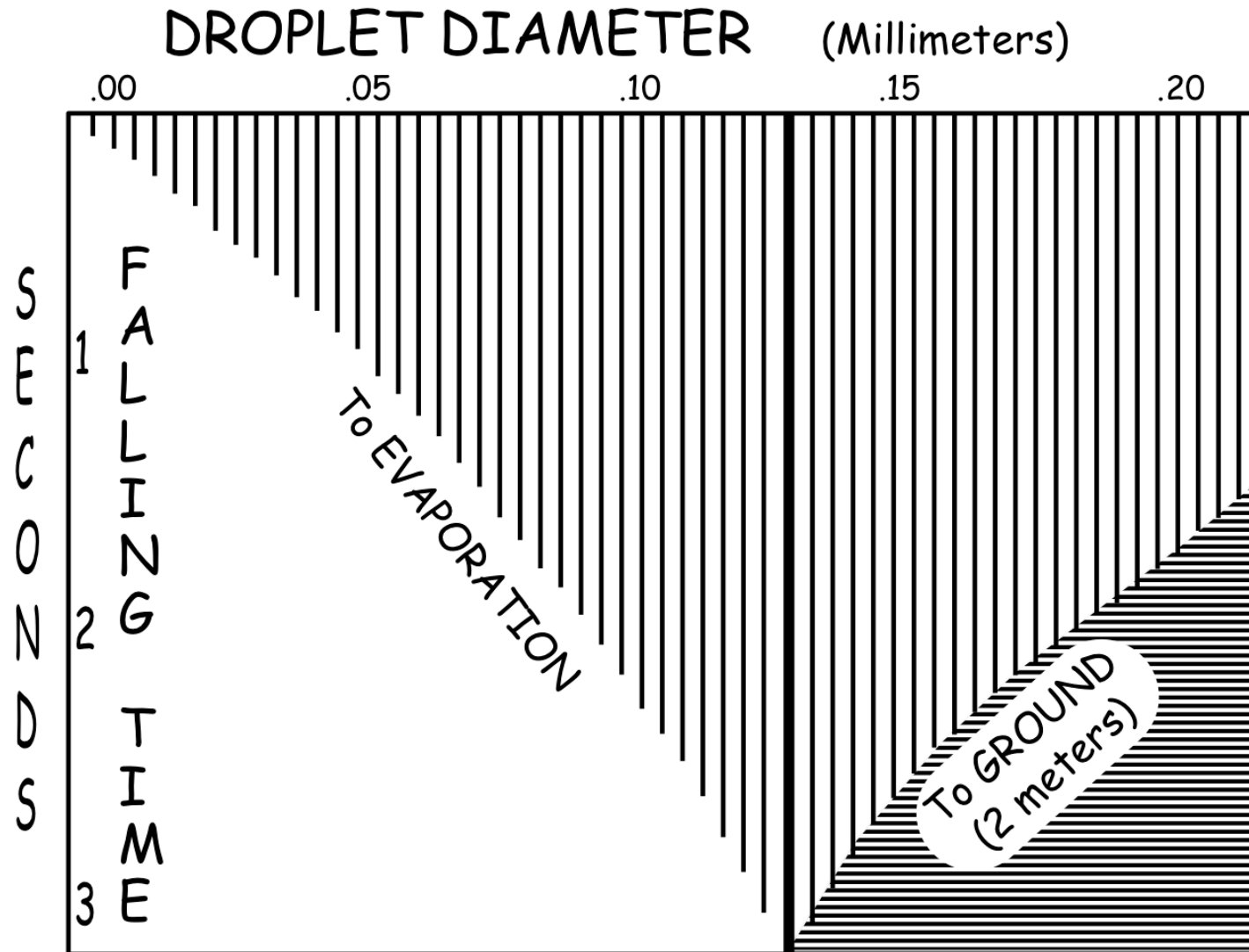
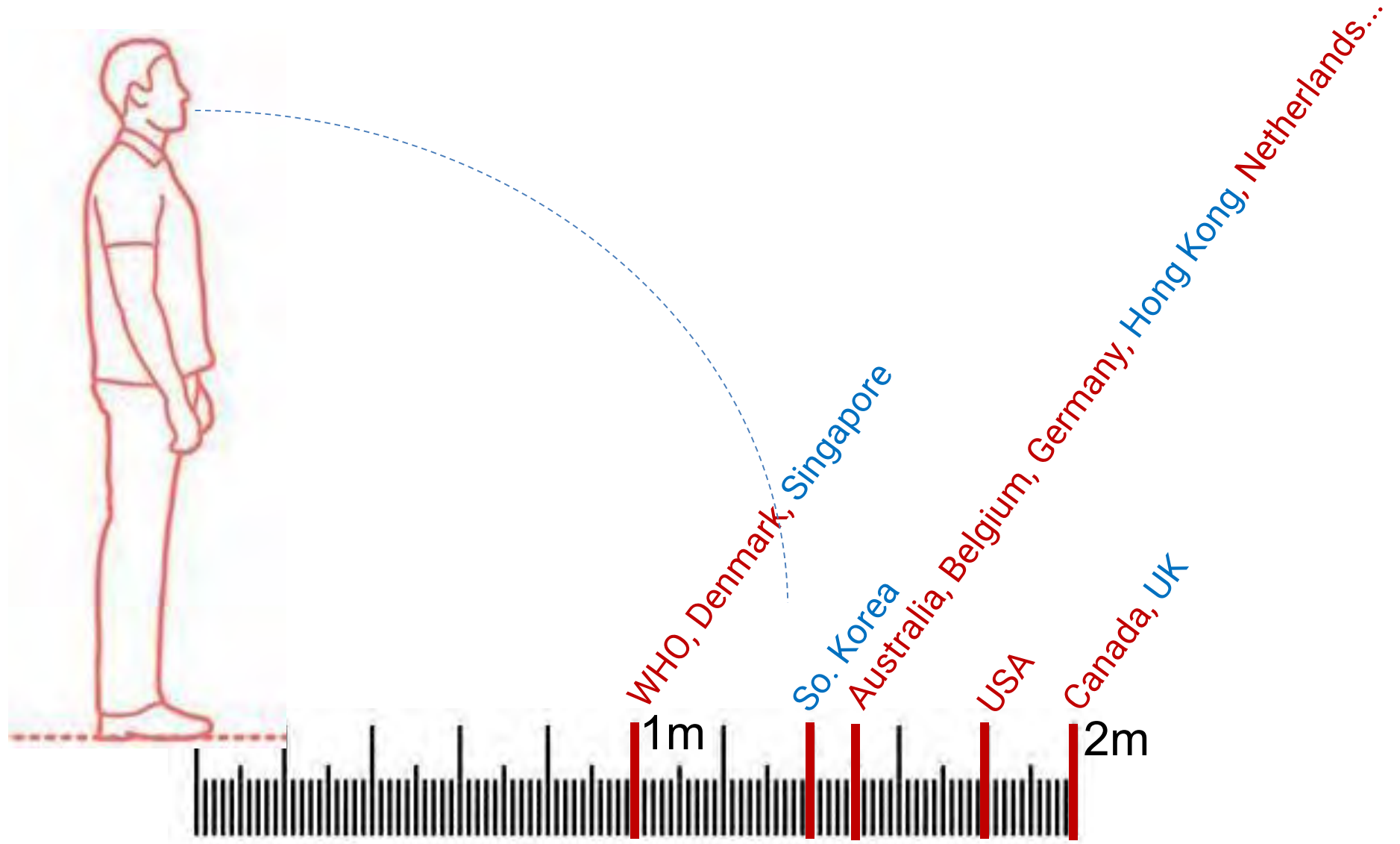


CHART 1. Falling and evaporation times for droplets of varying diameter.

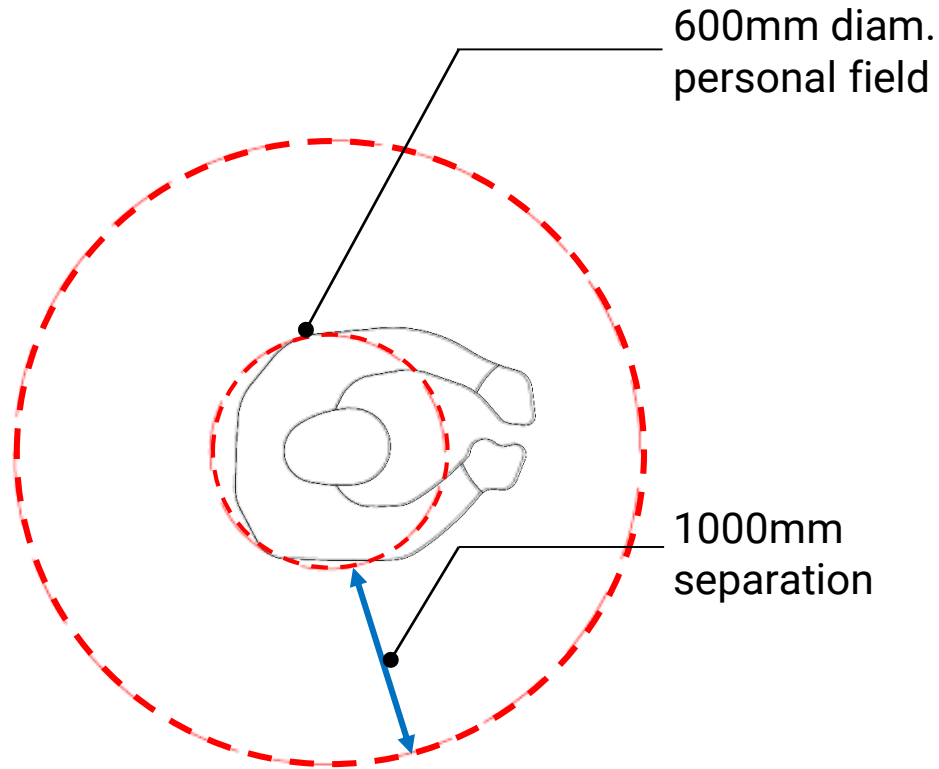
Redrawn from Wells, W. F. 1934.

Five dimensions: International social distancing recommendations

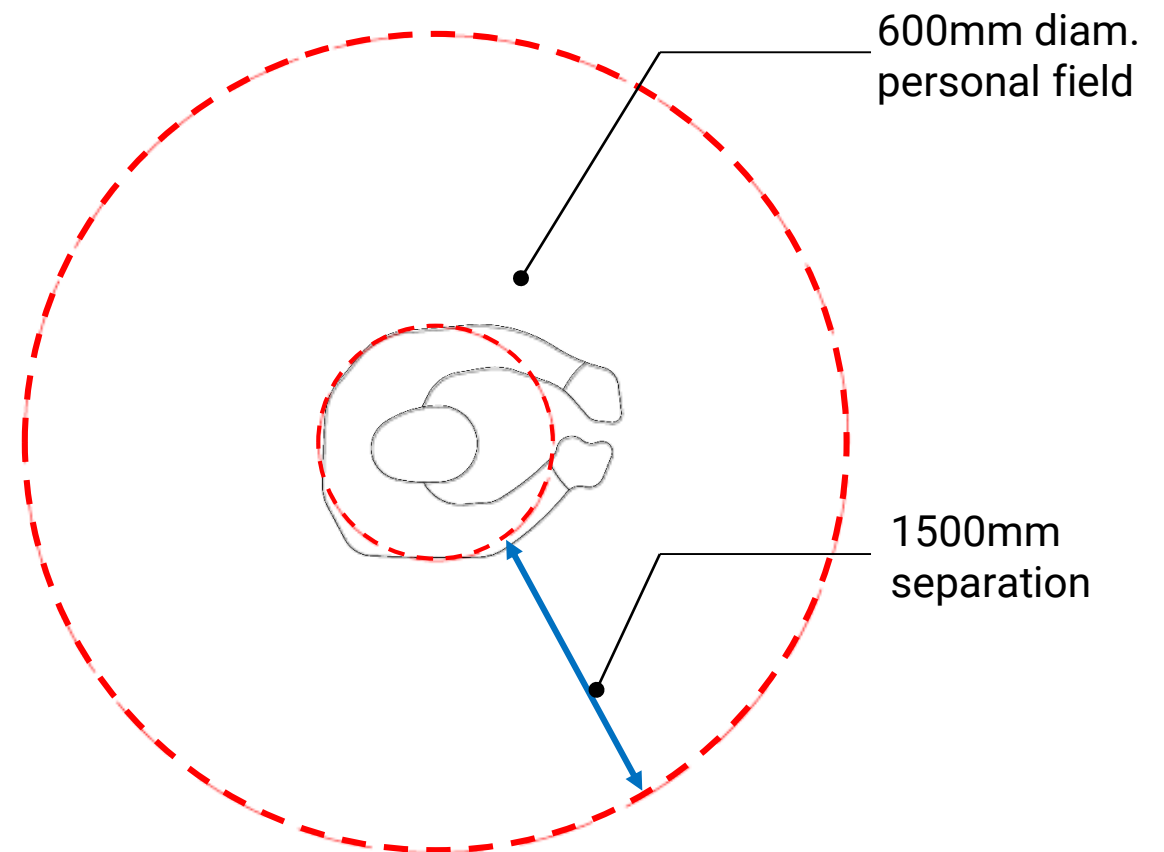


Five dimensions: Social distancing in the workplace

SINGAPORE INTERPRETATION 1m social distancing



HONG KONG INTERPRETATION 1.5m social distancing



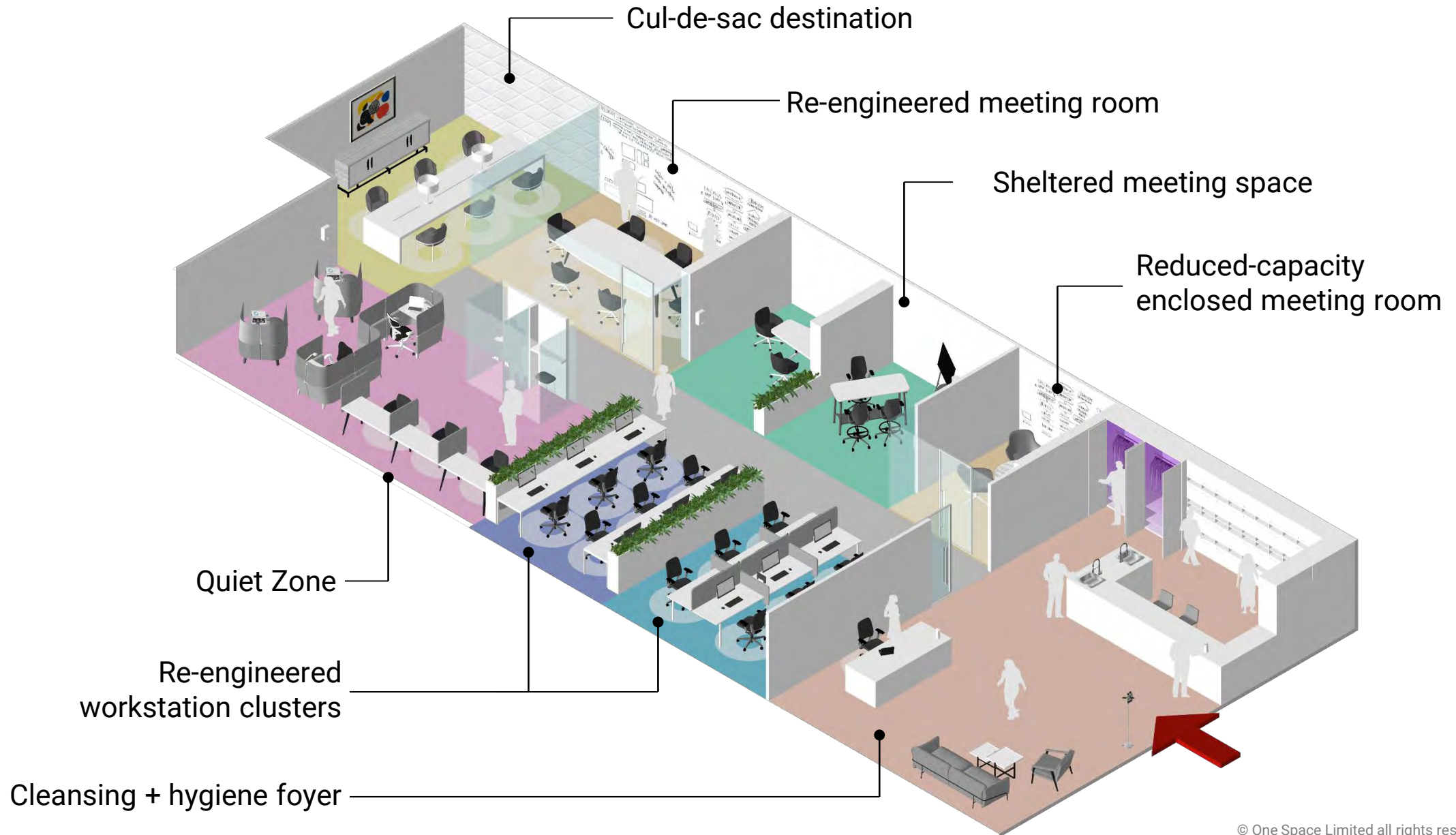
Five dimensions: Social distancing in the workplace



Courtesy of Buro Happold

© One Space Limited all rights reserved

Five dimensions: Social distancing in the workplace

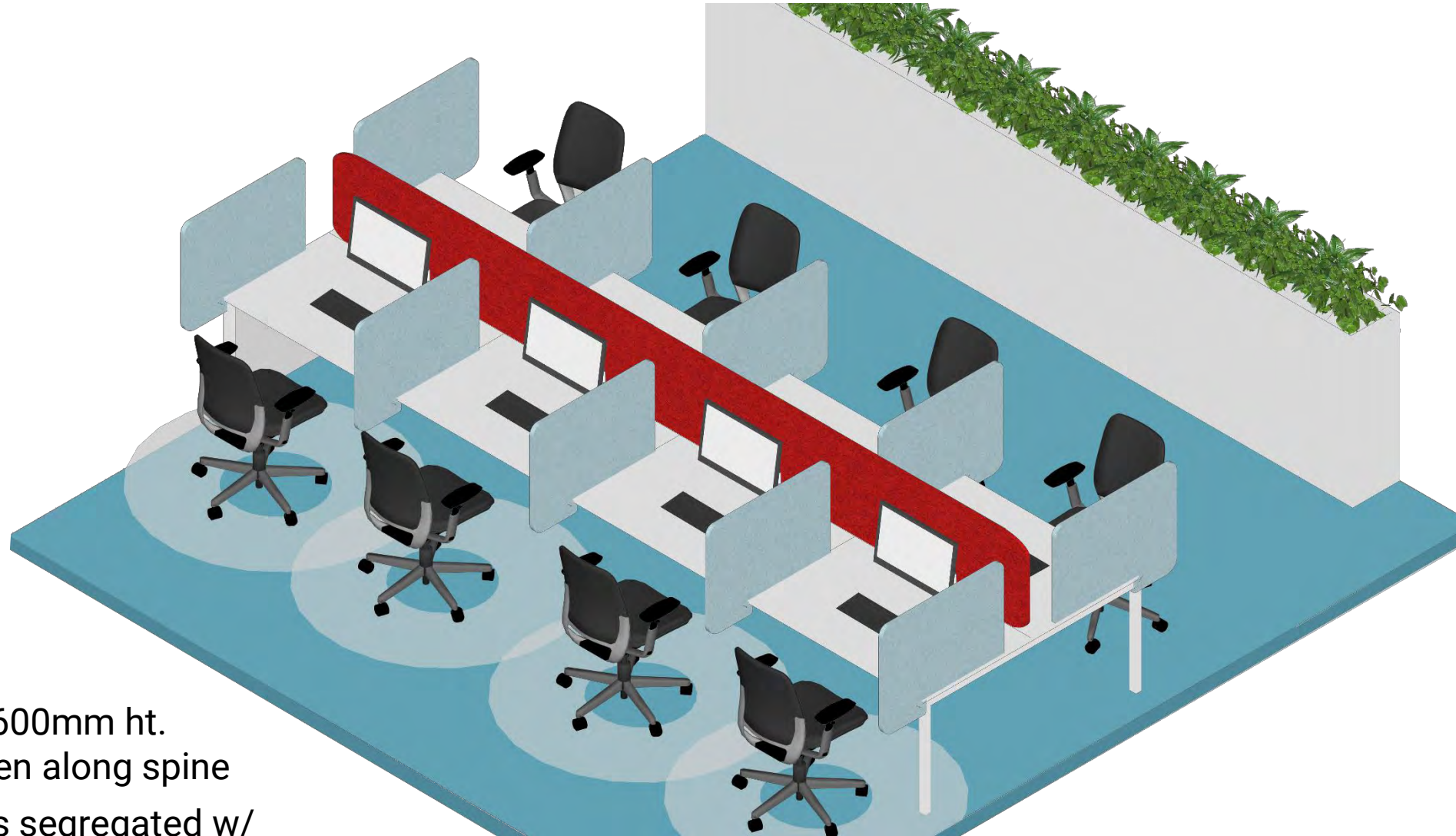


Re-engineered cluster: 2100mm wide



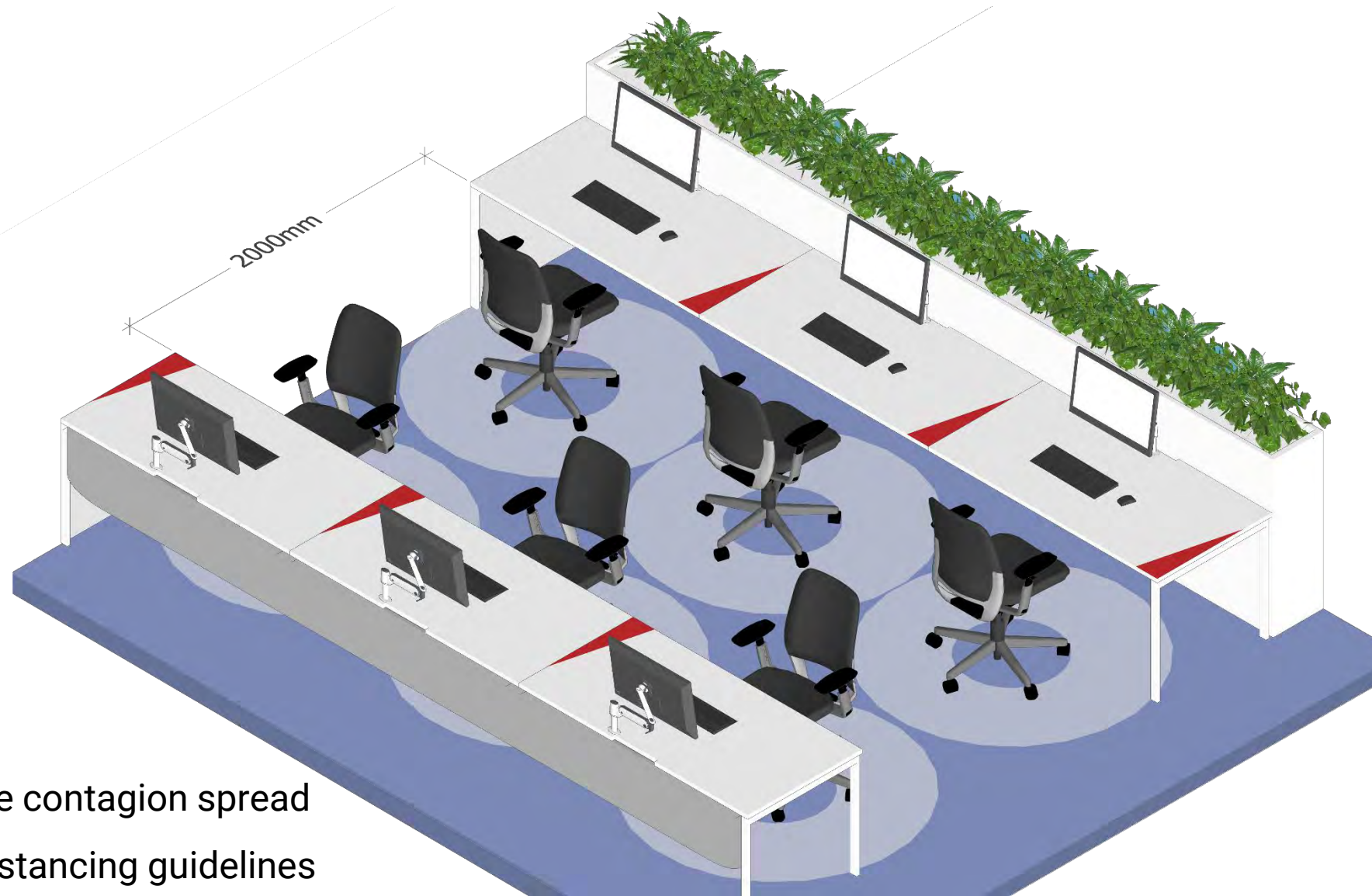
- no dividing screens required
- each position must be demarcated

— — Re-engineered cluster: Less than 1600mm wide



- continuous 600mm ht. sneeze screen along spine
- workstations segregated w/ 600mm ht. screens

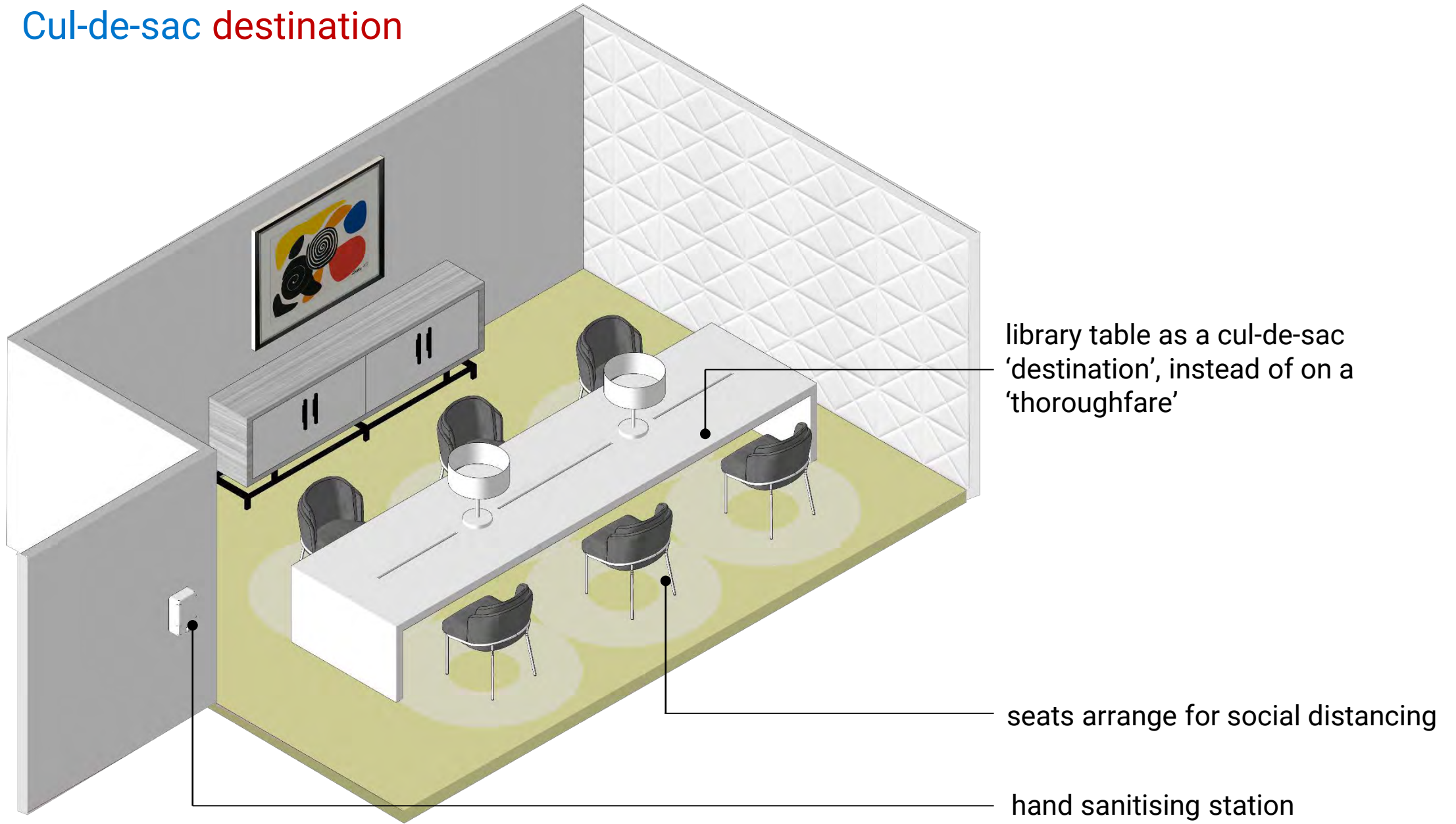
Re-engineered cluster: Back-to-back only



- avoids face-to-face contagion spread
- meets statutory distancing guidelines



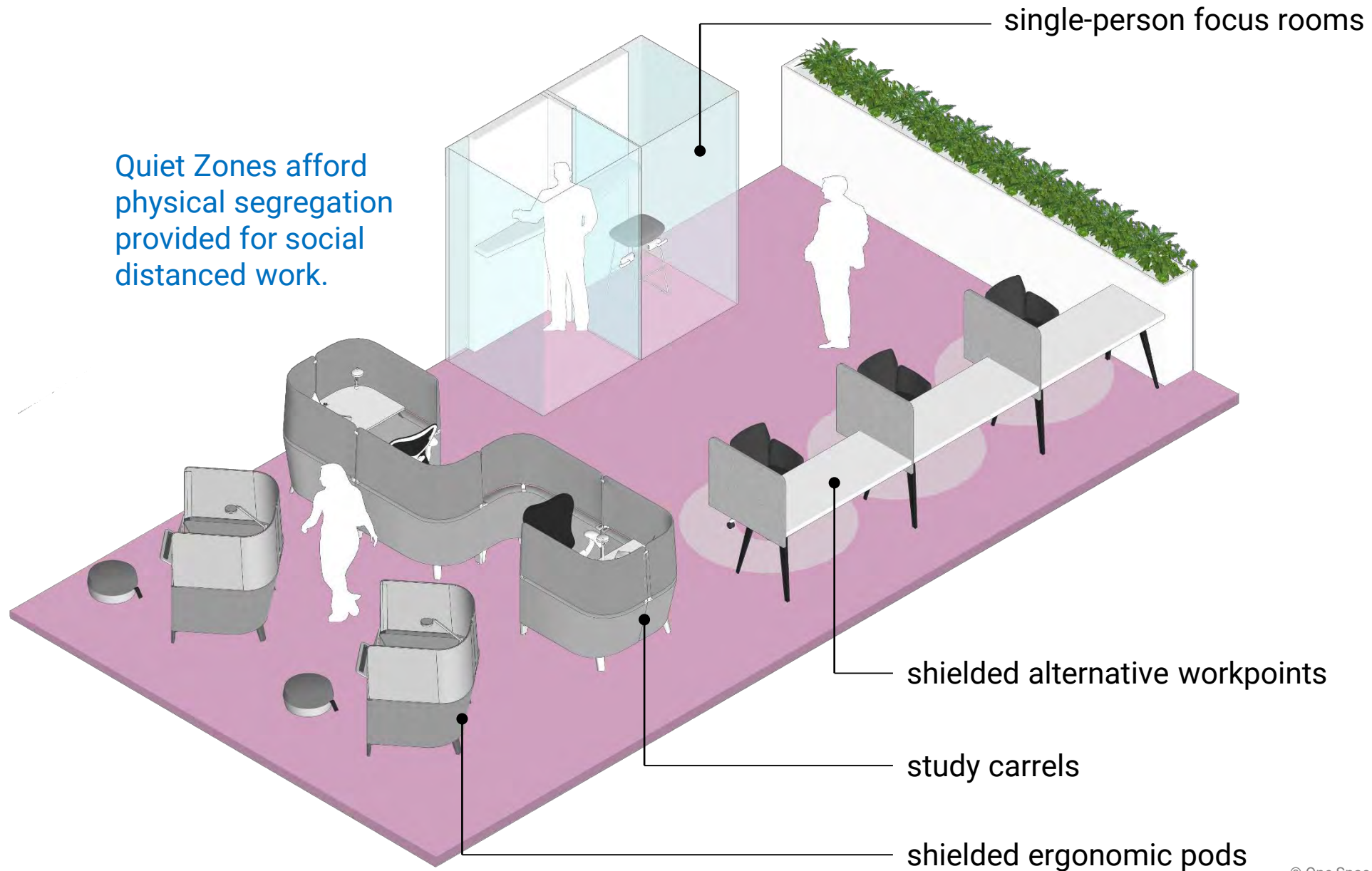
Cul-de-sac destination





ESTÉE LAUDER

Quiet Zone: Single-person shielded workpoints





Five dimensions: How to be together, whilst being apart



reduced-capacity meeting rooms are prioritised

hand sanitising station

meet in the open, convert enclosed rooms to open meeting spaces

support the seamless flow of ideas w/ integrated AV + IT solutions

fewer people in enclosed meeting rooms, social-distanced seating



Chat Box 1

Chat Box 2

Chat Box 3



西灣河
Sai Wan Ho



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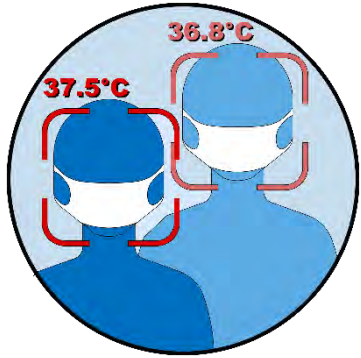
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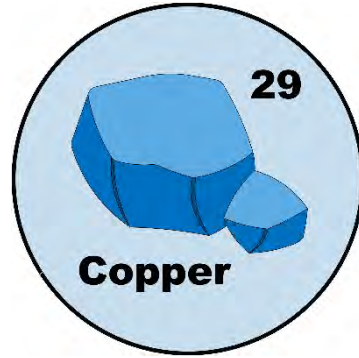
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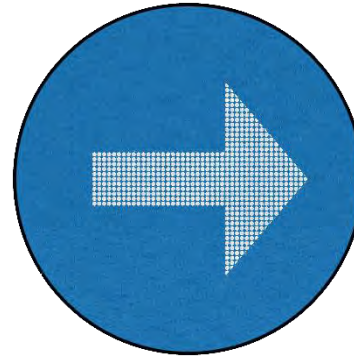
Five dimensions: Materials & technologies



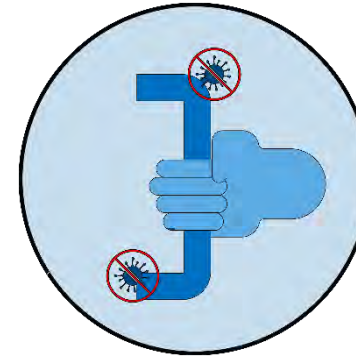
body thermography



antimicrobial
copper surfaces



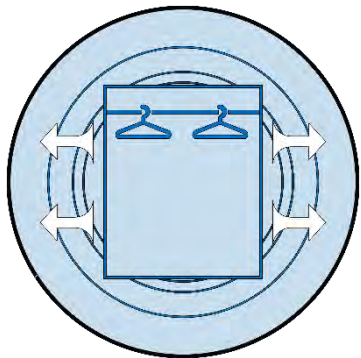
embedded flooring
graphics



sanitising door
handles



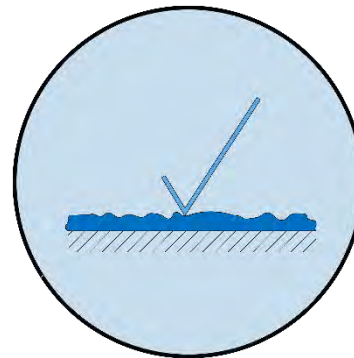
handwashing +
sanitising stations



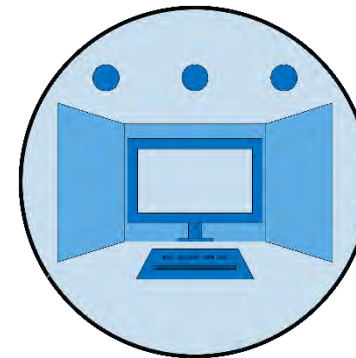
sterilising wardrobe



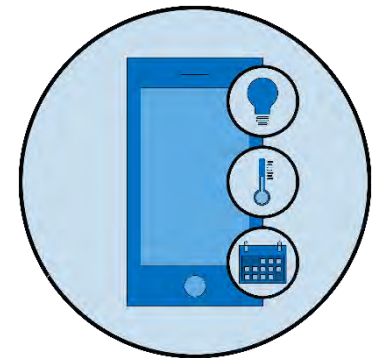
touchless-activated
interfaces



non-porous +
rough surfaces



antimicrobial
textiles

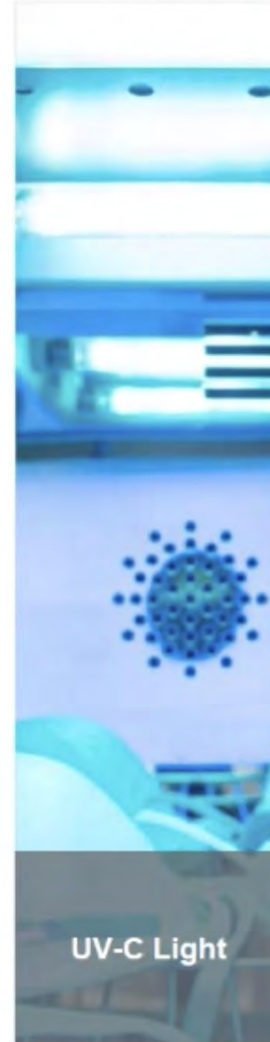
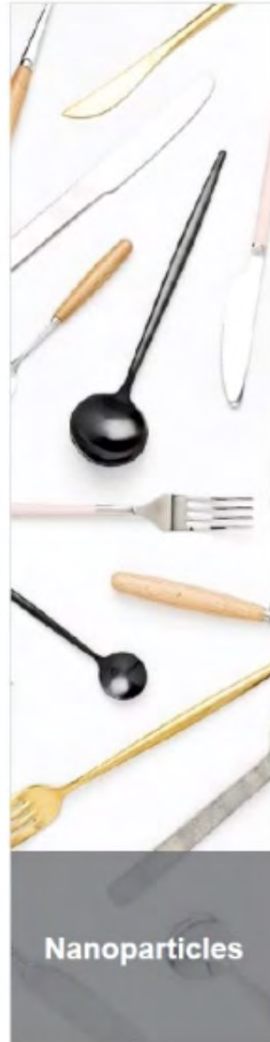
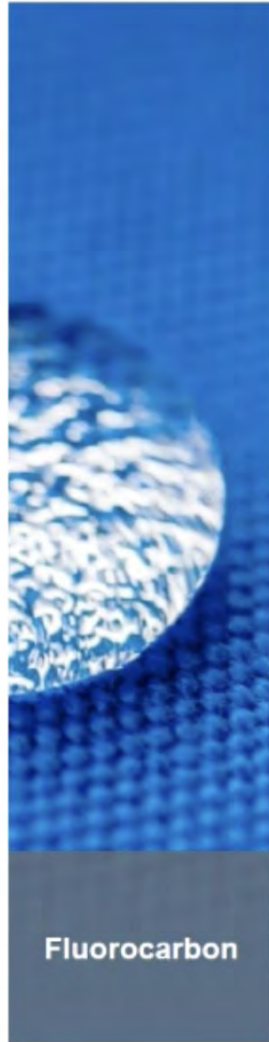


mobile apps + AI

Five dimensions: Materials & technologies

SUMMARY: ANTIMICROBIALS

Courtesy of Prof. Alan Hedge



Five dimensions: IOT-driven facilities



© Condeco

Five dimensions: Empower users to control their space



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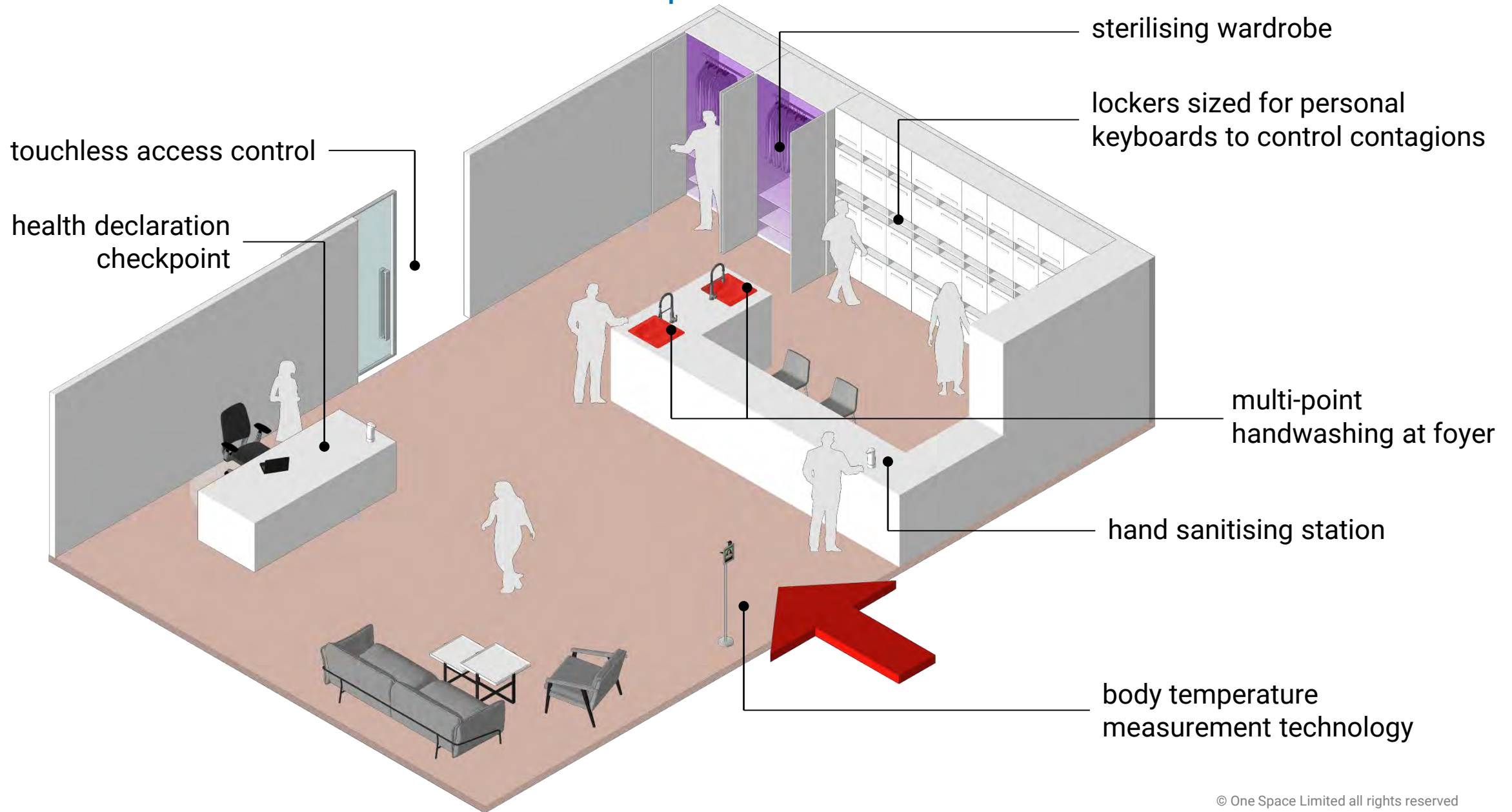
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Five dimensions: Behaviours & Etiquette



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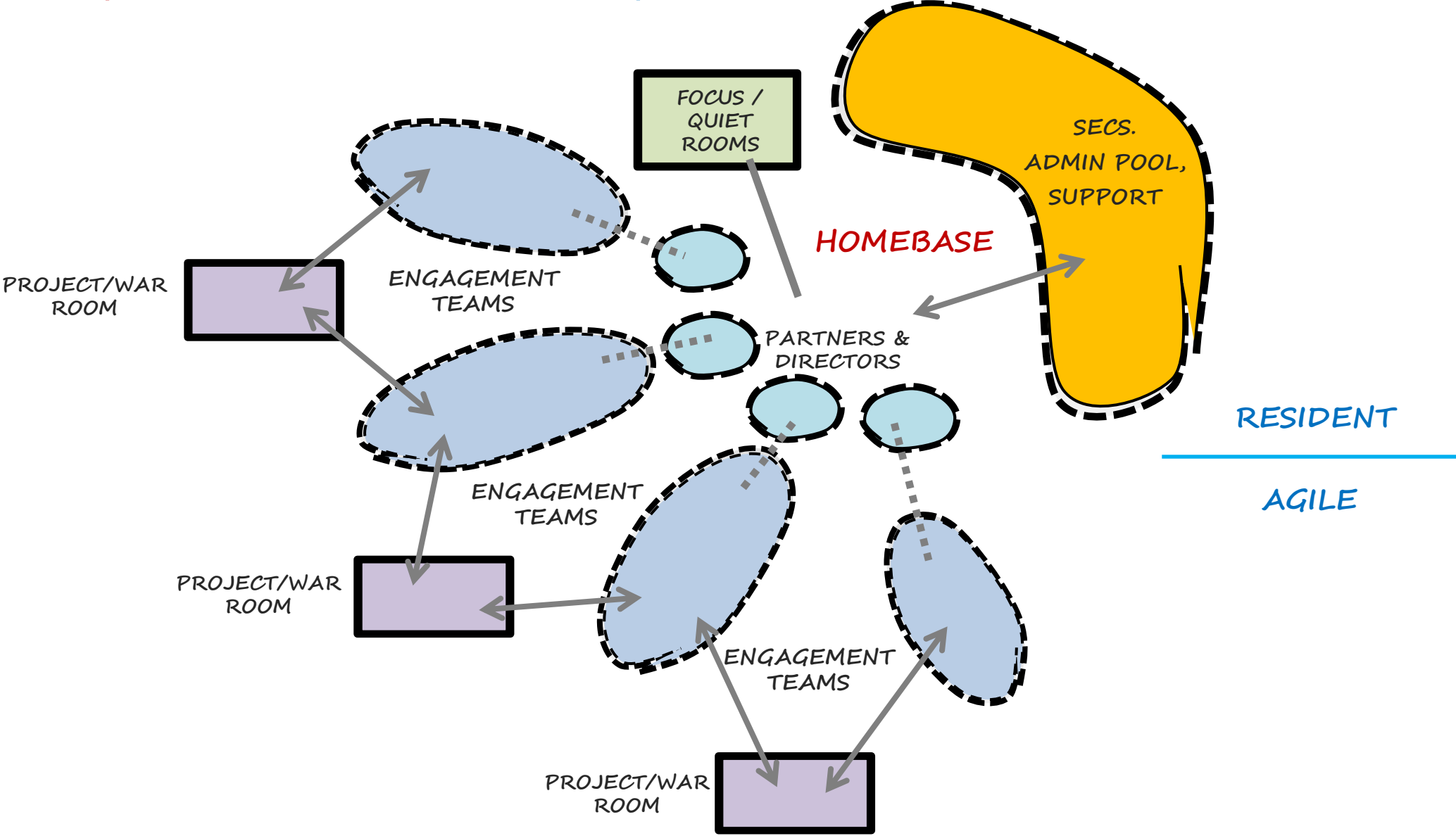


Five dimensions: 'Non-Compliant Bodies'

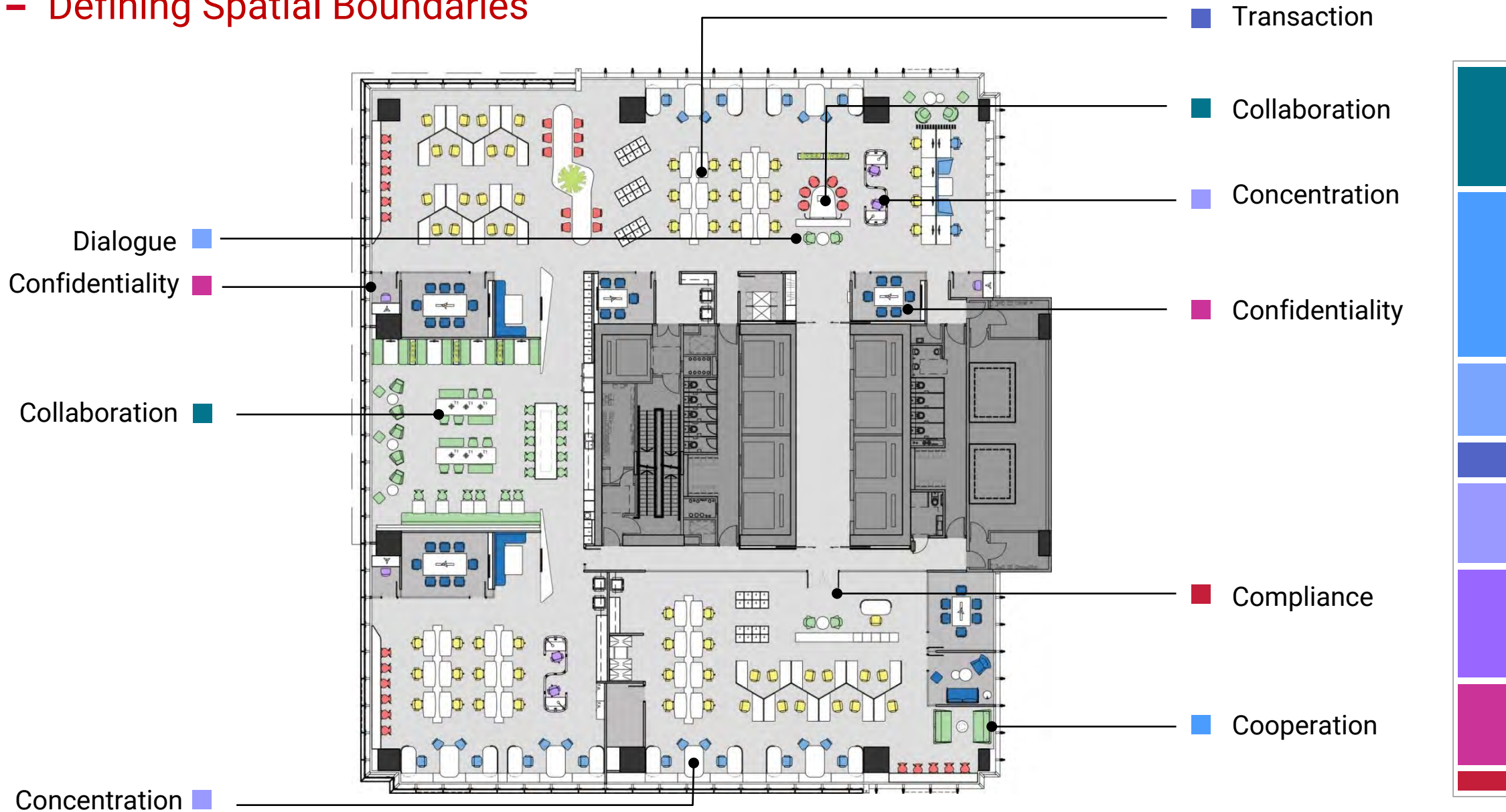


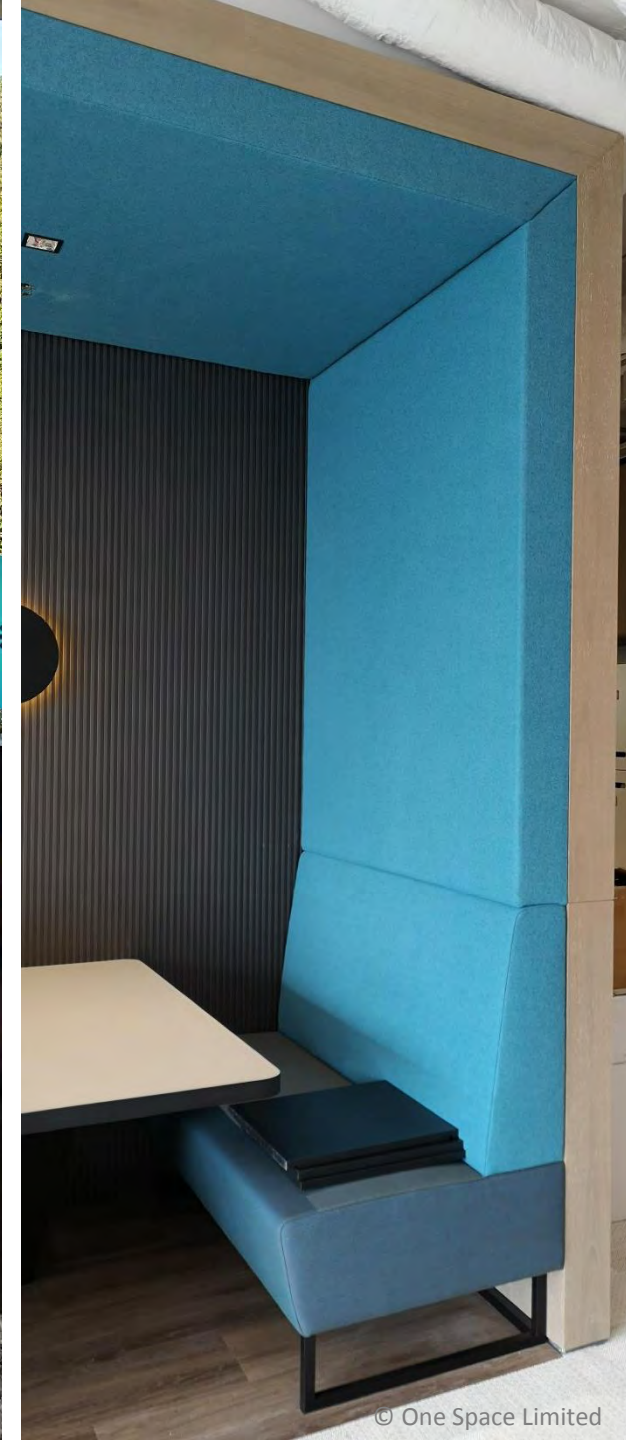
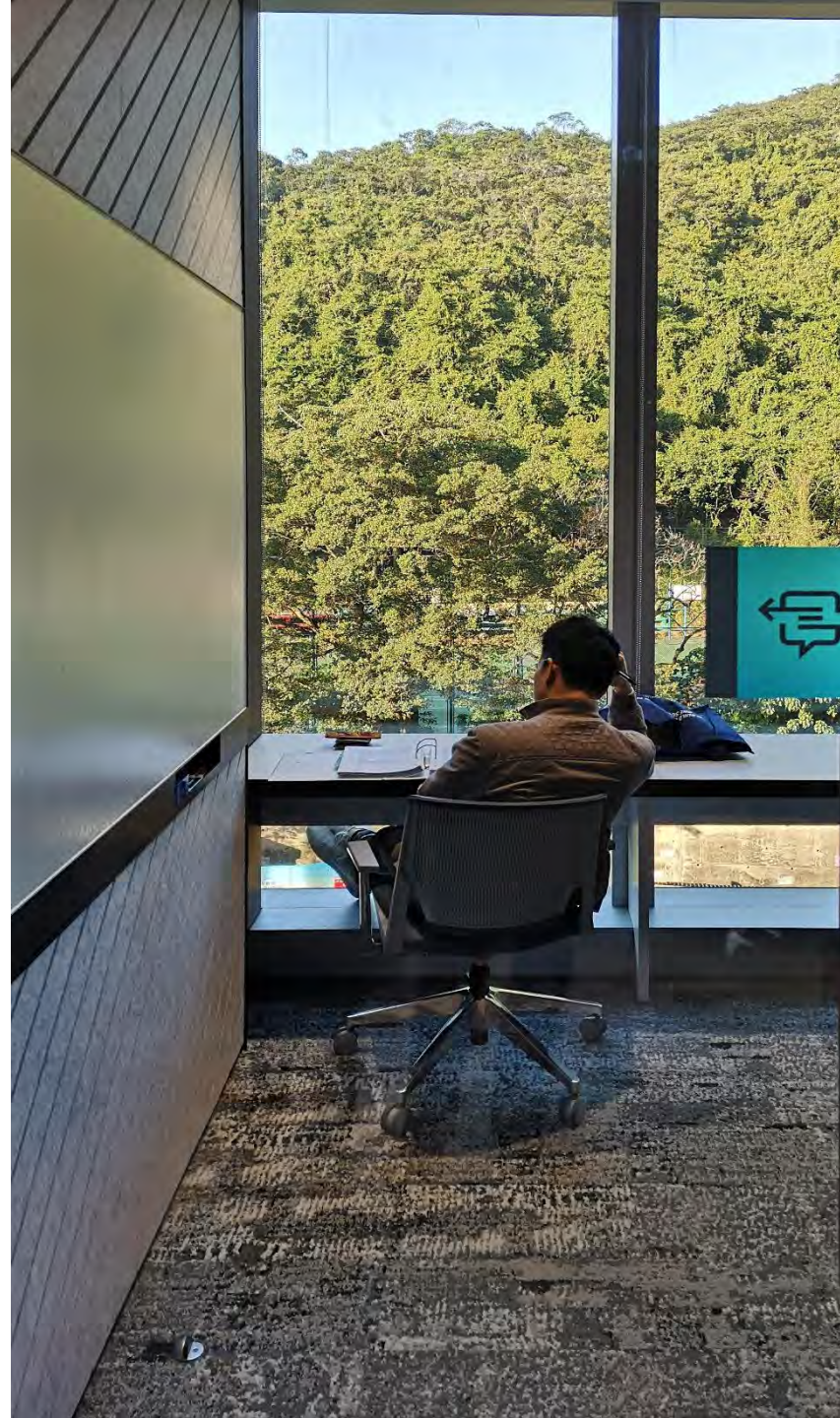


Masterplan DNA: Homebase Concept



Defining Spatial Boundaries







Kai Tak | 啟德

Arcadis

© One Space Limited



A Global Beauty Company

9.203

HKU

9.204

Sai Ying Pun

A Global Insurance Company

Designing the human space.

One Space has built its reputation since 2004 helping organisations like yours develop workplaces and client suites that **promote and support the core values** of the enterprise.

We are **specialists in behaviour-driven design**, which performs as a powerful tool for creating and maintaining a positive culture at the heart of your business.

One Space prides itself on our inquisitive, explorative approach, without preconceptions, that **opens up new, unforeseen possibilities**. This is at the core of how design can create long-lasting business value.

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