

Background

The IT department at this large mid-western university was scattered around campus. The IT leadership hoped that bringing the separate teams together into a new office building near campus would increase work flow efficiency and knowledge sharing. Two approaches were explored; a conventional approach with assigned offices and cubicles, and a progressive approach with a variety of free-address settings.

Drivers

- Knowledge sharing among different IT teams.
- Work flow efficiency and elimination of redundant services.
- Team building and overall employee engagement.

Services

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| Workstyle Patterns | Analysis using temporary chair sensors. |
| Workplace Attributes | Exploration of ideal workplace through online surveys. |
| Settings and Scenarios | Creation of flexible workplace strategies and optimal settings. |
| Concepts & Space Syntax | Development and analysis of floor plan variations to support movement and encounter. |

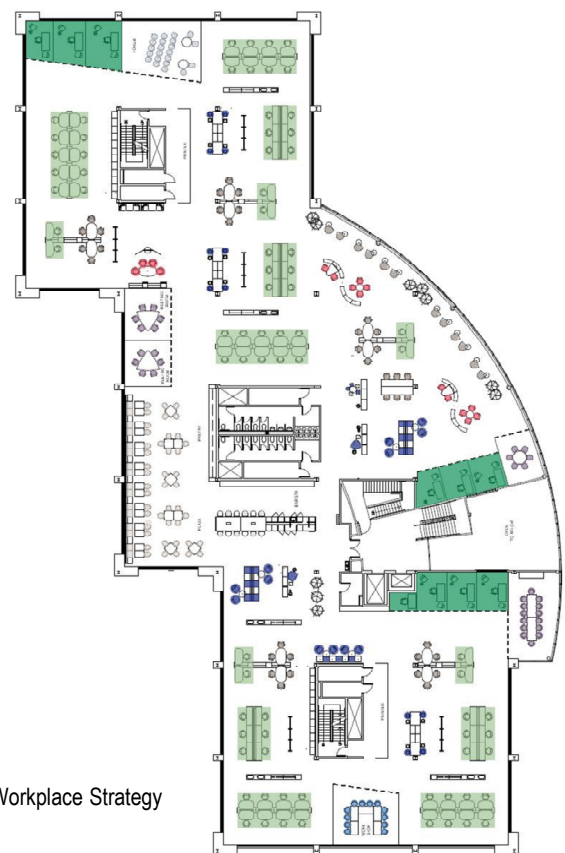
Outcome

Based on the highly mobile staff profile and their desire for more choice and control around when, where and how to work, the client proceeded with the progressive approach, providing a variety of open and closed, individual and group spaces. The plan has been well-received by employees, and a post-occupancy study revealed that the space can accommodate more staff than originally expected.



Conventional Approach

165 assigned individual seats
152 community seats
165 headcount



Alternative Workplace Strategy

136 unassigned individual seats
214 community seats
272 headcount capacity at 2:1 ratio