

Workplace Design Community of Practice

Adapting to the New Hybrid Work Environment

February 20, 2024



Agenda

Update on ABW

Its application in GCworkplace and why it remains a viable strategy for hybrid workplaces

Pillars of Workplace Strategy

The conditions necessary for a successful ABW implementation

Industry Benchmark

Highlights of research findings and status of hybrid post-Return To Office

[short break]

Design with Impact

Presentation from MillerKnoll research

Alignment with GoC Priorities

How workplace strategy supports long term vision

Actions in Progress

IDNCOE updates and developments in progress

Q&A

Open discussion and how to connect with IDNCOE

Activity Based Working

Key messages:

- Tailored to activities of population
- An effective way to optimize space utilization by leveraging flexibility
- Inclusive and user-centric strategy
- Industry model of choice for hybrid
- Catalyst for innovation, collaboration *when all the right ingredients are there*

For clarification:

- Not all about trendy furniture
- Less walls does not equal more collaboration
- Does not require occupants to change activities frequently
- Changing the space will not automatically change the behaviour



Four pillars of workplace strategy



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“Purposeful Presence is not something that is achieved once and then remains. Every interaction an employee has with their workplace will define and guide their thought process...”

Leesman Index: Purposeful Presence - September 2022



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Industry Highlights

Quality over quantity

- Donut effect
- Invest to divest
- Spotlight on workplace experience

Flexibility and Purpose

- While RTO continues, hybrid is the new norm
- “Earn the commute”
- How we use the workplace matters

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“Activity-based working (ABW), a design philosophy that provides a variety of space types for different work tasks, is ideally suited for the hybrid workplace. In addition to providing users flexibility and choice, it allows for the practical segmentation of quiet concentration space from public socialization space.”

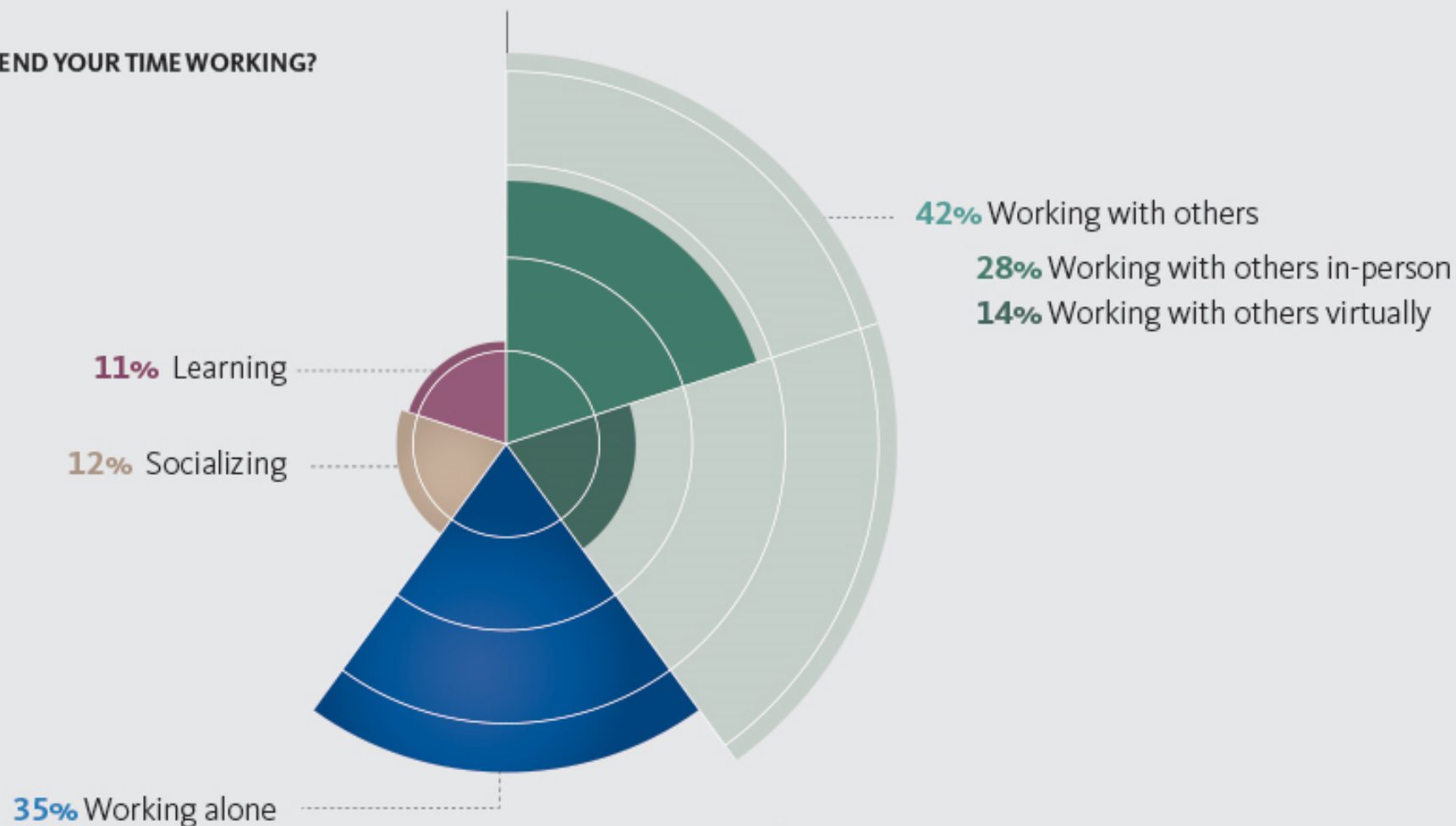
CBRE: The Math Behind the Hybrid Workplace - January 2024



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PEOPLE SPEND 42% OF TIME WORKING WITH OTHERS (IN-PERSON + VIRTUAL) AND 35% OF TIME WORKING ALONE

DURING A TYPICAL WEEK, HOW DO YOU SPEND YOUR TIME WORKING?



*Percentage of time spent in each work mode during a typical workweek

Alignment with Public Service Priorities

Addressing current priorities

- Adapt to TBS' Common Hybrid Model
- Optimize portfolio space
- Meet accessibility targets

Reinforcing organizational values

- Beyond 2020 public service renewal
 - Agile
 - Inclusive
 - Equipped



IDNCOE Actions in Progress

1. REVIEW OF WORKPLACE ACTIVITIES :

- **How have workplace activities changed** in new hybrid context - how does existing flexibility of GCworkplace design standard support, and what opportunities exist to further optimize workplace performance?
- Extensive **accessibility review** in collaboration with Office of Accessibility in the Built Environment

2. UPDATES TO DESIGN AND PLANNING TOOLS:

- **Space planning workbook**
- **Technical reference manual**
- **Design guide**

3. STAKEHOLDER ENGAGEMENT & PILOTS:

- **Analysis of existing space utilization**
- **Design Workshops** to test new planning strategies and gather feedback

Connect with the IDNCOE

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