Visualizing the Workforce to Create a Workplace Strategy

Workplace Evolutionaries WE:binar Series
Presented by Kevin Schlueter, Eelco Voogd and Ilya Devers of WPA
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INTRODUCTION

SPEAKERS

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Important Experiences to Share
Developing the Workplace

PEOPLE
CONNECTEDNESS
EXAMPLES
WHY ORGANIZATIONAL DYNAMICS?

TO KNOW HIM IS TO LOVE HIM.

Teddy Bears
TO MAKE IT WORK YOU NEED TO UNDERSTAND IT.

Attention Deficit Hyperactivity Disorder.
THE STORY OF EMILY

“THE WILD WILD WORK...”
65K
Work.
The Value of this Information?

Our work dynamic

Which activities are considered important and how much are they done:
- Analyzing: 1207 hrs
- Corresponding: 993 hrs
- Administering: 818 hrs
- Sharing knowledge or skills: 596 hrs
- Reading | Reviewing: 450 hrs
- Telephoning: 409 hrs
- Coordinating: 389 hrs
- Meeting: 349 hrs
- Coaching: 346 hrs
- Acquiring knowledge or Learning: 325 hrs
- Planning: 318 hrs
- Looking for information: 245 hrs
- Archiving | Processing information: 240 hrs
- Brainstorming: 187 hrs
- Writing: 164 hrs
- Meeting people | Talking: 138 hrs
- Programming: 135 hrs
- Testing | Trying: 134 hrs
- Designing: 66 hrs
Tying Tools to Activities and Activities to Environments.
Drawing a Line and Substantiating Needs....

Visualize the Typologies That Support the Work

Which ratio of workplace types best match the activities

- Private office: 16.64
- Study booth: 5.21
- Shared office: 18.94
- Team room: 48.54
- Open office: 22.27
- Cubicle: 14.42
- Work lounge: 5.54
- Small meeting room: 3.22
- Large meeting room: 19.57
- Brainstorm room: 14.86
- Small meeting space: 21.79
- Large meeting space: 4.01
- Meeting point: 2.89
- Touchdown: 3.69
SHOW your critical value networks. Seeing is believing and understanding.
1,000 FTE = $75,000,000 each YEAR
FIRST things FIRST.

The Essence of Workplace Strategy in Knowledge Worker Environments is …

KNOWING THE WORKFORCE
INVESTIGATE.
THE TEAM FOR WORK INNOVATION.
MAKE A CASE FOR WORKFORCE ANALYSIS.

- Workforce analysis proved that there was an excess of 40% square feet for a public organization. And that the current layout did not support their organizational goals. The savings from the reduced lease were invested in improving the remaining workplace.
The single most important activity for an Consumer electronics headquarters was ‘collaboration’. Analysis showed they lacked 23% space to accommodate their 1100 people staff to work on future business.
Solutions Must be Reconciled to the Work, Present and Future

• A large accounting firm that had transitioned to open plan offices had very low satisfaction on the workplace. Analysis appeared that their complex individual work (like auditing) was not supported for 40% of the time.
Collaboration to Create Change

• Identified 10,000 annual hours in wasted work activities or $500,000 every year
• Found 20,000 SF of wasted space
• Created $2.5+ million of CRE savings
• Immediate notice to proceed on $5 mil project
• Change is easy to understand and to share
• Didn’t design to wasted activities
• Workforce and Workplace evolution!
So you can become a **Chief Of Work**.

Thank you.
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In the cloud, secure, private.
Employee centric approach
Easy-to-use online dashboard

WPA – The Work analytics improving work.

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Hello WE members!
WE is pleased to announce for the fourth year in a row, WORKTECH has extended a $100 WE VIP discount on the WORKTECH conference.

If you haven't attended a WORKTECH event in the past, you are missing out on some of the best workplace content available. This year's West Coast conference will take place on December 2nd at the Mission Bay Conference Center, San Francisco.
There will be a full day of WE activities on Tuesday April 12th....
Case studies and a site visit!!!!!