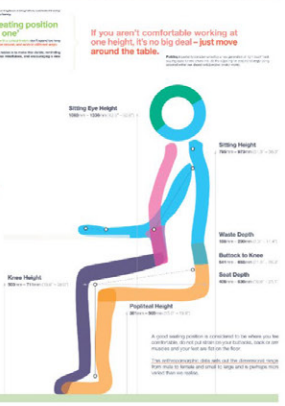
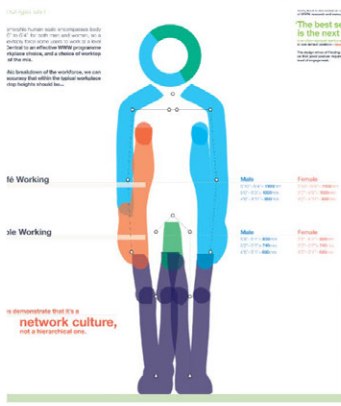
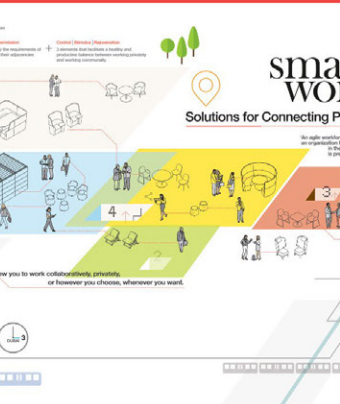
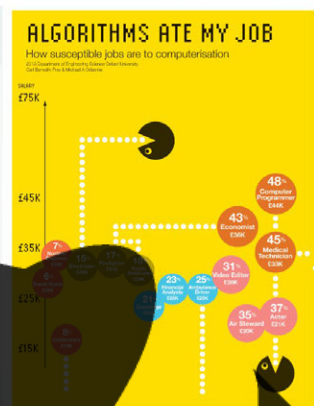
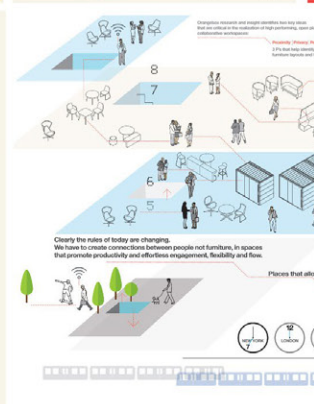
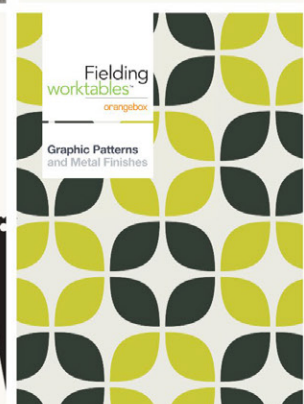
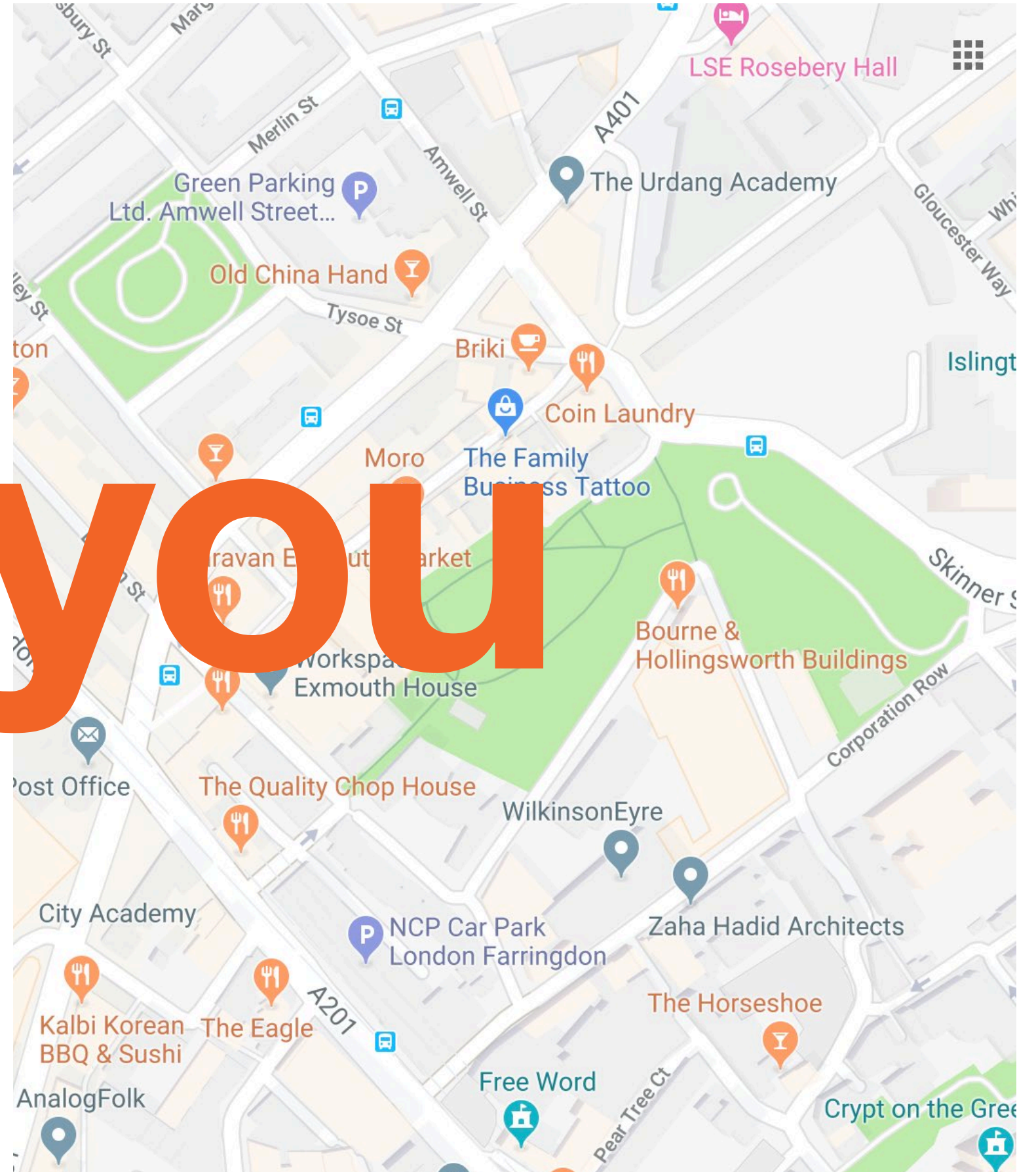




Life through
the lens of
orangebox



Maps help you see

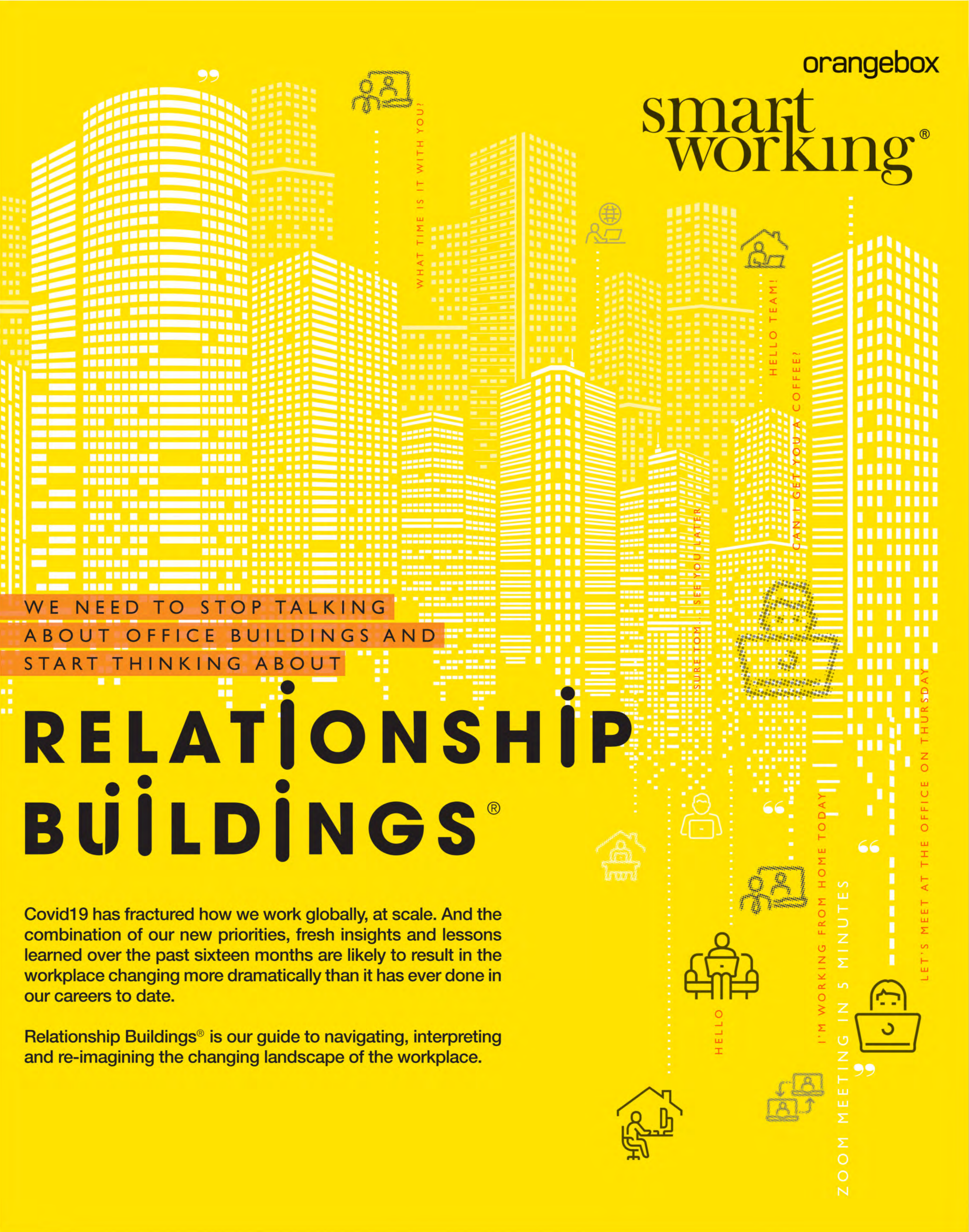


WE NEED TO STOP TALKING
ABOUT OFFICE BUILDINGS AND
START THINKING ABOUT

RELATIONSHIP BUILDINGS®

Covid19 has fractured how we work globally, at scale. And the combination of our new priorities, fresh insights and lessons learned over the past sixteen months are likely to result in the workplace changing more dramatically than it has ever done in our careers to date.

Relationship Buildings® is our guide to navigating, interpreting and re-imagining the changing landscape of the workplace.



Welcome to the new workplace

1

Relationship Buildings

Flagship statement buildings in which predominant flexible and diverse community spaces are complemented by collaborative privacy rooms and personal working areas.

2

Traditional Office

Spaces reliant on fixed desking and desktop computing, complemented by some collaborative/lounge spaces.



3

Home Working

Flexible two/three days a week concentrated personal working.



4

Distributed Hub

Next generation, more locally distributed workspaces that minimise commuting and offer opportunities for colleagues to work together in the same space.



5

Catch-up Spaces

Personal or small team meet/work in coffee shops, restaurants and hotel lobbies, lounges and business rooms situated in city centres and other locations offering convenient access.



6

Membership Clubs

Co-working membership club spaces (by prior arrangement) offering privileged access to key work/meet facilities.



7

Off-site Get-together Spaces

Bi- or tri-annual get-together workshop/conference/learning spaces.



We're on the brink of

the biggest creative revolution in office design

any of us are likely to experience in our careers, a true reason for optimism despite the uncertainty of the current economic challenges.

“If employees venture back to workplaces and nothing has changed, how will they feel?”



“The notion of putting 7,000 people in a building may be a thing of the past.”



“Fewer workers commuting to offices, fewer face-to-face meetings and conferences means fewer offices, hotels and business travel are going to be needed. Where we choose to live (and work) will begin to shift the balance of city, suburban and country living.”



Ten years collapsing to ten months

“Two years ago, relatively few executives considered competencies in crisis management, enterprise agility, cost management, workforce resiliency, innovation, or cash-flow management as critically important to their business. Today, top executives tell a different tale.”

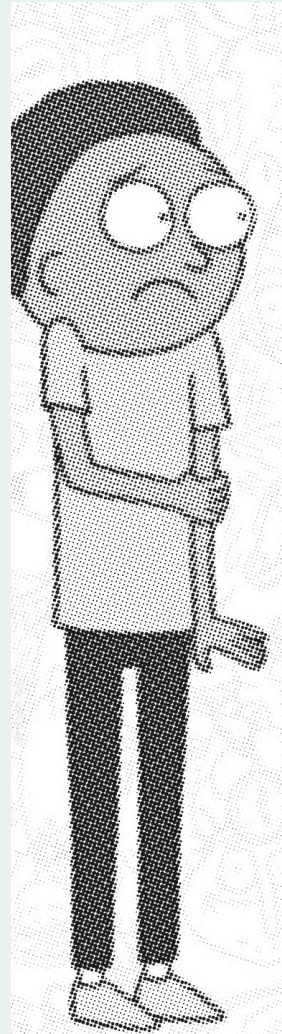
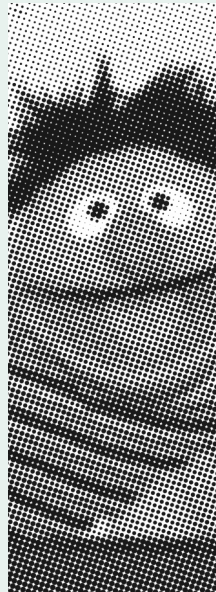
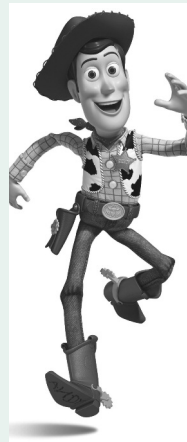
the reality for businesses has radically shifted.”

“Post-Covid 19.

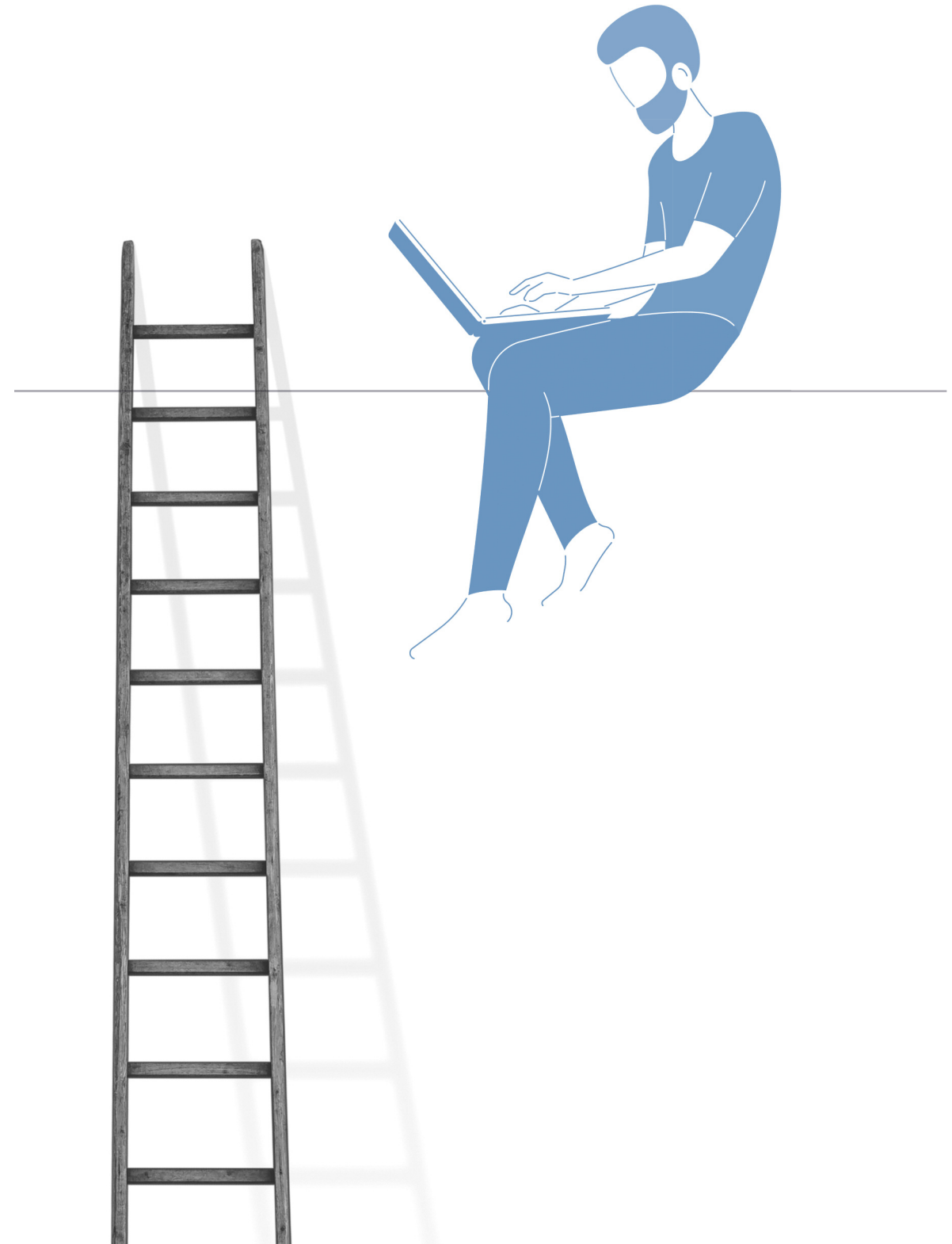


**Do we want to be
free range chickens
or battery hens?**

If we're all
scattered to the winds,
each of us working in isolation, **the**
casual interactions, team dynamics,
shared values and common
purpose that glue organisations
together, building company culture
and shared values, will evaporate.



“Beware of turning offices into mere meeting places. Individual, focused work is still an essential component of working life (91.9% of employees).”



Novelty vs boredom

Boredom undermines our ability to do things in purposeful and effective ways...

‘Seemingly small experiences are part of the rich tapestry we need for a good and productive life’.

novelty

• [noun] nov·el·ty

1. the quality or state of being novel [*newness*] 2. something or happening that is unusual 3. an experience that can be cognitively beneficial.



Hi Tim

When you have finished your meeting, we are all in that new cafe around the corner



IT SEEMS MORE THAN ANYTHING
ELSE THAT WEARING
casual clothes IS HIGHLY VALUED

The most important benefits of WFH

Percentage of employees highlighting aspect
as a benefit of remote working.

47%
More time
for family
and friends

36%
Bringing
whole self
to work

69%
Wearing casual
clothes

49%
Personalised
workspace

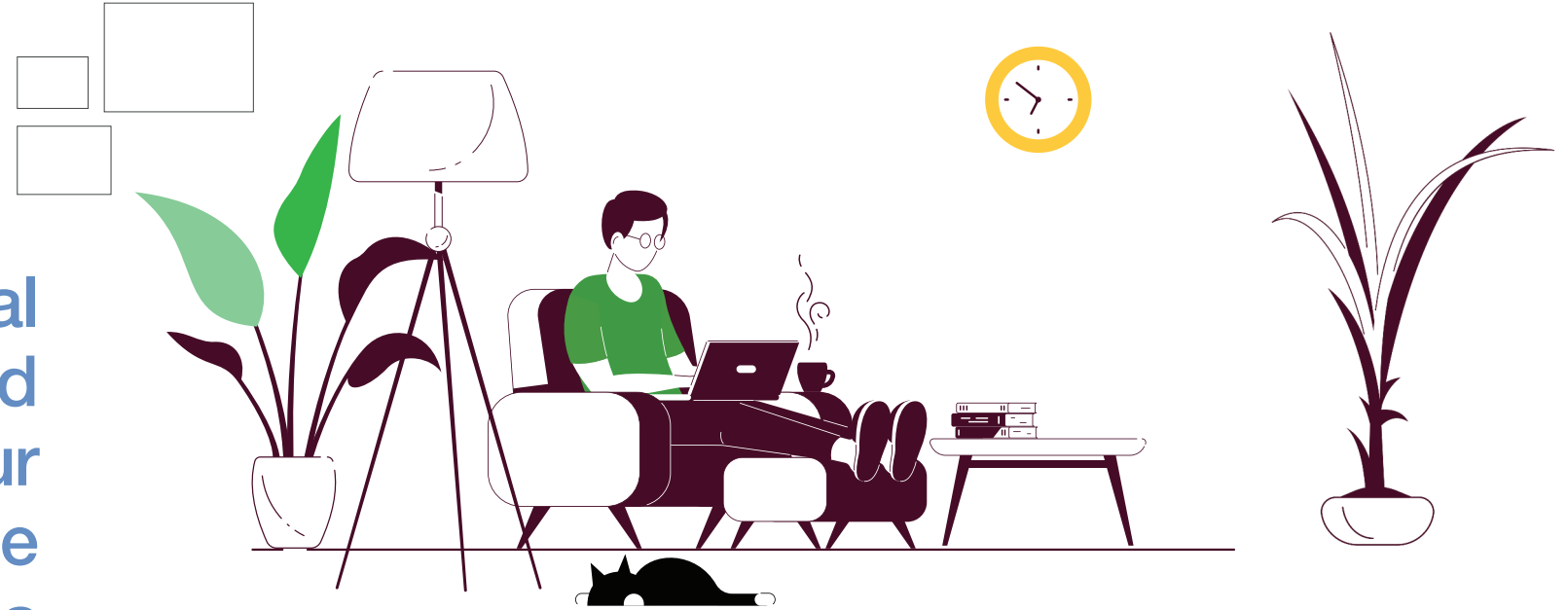
47%
More time for
hobbies



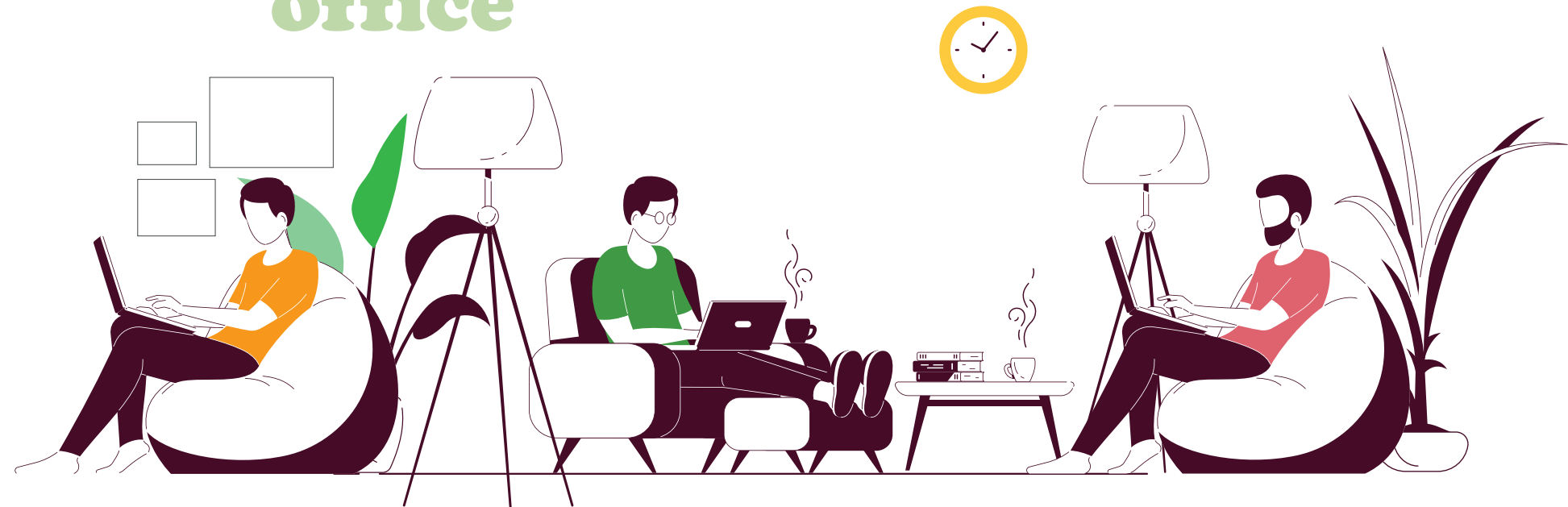
“Telework has plenty of potential to change our working lives, and our home lives, for the better. Our task is to try to make sure that the potential is realised – and this is going to be a social, rather than a technological, challenge.”

home

spot the difference



office



Who's looking after
the **kids**?

HELP

RELATIONSHIP BUILDINGS®

will need to have a restorative
and calming mandate, like offices
never had before.



For under 30s a hybrid model within

RELATIONSHIP BUILDINGS[®]

is a must, not a nice-to-have.

Work and learn by osmosis

RELATIONSHIP BUILDINGS®

where the 'office' is
no longer the health problem, it's
the wellness solution.



Hostile ergonomics hitting home...

physical, mental
and social health
under pressure
during lockdown



Wellbeing strategies beyond a free bowl of fruit



realising RELATIONSHIP BUILDINGS®

WHAT TIME IS IT WITH YOU?

“



HELLO TEAM!

LET'S MEET AT THE OFFICE ON THURSDAY

I'M WORKING FROM HOME TODAY



HELLO “



”



ZOOM MEETING IN 5 MINUTES

The **4** Guiding Principles for **RELATIONSHIP BUILDINGS®**

Our research and insight has identified four clear considerations that help shape the Relationship Buildings® project: Culture, Technology, Wellness, and Sustainability.

1

Don't commute to compute

Hybrid working has succeeded better than we'd ever expected it to, largely because we rapidly adopted (and adapted to) a wide range of new technologies – in effect travelling 10 years in 10 months.

'Don't commute to compute' can be a defining cornerstone of an organisation's culture, offering a clear path to a healthier workplace culture that recognises the critical importance of: **Values, Rituals** and **Heroes**.

2

Lights, Camera, Action!

All spaces are now VC places - except when they're designed not to be.

Just as theatres, cinemas and galleries engage us more deeply by enforcing digital blackout while a performance is taking place, Relationship Buildings® will safeguard the social and mental health of our teams by providing specific work settings designed to be VC-free.

3

The office is no longer the health problem, it's the wellness solution

Personal and collective wellbeing can be broken down into the areas of physical, mental and social health, and designers and forward-thinking organisations are focusing not just on human-centred design but also on fitness-centred design.

4

Sustainability is a shared responsibility

If we're to collectively pull our emissions back into line (as we need to), changing our attitude towards consumption, and also, perhaps, getting over our obsession with the new, is something we all need to do. Research confirms that such issues will go higher up the agenda as opportunities for this type of scalable carbon avoidance increase.



Sensory Ergonomics

an extra layer of comfort.

We need to consider all our senses when designing our workspaces. Doing so will help us innovate **beyond the formal guidelines**, enhancing our lives at work.

Smell



Smell is most strongly linked to memory and, remarkably, is responsible for up to 75% of the emotions we generate daily.

This isn't just about ground coffee, it's about nature: plants, natural airflow systems and untreated wood (cedar drawers) that evoke the natural world.

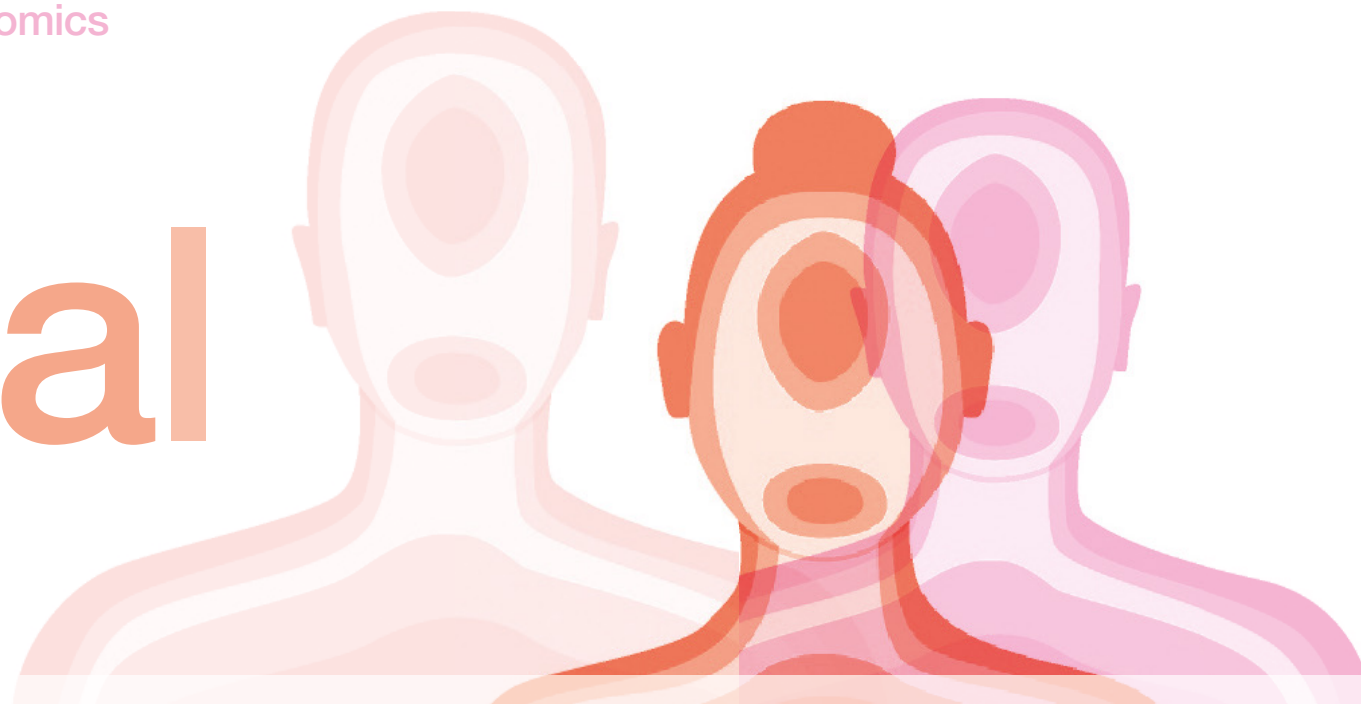
Sight



The senses have long been dominated by vision. In Western tradition, visual observation is the foundation of modern science.

We can influence mood and behaviours by controlling colour, patterns, light form and intensity; by using projections of nature, wayfinding and even through visual familiarity.

Thermal



Air temperature alone is not a valid or accurate indicator of thermal comfort or thermal stress. And as we pursue a fitness-centred approach, we may also experience higher metabolic heat.

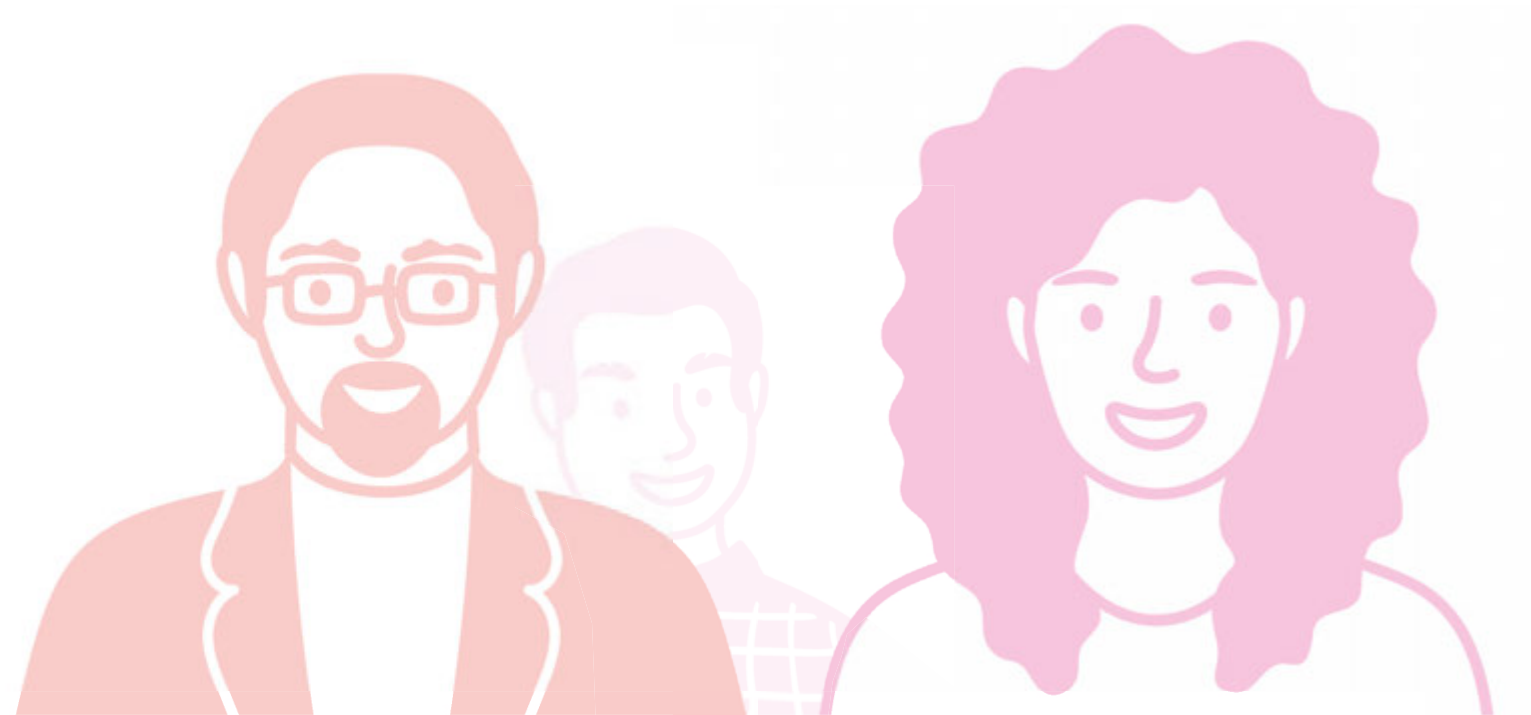
Psycho-thermal strategies may enhance comfort.

Touch



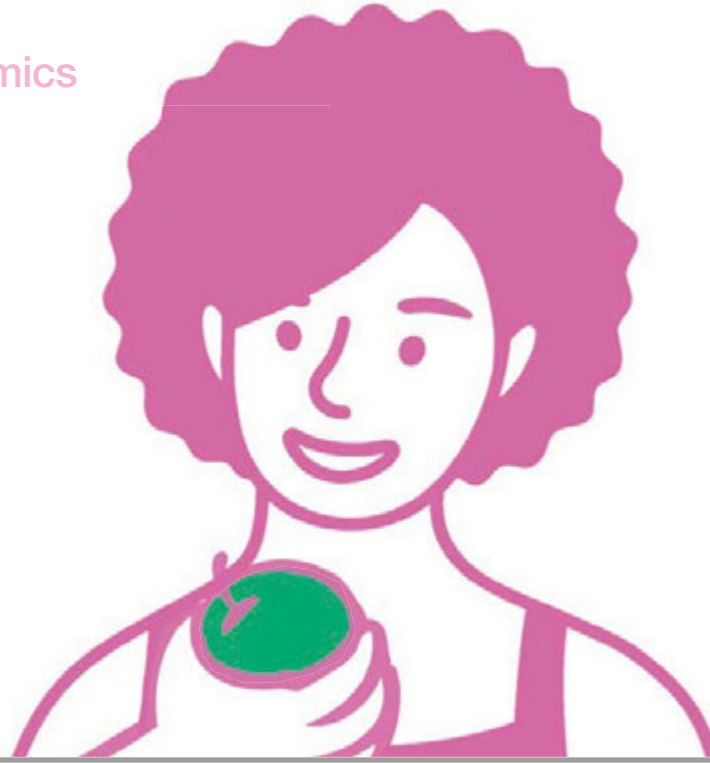
Touch allows us to understand materiality, texture and aspects like weight, depth, temperature, softness/harshness. Yet – aside from a keyboard or a phone's haptics – it's a sense that's rarely stimulated within our workplaces.

Spatial



Kinaesthesia is our sense of personal position and movement within a space, and it can have a strong impact on our feelings of comfort. This sense will easily be triggered by environments that are cluttered, confined, disorderly, unsafe or cavernous.

Taste



Although you wouldn't want to taste your workplace, you do want to provide people with the nourishment and sustenance they need – and offer them easy access to it.

Acoustic



One person's sound is another person's noise, and these subjective conclusions will change over the period of our lives. Getting the right mix of sounds within the multi-generational workplace is going to be vital.

At Orangebox we've outlined

The **five** layers of **privacy**

for **RELATIONSHIP
BUILDINGS®**

1

At ground level there are no rules.

2

Defined areas for team collaboration.

3

Light structures start to define physical boundaries.

4

Full acoustic privacy.

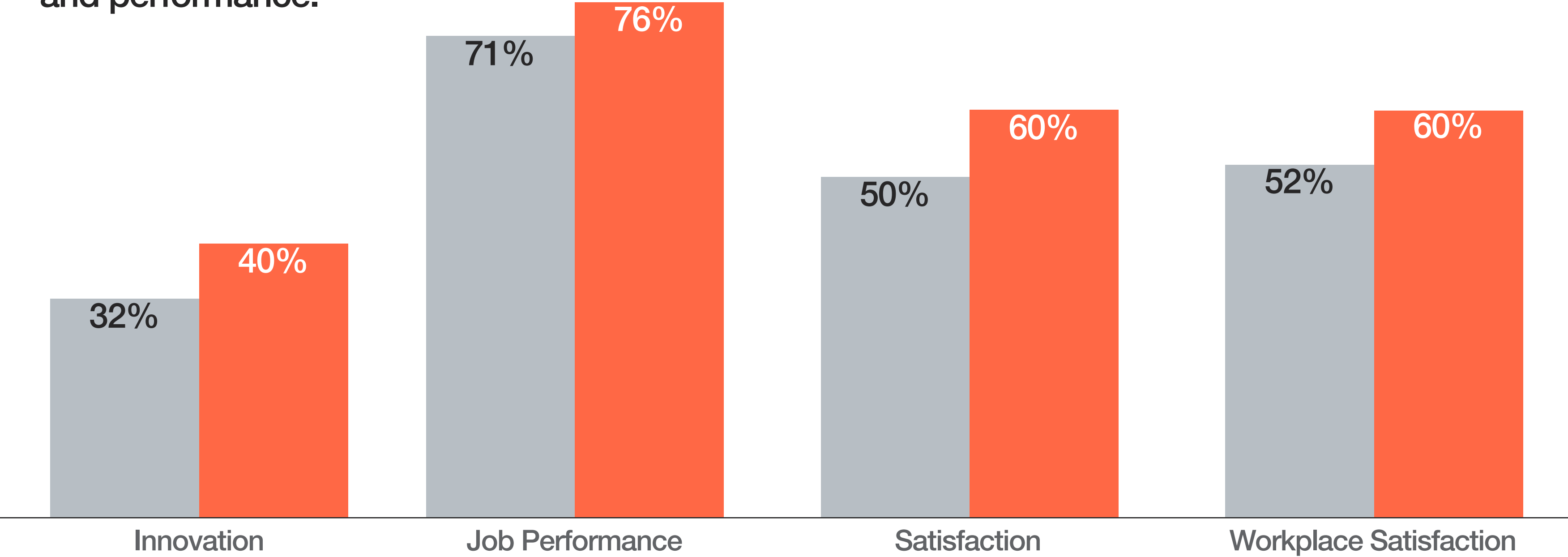
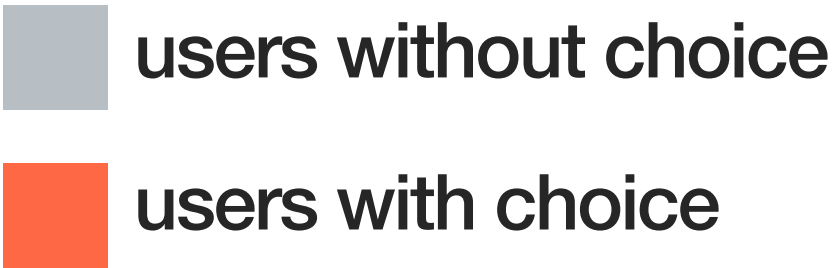
5

I want sanctuary.

As we travel through **privacy levels 1-5**, we increase our levels of acoustic, visual and psycho-acoustic control.

Workspace choice improves user experience

Users who have choice when, where and how to work have higher levels of satisfaction, innovation and performance.



Adapted from Harvard Business Review³⁵

The five layers of privacy

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11 key design concepts or ideas

With much more choice about where to work, enticing people to our workplace can only be lead by good design.

Here are some thoughts...



1 Avenues, not Corridors

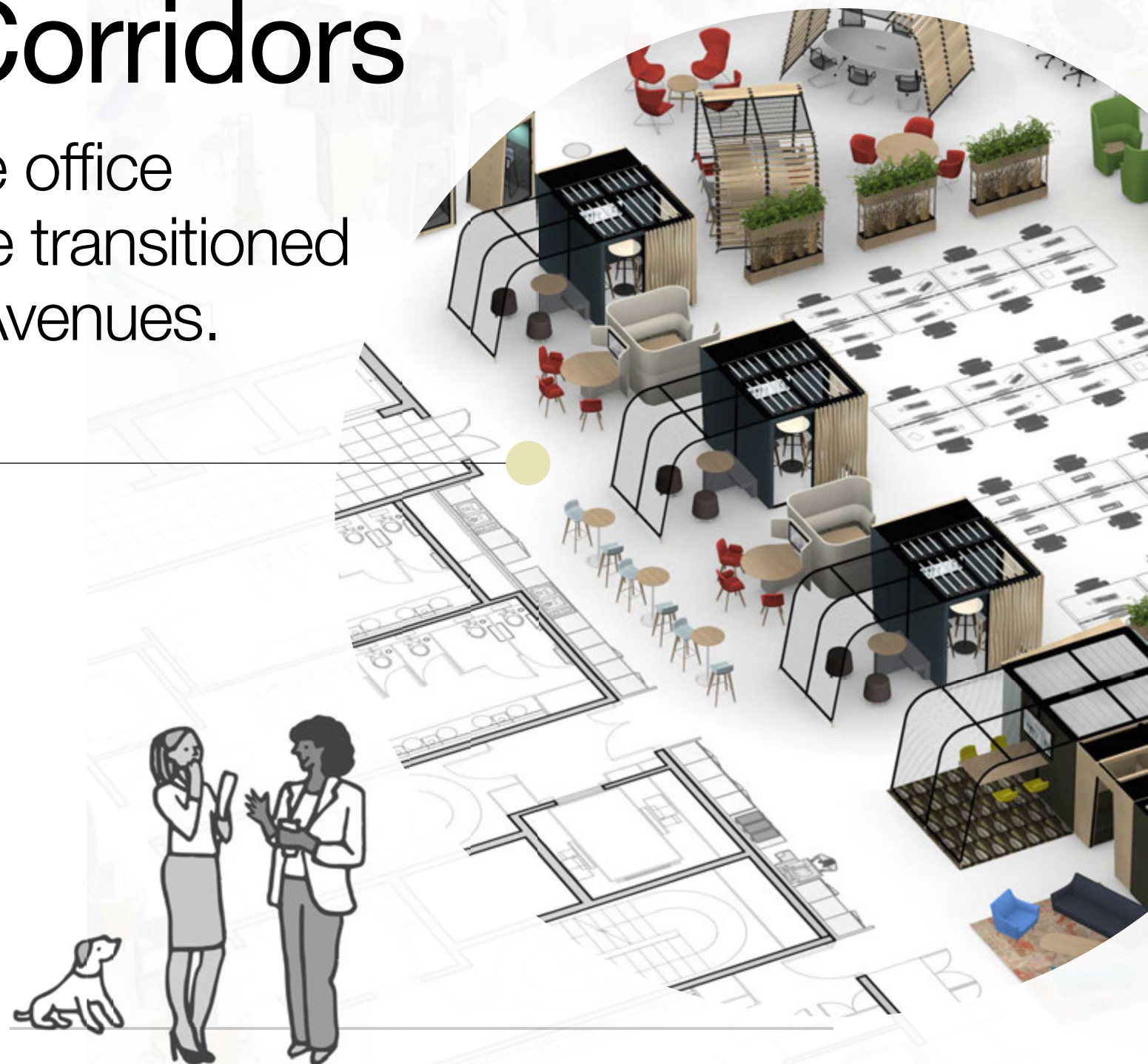
The traditional notion of the office corridor (motorways) will be transitioned into scenic routes we call Avenues.

Avenues, not Corridors

Culture a space to manufacture encounters

Technology low provision of connecting tech

Wellness high energy, high tempo



3 Limelight

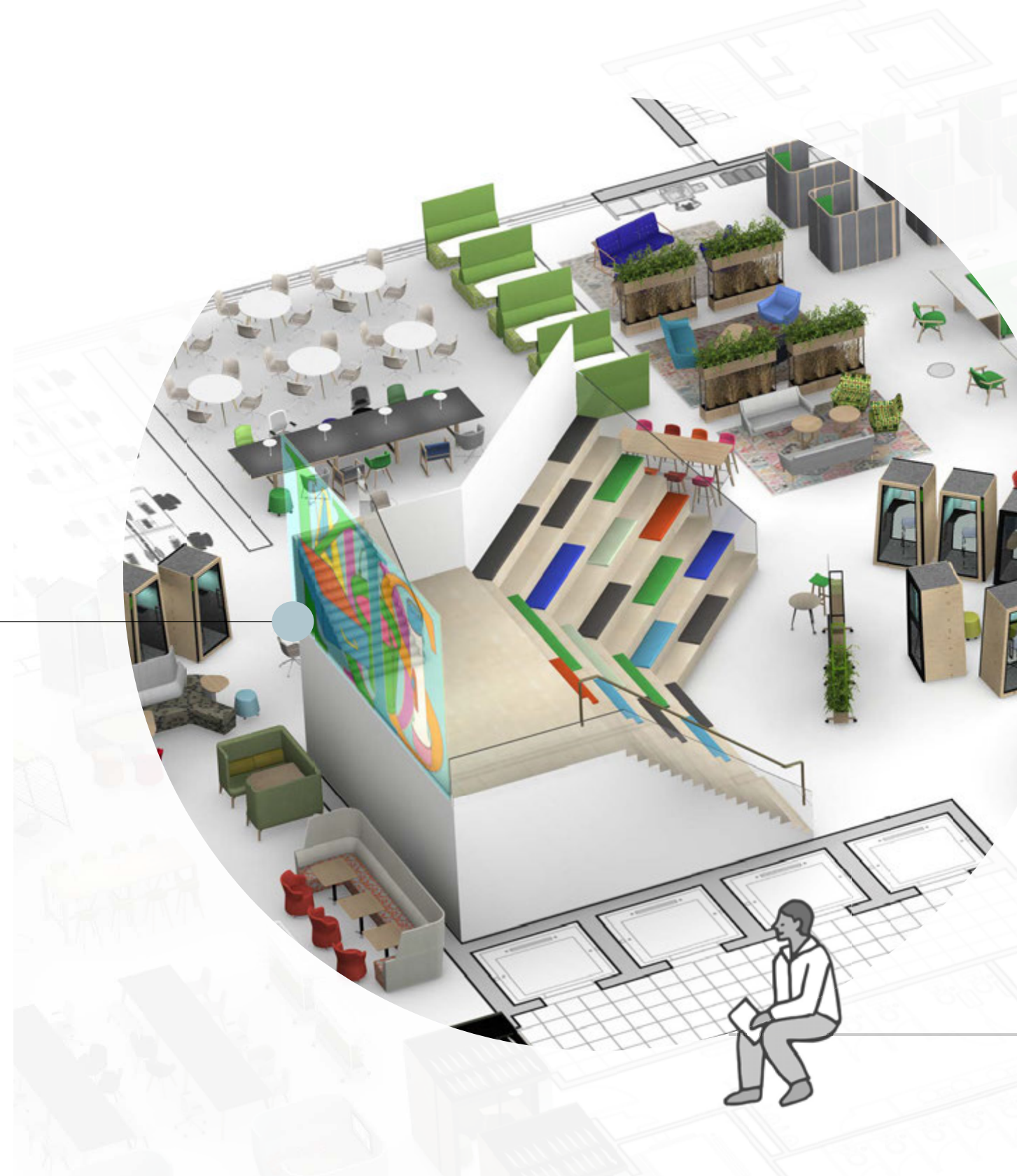
The town hall spaces within Relationship Buildings® help create community at scale.

Limelight

Culture a place to infuse the DNA of a business

Technology democratic tech options for all types of users

Wellness empower people to engage and learn



4 Hustle - Bustle

These new, smaller scale, hyper-social spaces are designed for team encounters, collaborations, presentations, game playing, entertainment and client engagement.

Hustle - Bustle

Culture to become closer to your colleagues

Technology mixture of digital and analogue options

Wellness multitude of seating options encourages movement



5

Pop-Up, Pop-Down (S/M/L)

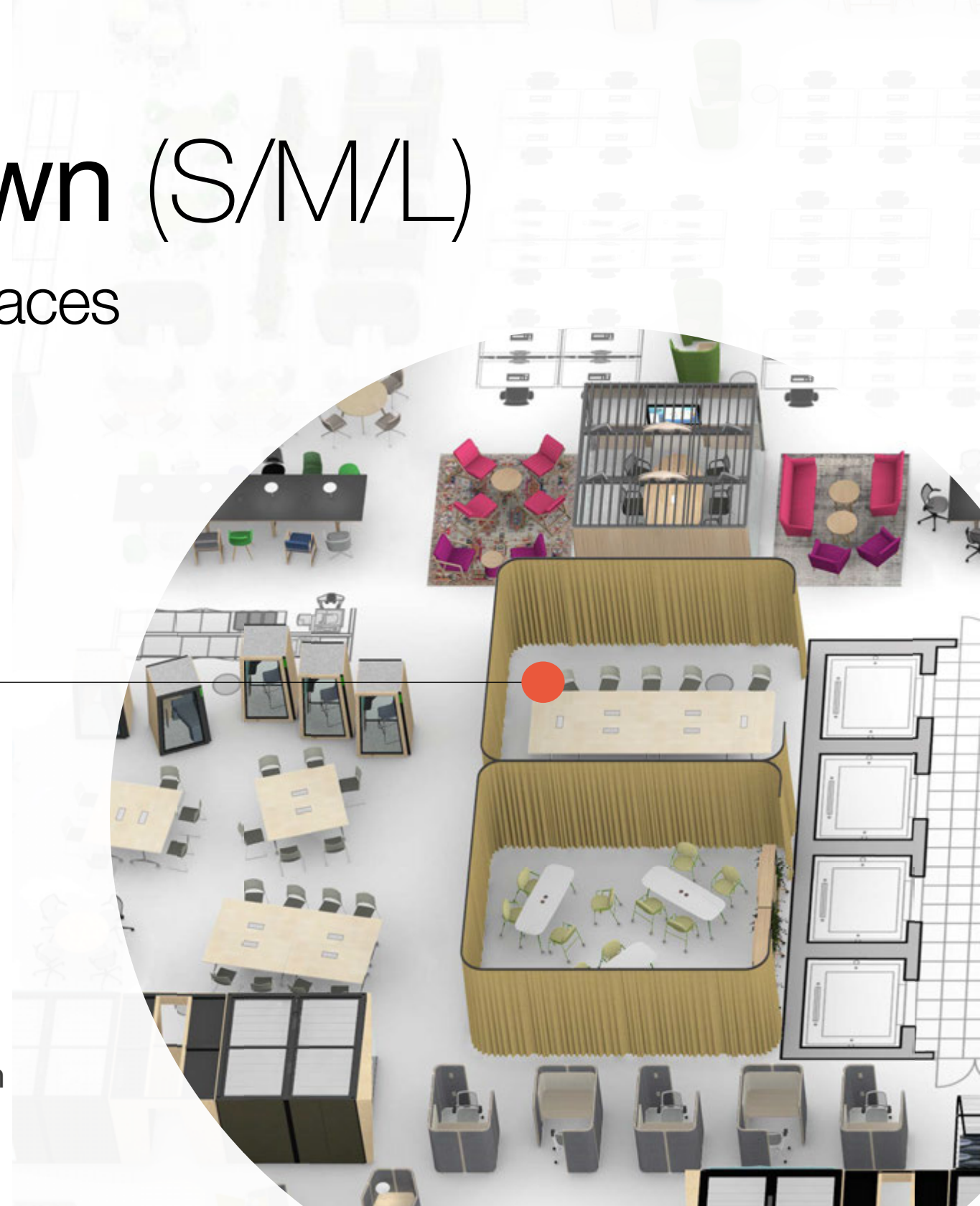
These hyper-flexible meeting spaces are for learning, mentoring, presentations and project work.

Pop-Up, Pop-Down (S/M/L)

Culture encourages spontaneity and improves efficiency

Technology mobile screens and whiteboards are critical

Wellness aids learning and knowledge sharing for personal growth



6 Island of One

This is a valuable space within Relationship Buildings®, facilitating quiet and focused individual work.

Island of One

Culture provides people with the privacy they need

Technology maximum connectivity to reach remote teams

Wellness a sanctuary that allows you to control your own environment



7

Team Tables

As we continue our migration away from the assigned personal desk, we gravitate to collaborative team tables.

Team Tables

Culture provides people with the privacy they need

Technology maximum connectivity to reach remote teams

Wellness a sanctuary that allows you to control your own environment



9

Food Club

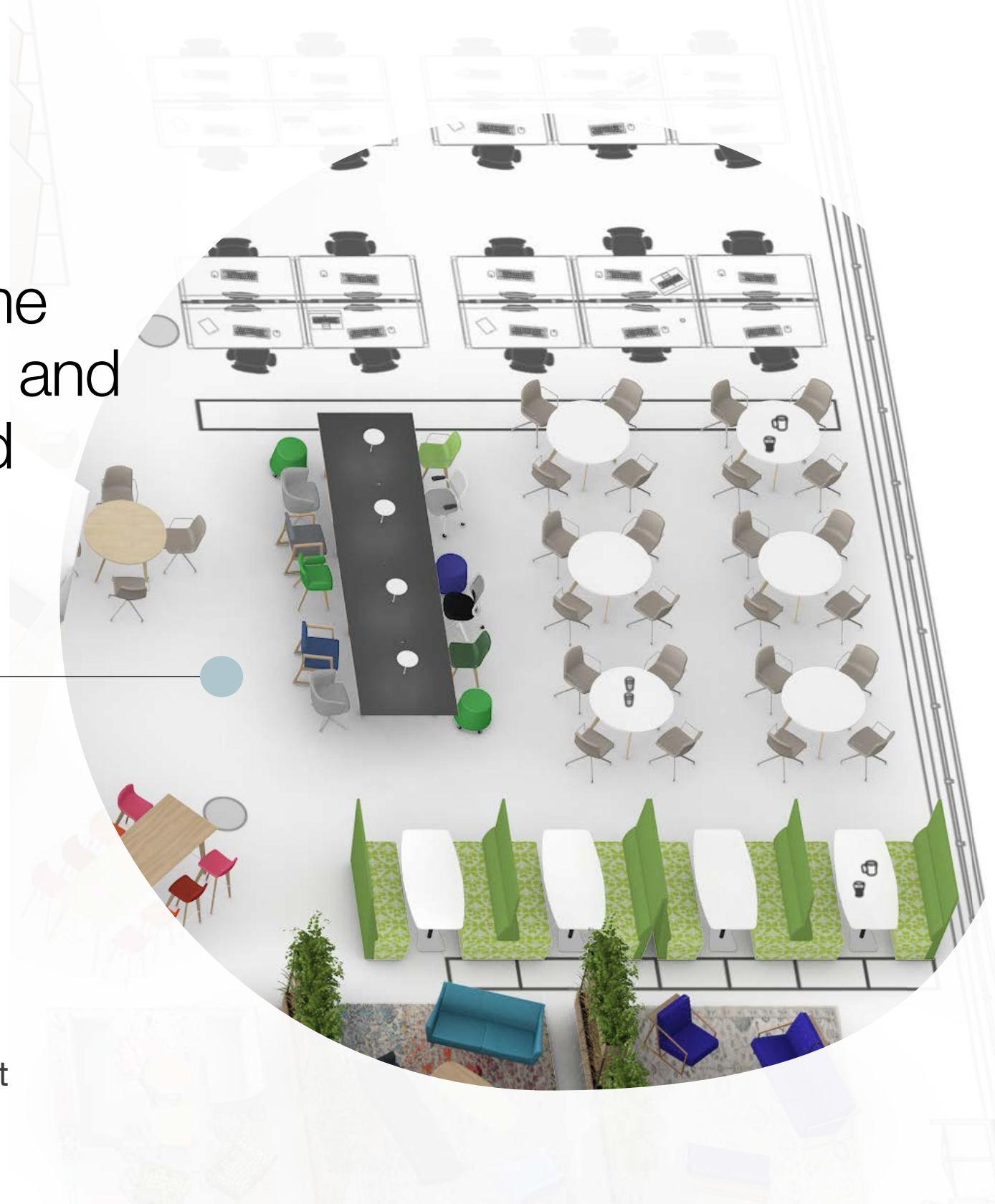
Eating together is a wholesome experience for all generations, and one that's filled with social and nutritional nourishment.

Food Club

Culture extends the life of the space, making it more valuable

Technology always low-tech

Wellness breaking bread together will bring social nourishment



11 New Attitudes at Altitude

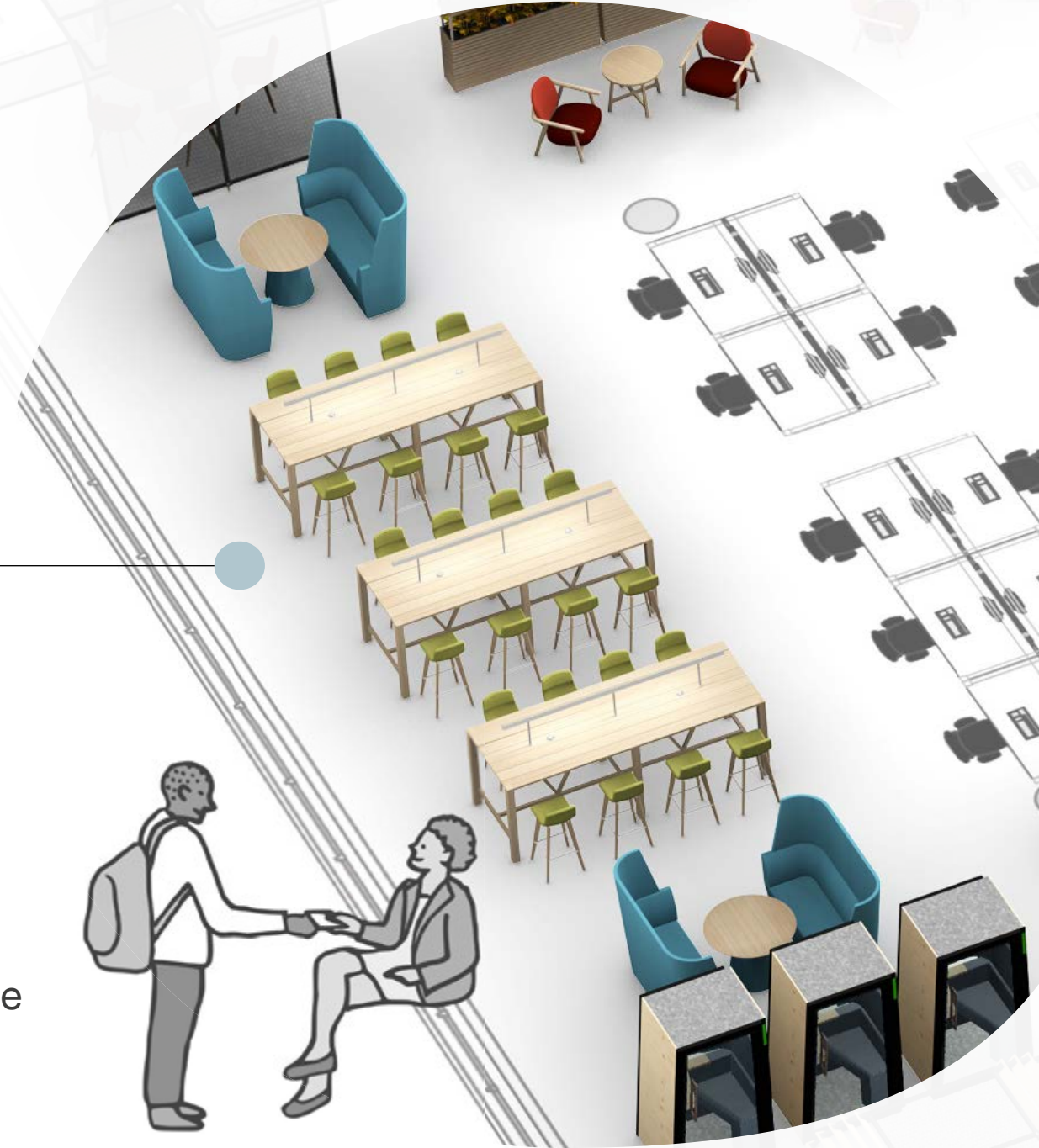
Café height working is critical to creating a more healthy mix of seating options within Relationship Buildings®.

New Attitudes at Altitude

Culture facilitates bar height conversations with passing pedestrians

Technology a mixture of uses, high and low tech

Wellness helps blood flow, cognitive agility and an upright balanced spine





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