

THE NEW

ROLE OF THE

OFFICE

poppin.®



Creating a purposeful workplace that inspires employee engagement.

The New Way of Working

As people reevaluate what's important to them and start to place more emphasis on the life part of work/life balance,

employers are now tasked with creating purposeful workplaces that are of value to their employees.



Optimized for hybrid work.

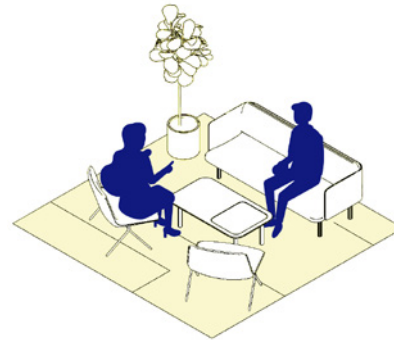
Workers value the flexibility hybrid work gives them. So much so that 86% of employees¹ say they prefer a hybrid model over fully in-person work. In order to create a purposeful workplace and optimize your office for hybrid work, ensure that employees have dedicated spaces for refuge, productivity, and socialization.

¹[accenture.com/us-en/insights/consulting/future-work](https://www.accenture.com/us-en/insights/consulting/future-work)



A Place For Optimum Productivity

The office is where employees should have the space and tools to do their jobs more efficiently than they can at home.



A Place For Socialization

Design your workplace to help employees build relationships and forge a bond with their coworkers.

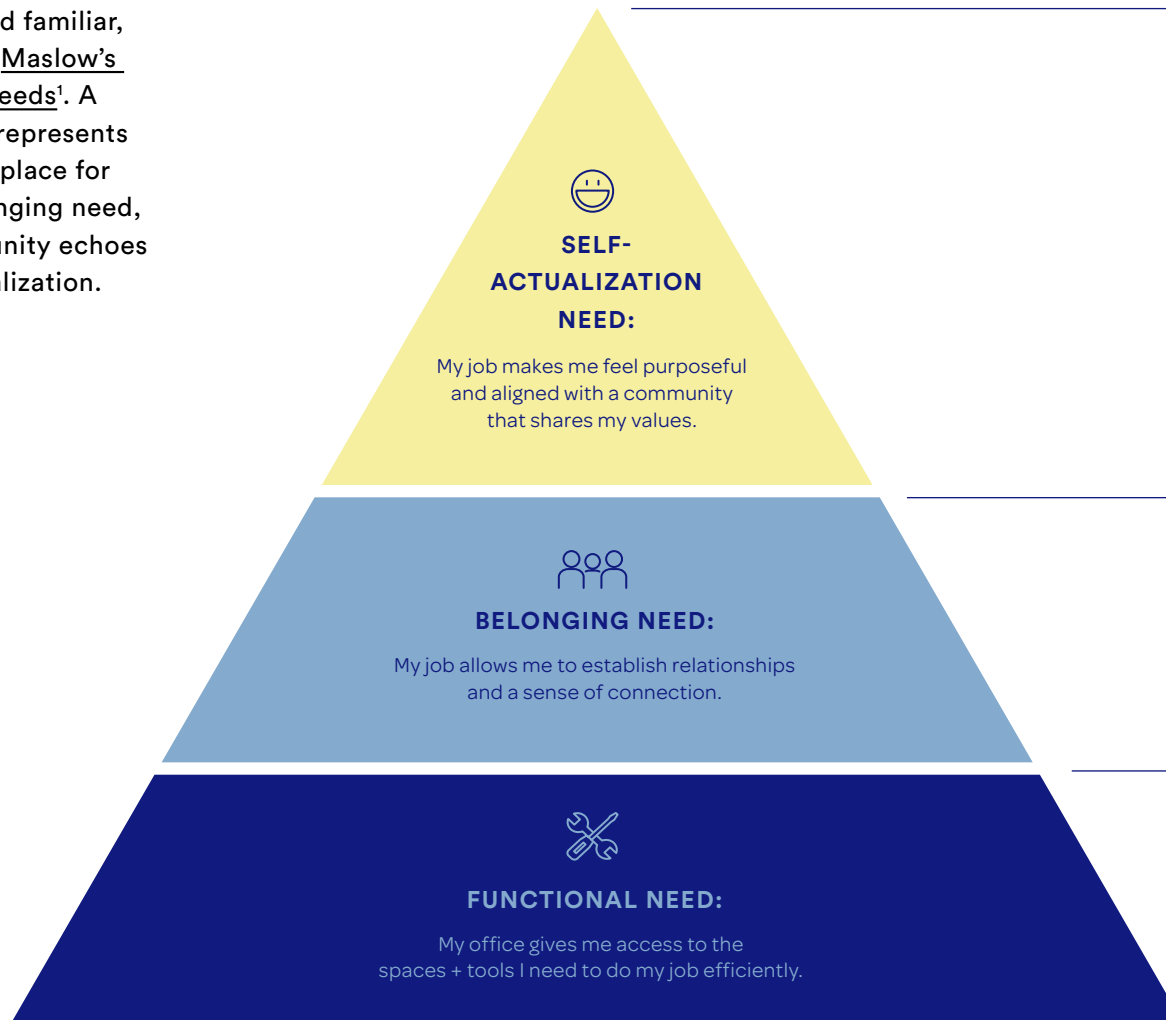


A Place For Community

Initiatives like Employee Resource Groups create connections. Build communal spaces to bring coworkers together.

Work needs are the same as human needs.

If these concepts sound familiar, it's because they echo Maslow's Hierarchy of Human Needs¹. A place for productivity represents our functional need, a place for socialization, our belonging need, and a place for community echoes our need for self-actualization.



Employees who align with your company values, take part in community-building activities, and engage regularly with their coworkers are the most loyal.

Achieving this need creates company loyalty, but it hinges on relationships, so if one employee leaves, it could create a snowball effect.

Fulfills the most basic needs of in-office work but only serving this need and ignoring the others could lead to high turnover.

¹[bbc.com/news/magazine-23902918](https://www.bbc.com/news/magazine-23902918)



CREATE A NEW TYPE OF WORK- PLACE

It's true that serving the needs of all your employees is easier said than done, so how do we put this into practice? Start by:

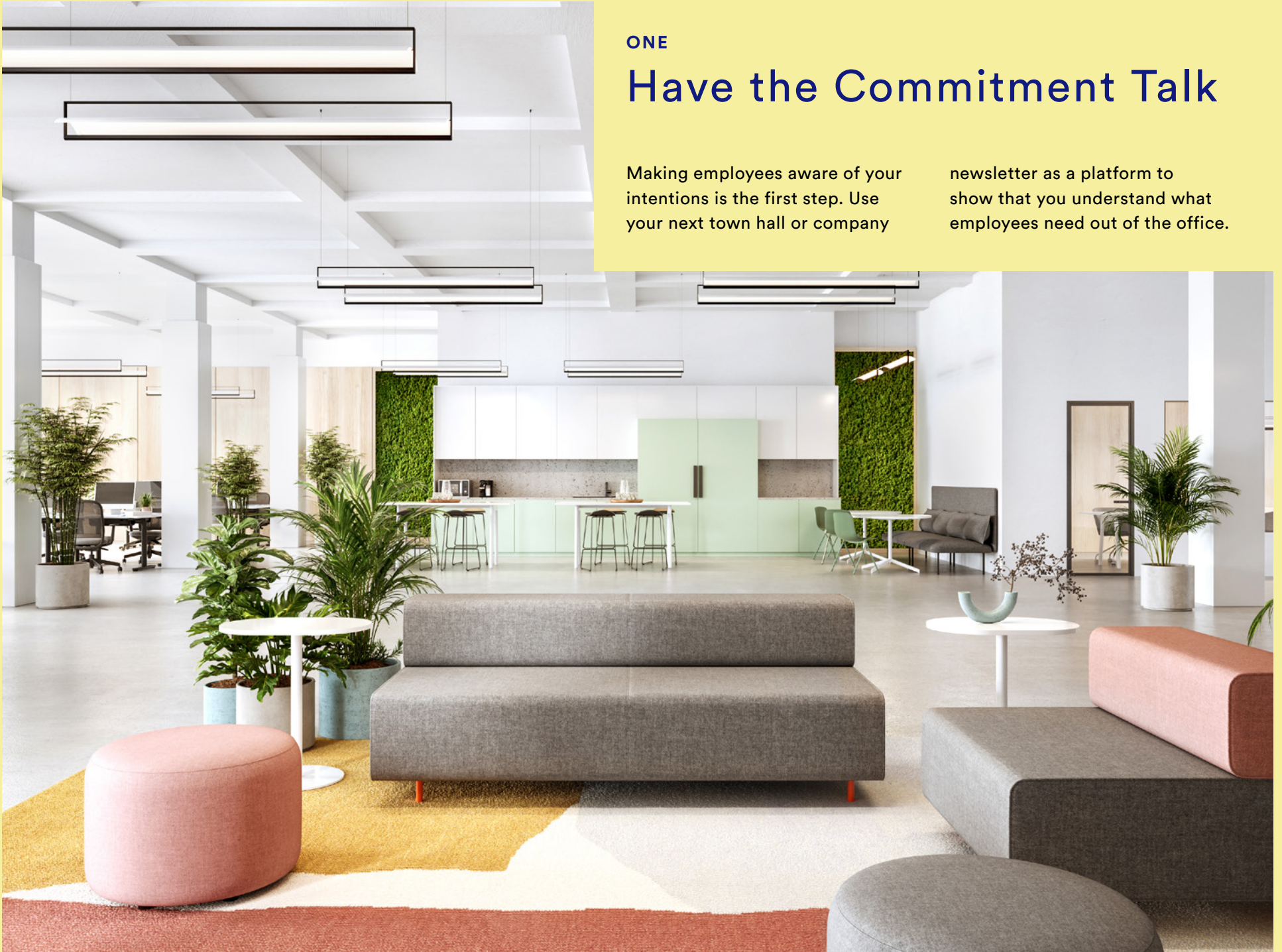
1. Publicly committing to addressing these needs.
2. Designing dedicated spaces to create a well-rounded work environment.
3. Backing up your words with actions and following through on promises.

ONE

Have the Commitment Talk

Making employees aware of your intentions is the first step. Use your next town hall or company

newsletter as a platform to show that you understand what employees need out of the office.

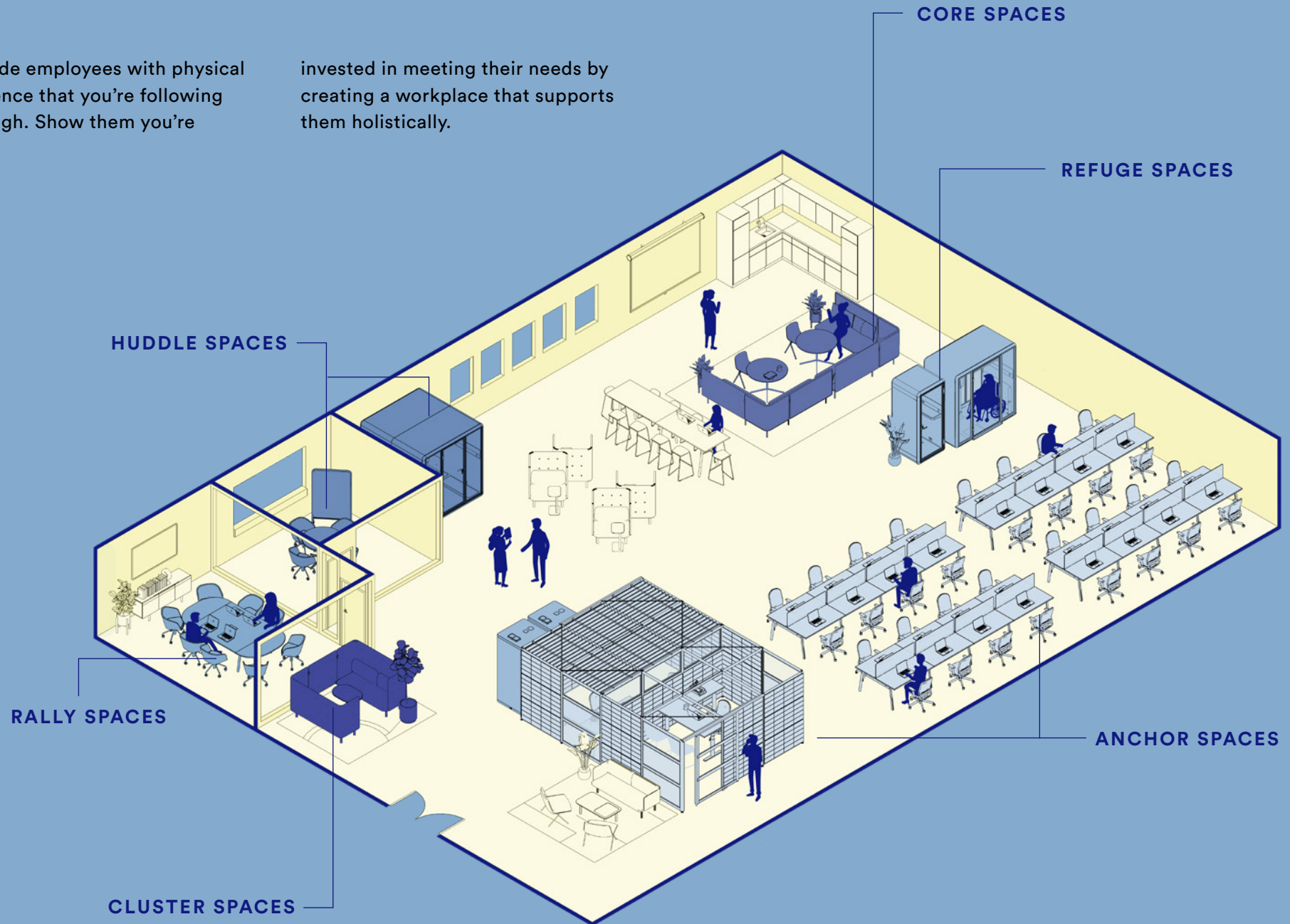


TWO

Be Action-Oriented

Provide employees with physical evidence that you're following through. Show them you're

invested in meeting their needs by creating a workplace that supports them holistically.



SPACES FOR

ANCHOR SPACES

Personal workstations where employees can make themselves at home.

ESSENTIAL ELEMENTS

1. Thoughtfully layout desks:

Consider larger desks with lots of surface area for employees that need permanent seating, multiple monitors, or high-tech tools.

2. Save space with solutions designed for hybrid workers:

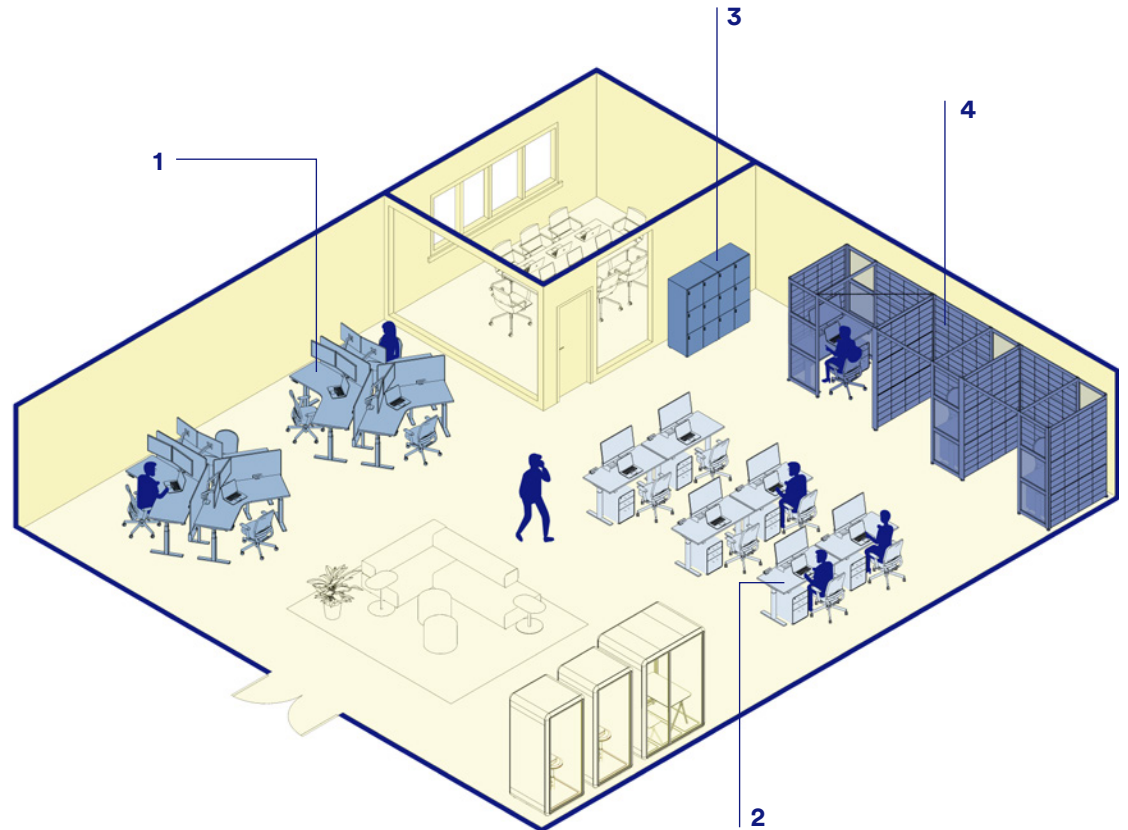
Smaller, single desk rows are great solutions for hot desking, giving hybrid employees a dedicated space to plug in and get to work.

3. A place to store personal items is a must:

Employees need a place to stow their files, personal belongings, and emergency umbrella.

4. Flexible space solutions:

Provide access to workspaces with visual privacy that reduces distractions. These are perfect for those that need to get more work done with fewer prying eyes.



INDIVIDUAL PRODUCTIVITY

SPACES FOR



REFUGE SPACES

Retreat areas placed strategically throughout the office for focused work or a moment of privacy.

ESSENTIAL ELEMENTS

- 1. Single-person office pods provide the ultimate in audio privacy:**
Our single-person, soundproof office pods are a refuge for quiet concentration.
- 2. Lounge furniture that enables visual privacy:**
Thoughtfully designed lounge furniture creates opportunities for employees to grab a bit of privacy.

INDIVIDUAL PRODUCTIVITY

SPACES FOR

CLUSTER SPACES

Partially enclosed spaces that are perfect for informal brainstorms and small group lunches.

ESSENTIAL ELEMENTS

1. Lounge furniture fosters collaboration:

The right kind of lounge furniture for cluster spaces reduces visible distractions and creates some visual privacy. Perfect for brainstorms and touch bases.

2. Create spaces for small group meetings:

These are often overlooked but spaces for small groups to meet are an important aspect of the modern office and also frees up bigger conference rooms for large meetings.



COLLABORATION + CONNECTION

SPACES FOR

HUDDLE SPACES

Rooms for small group meetings. Seating can be plush for a more relaxed atmosphere or structured to inspire productivity.

ESSENTIAL ELEMENTS

1. Make room to meet:

Create spaces for small groups using meeting pods or flexible space solutions.

2. Furniture that encourages collaboration is essential:

Conference tables and comfortable seating are essential for meeting rooms.

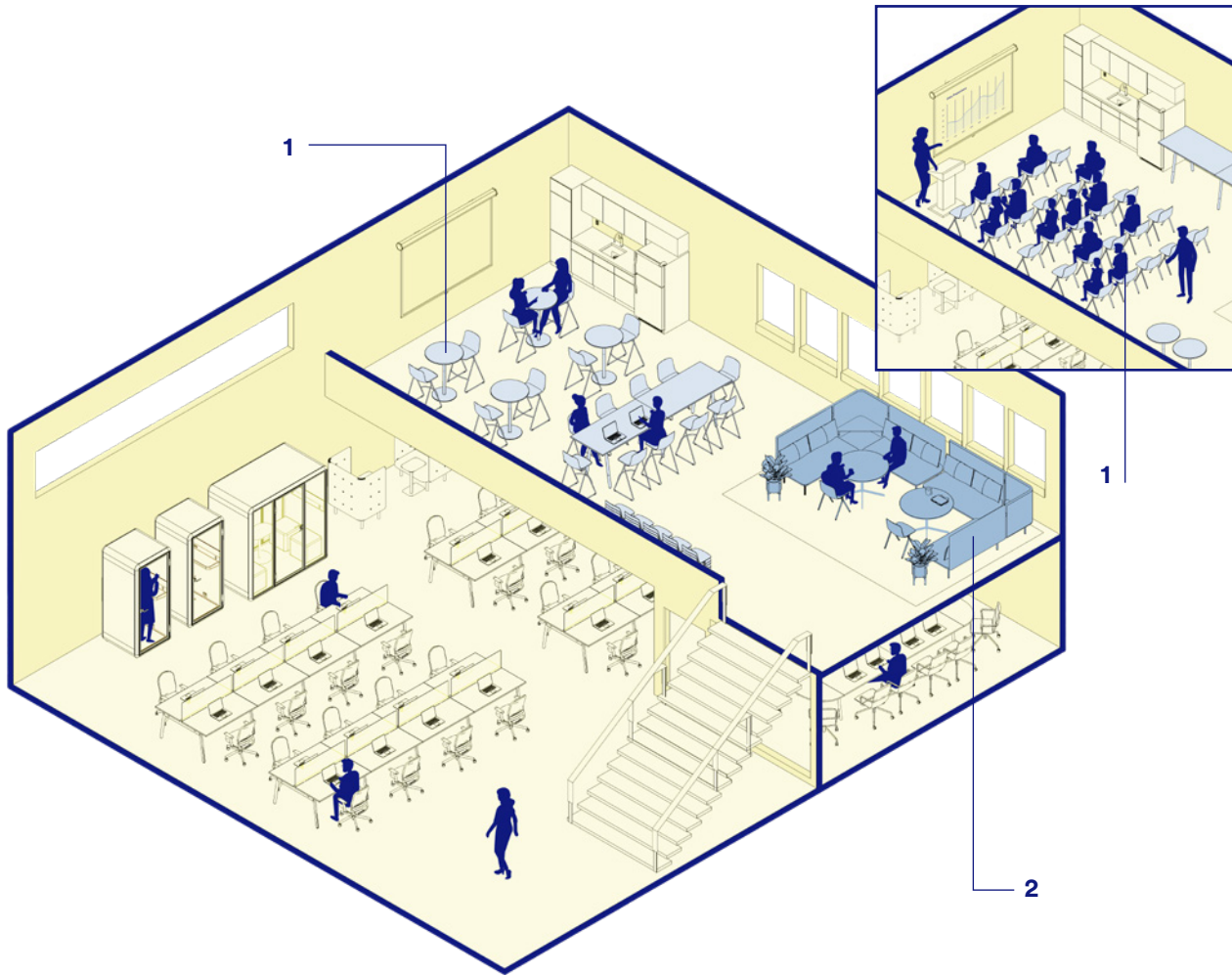
3. Keep brainstorming tools handy to encourage innovation:

Equip conference rooms with tools like pinboards, and digital conferencing equipment to encourage big-picture thinking.



COLLABORATION + CONNECTION

SPACES FOR



CORE SPACES

Large gathering areas where you would host all-hands meetings or company happy hours. The focal point of the office, these spaces should be reflective of a company's brand and values.

ESSENTIAL ELEMENTS

Furniture that's conducive to connection:

1. More casual seating that allows groups to come together is ideal for a community space.
2. Choose flexible solutions that can be rearranged for everything from a company-wide happy hour to an all-hands meeting.

COMMUNITY BUILDING

SPACES FOR

RALLY SPACES

Conference rooms that seat eight to twelve. In addition to being necessary for formal meetings and teleconferences, they're great for team meetings and activities.

ESSENTIAL ELEMENTS

1. Room for all:

Huddle Spaces on a grand scale. Provide large group tables and flexible seating to set the right mood.

2. Provide tools for Innovation:

Tools that foster collaboration and innovation, like dry-erase boards, will feel right at home in this space.



COMMUNITY BUILDING



THREE

Get Purpose Driven

Now that your space meets employee needs, it's important to make sure your brand and culture resonate as impactfully.

Rethink your company mission statement and ensure it is inspiring to employees. Regardless of what kind of business you have, identify what is important to your employees and meet them there.

COMMITMENT TO HEALTH + WELLNESS

Provide free or discounted gym memberships, initiate a step challenge, or set up a weekly healthy lunch.

ENCOURAGE CREATIVITY

Schedule a company paint night or play to your employees' strengths by implementing lunch and learns or employee-led classes.

GIVE BACK

Make your values known with initiatives like company-wide food drives and volunteer days.

The role of the workplace is changing.

It's falling to employers to design a space that teams are drawn to rather than merely mandating a return to the office.

Contact us at (866) 926-4922 to learn more about how Poppin can help your company rise to the occasion and best meet employee needs.

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Find a showroom near you: poppin.com/showrooms
(866) 926-4922 sales@poppinpod.com

