

# Workplace Environments

Supporting the Evolution of Spaces and Creating Connections





## DESIGN THINKING FOR TODAY'S WORKING SPACES

Kimball International offers thoughtful design and product solutions that make employees, clients, and guests feel like they are a part of something bigger. Through research, we examined healthcare, workplace, and education experiences. We uncovered that employees needed flexible, adaptable, and safe spaces to feel comfortable. While not surprising individually, it was interesting to note that this need was across all industries. This research also validated what we all know to be true - the right spaces create connections.

By incorporating these insights and adding the right mix of furniture and human-focused elements, it's easy to design workspaces that are inviting, personal, and functional... ultimately creating a culture that people want to return to.



 **Kimball** International

Kimball NATIONAL *&c.* interwoven DAVID EDWARD

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During the course of the pandemic, Kimball International conducted research to better understand employee needs. With our research partners, we found that one message was consistent. No matter the end market, design must be responsive. When we took a closer look at the spaces that are needed to support responsive design, we discovered four trends. The 4 Ps—Pliability, Performance, Power, and Placement—must be considered to develop spaces that can be truly responsive to the user needs and provide an optimal experience.

By leveraging design-thinking, informed by what our research presented, we developed 6 Space Types. These Space Types are based on the 4 Ps and support responsive design in workplace environments. This comprehensive approach allows us to create purposeful settings that work for a multitude of spaces and a variety of users. From 100% working from home to flexible work schedules to those desiring a return to the office, organizations have been challenged with accommodating ever-changing needs. Kimball International is here to help navigate this evolving landscape. By offering our experience and point of view on furniture solutions and applications, we can help enhance employee experience, engagement, retention, and satisfaction.



## Placement

Furniture placement can appear haphazard and lead to inefficiencies in workflow if not fully thought through. Tied directly to placement, our live design charrette tool, ELEVATE, provides a measured approach to intentionally designing for change, incorporating performance factors, and integrating power and data. Our ELEVATE process minimizes time and increases opportunities to improve the user experience.



## Performance

Safety, durability, sustainability, and protection are key indicators of performance. Products that are better for the interior environment AND the planet, are an expectation for designers and owners. Recent studies have shown that ESG (Environmental, Social, and Governance) is a critical factor in attracting top talent in all industries.



## Power

It goes without saying that power is now a requirement. Perhaps in the future, power and data will all be a part of the metaverse, but today (and the foreseeable future), power reigns supreme. Tied closely with flexibility, lack of easy access to power and data, both wireless and wired, can be an incredible dissatisfier in an environment.



## Pliability

More than flexibility and adaptability, pliability encompasses a wide variety of changes. From micro changes (such as adding a screen for safety) to macro changes (like reconfiguration for improved workflow) a pliable environment is one that is intentionally designed to change and adapt to the unknown future. Pliability allows for those questions such as “what’s next?” or “what can I do with this space now?”



In collaboration with Ipsos, a global leader in market research, we conducted research and gathered workplace insights to learn about the future of workspaces. Informed by this research, we uncovered 6 major space types that are critically important to creating a successful workplace of the future. Whether the task at hand is collaborative or more of a solo situation, a mix of environments can support users how and where they need to be supported. By simply nurturing that feeling of being connected, comfort is created, which in turn, empowers everyone to be their best.



### The Hub

Often described as the heartbeat of the office, the Hub supports socialization and connectivity. These spaces are often designed with comfortable, casual, and eclectic pieces.



### Culture Café

These spaces play an important part in defining an organization's brand and culture, as well as creating a positive customer experience. They offer a variety of seating options for meeting, catching up, and grabbing a bite to eat.



### Work Your Way

These workspaces support users throughout their work day. From spaces with visual and acoustical privacy to informal meeting areas, these destinations accommodate planned and impromptu interactions.



### The Meet-Up

Tech-savvy spaces that support coming together, in-person or virtually. These conference rooms and huddle spaces are highly functional and encourage collaboration and problem solving.



### Room on the Move

Versatile and movable furniture solutions allow these spaces to easily transition. Promote learning, training, mentoring, and hands-on activities by offering these flexible spaces.



### Well + Good

Promote employee well-being and safety with spaces and programs dedicated to overall health. These areas can include yoga and meditation spaces or more personal needs like a mother's room.



After seeing first-hand that the pandemic disproportionately affected younger workplace generations in terms of advancement and mentorship, financial organizations are doubling-down on spaces for learning, training, and networking with younger workers in mind.

Source: Gensler Financial Services Industry Briefing, Fall 2021



products shown  
Fringe® by National  
Dock® by Kimball  
Alterna® by Interwoven  
Swift® by National





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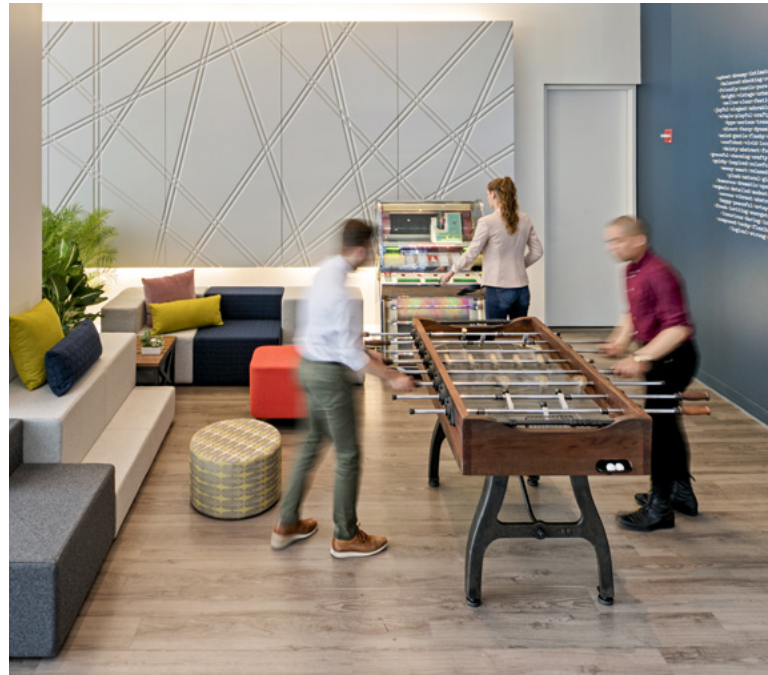
products shown  
Toss™ by National  
fiXt® by Kimball  
Joelle™ by Kimball  
Dock® by Kimball  
Narrate® by Kimball  
Wilder™ by Kimball

products shown  
Dock® by Kimball  
Connolly™ by National  
Toss™ by National



Build connections through social spaces. Whether showcasing a private, focus area or a cozy mix of lounge seating, create welcoming areas that nurture co-worker connections. These spaces promote casual interactions and reinforce relationships.

products shown  
Kolo Pod by National  
Grin® by National  
Grin® Tables by National  
Tyba™ by Kimball  
Nate & Natty™ by Kimball  
EverySpace® by Kimball  
Whimsy® by National  
Toss™ by National



66% of employees missed socialization and collaboration with co-workers.  
Source: Ipsos

products shown  
Jelsen® by Kimball  
Collette® by National  
Tarver® by National  
Tizelle® by National  
Cynthia by Etc.  
Superkool™ by David Edward  
Marnia® by National



products shown  
Tyba™ by Kimball  
Whimsy® by National  
Toss™ by National  
Xanthe by Etc.

Oscar by Etc.  
Vesta™ by National  
Marnia™ by National

Creativity-inducing spaces offer hands-on activities that engage the mind and offer an opportunity to reduce stress. These dynamic spaces provide a location to relax and connect or a comfortable niche to be alone while still among others.

products shown  
Pairings® Perch by Kimball  
Joelle™ by Kimball  
Toss™ by National  
fiXt® by Kimball



33% of employees feel that work/life balance has been thrown out of sync.  
Source: Ipsos

products shown  
Xanthe by Etc.  
Laverick by Etc.  
Vernita by Etc.  
Behl by Etc.





These spaces play an important part in defining an organization's brand and culture, as well as creating a positive customer experience. They offer a variety of seating options for meeting, catching up, and grabbing a bite to eat.

products shown  
**Alternā**® by Interwoven  
**Nate & Natty**™ by Kimball



26% of employees said they missed "being in the know" that's often found through water cooler interactions.  
 Source: Ipsos

Hospitality driven spaces will become a destination for employees in the office. Ideally, they would include access to the outdoors, and offer multiple seating options for catching up, getting work done, or relaxing and eating.

products shown  
**Nate & Natty**™ by Kimball  
**Dock**® by Kimball  
 Contemporary | Transitional Tables by Kimball



It's important to design a space where brand and culture can shine, while supporting guests with beverages, food, activities, and the ability to be together.

products shown  
**Tessera**® by National  
**Grin**® by National  
**Toss**™ by National  
**Lochlyn**® by National



Our research showed that employee engagement and morale will increase by creating spaces where corporate culture can grow. Flexibility and a sense of belonging are two essential elements that employees crave. By offering spaces for solo or small groups and supporting larger teams, connections can be built and reinforced.

products shown  
**Dock**® by Kimball  
**Joelle**™ by Kimball  
**Pairings**® Perch by Kimball  
**Toss**™ by National

15% of employees said their connection to the company culture has suffered.  
 Source: Ipsos

products shown  
**Grin**® by National  
**Alternā**® by Interwoven







These workspaces support users throughout their work day. From spaces with visual and acoustical privacy to informal meeting areas, these destinations accommodate planned and impromptu interactions.

Employees expect to be given choices in how, when, and where they work.

products shown  
**Connolly**™ by National  
**Mariben**™ by National



Employees want to be able to customize their workdays, so employers need to provide a range of settings to work in while in the office.

products shown  
**Avey** by Etc.  
**fixt**® by Kimball  
**Alloy**® by National  
**Helio**™ by Kimball

products shown  
**Delgado**® by National  
**Hock** by Etc.



products shown  
**Tessera**® by National  
**Karid**® by National  
**Superkool**™ by David Edward



products shown  
**Kolo Pod** by National



Supporting a work/wlife balance sometimes means providing products that help employees work productively and comfortably from home. Providing ergonomic solutions and well-designed workspaces for home use makes employees feel valued.

products shown  
**Laverick** by Etc.  
**Shawn** by Etc.  
**Irma** by Etc.  
**Ridella** by Etc.  
**Lochlyn**® by National



# The Meet-Up



Tech-savvy spaces that support coming together, in-person or virtually. These conference rooms and huddle spaces are highly functional and encourage collaboration and problem solving.



60% of employees feel that collaborative group work should be face-to-face.  
Source: Ipsos

products shown  
**Connolly™** by National  
**Mariben™** by National

Most employees feel that collaborative group work should be face-to-face, however, in our new world that is not always a possibility. Creating meet-up spaces that can provide an equitable experience for in-person, virtual or hybrid meeting improves the encounter for all.

products shown  
**EverySpace®** by Kimball  
**Eager®** by Kimball



products shown  
**Mabel®** by National  
**EverySpace®** by Kimball  
**Idara®** by National



From privacy pods where individuals can focus on a virtual call, to casual lounge settings or tech-savvy board rooms, these areas will be used by all levels of an organization to accommodate their meeting needs.

products shown  
**Kolo Pod** by National  
**Whimsy®** by National

Employees want a range of meet-up room styles that provide a variety of postures, uses, sizes, and technology needs.

products shown  
**Tarver®** by National  
**Idara®** by National  
**Priority™** by Kimball  
**Kithara™** by David Edward







Versatile and movable furniture solutions allow these spaces to easily transition. Promote learning, training, mentoring, and hands-on activities by offering these flexible spaces.

Mobile tables, markerboards, technology, ergonomic seating, and easily accessible storage for personal items support a space where multiple tasks can happen.

products shown  
**Chaddy™** by National  
**EverySpace®** by Kimball  
**Paradolia®** by Kimball



Flexible furniture solutions give spaces the opportunity to morph and transform to support different functions throughout the course of the day – like large group training, smaller focus groups, or individual work.

products shown  
**Kore®** by Kimball  
**Picado™** by National

**Chaddy™** by National  
**Lochlyn®** by National  
**Grin® Table** by Kimball  
**Paradolia®** by Kimball  
**Perks® Isle Power Tower** by Kimball



Mobility is top of mind – employees are looking for easy to move items so a room can serve multiple purposes.

products shown  
**Paradolia™** by Kimball  
**Joelle™** by Kimball  
**Riffel™** by Kimball



26% of employees felt that exposure to management/leaders was reduced while working remotely and delayed their career growth by not being around mentors and leaders.

Source: Ipsos

products shown  
**EverySpace®** by Kimball  
**Nate & Natty™** by Kimball  
**Paradolia®** by Kimball  
**Whimsy®** by National  
**Holden** by Etc.



products shown  
**Kore®** by Kimball  
**Eager®** by Kimball  
**Paradolia®** by Kimball  
**Riffel™** by Kimball

**Chaddy™** by National  
**Kore® Work Cart** by Kimball







Promote employee well-being and safety with spaces and programs dedicated to overall health. These areas include yoga and meditation spaces or more personal needs like a mother's room.

Adjustable height worksurfaces as well as active seating allow users to tailor their space to their specific needs. Add variety to the work day by switching between standing and sitting to complete tasks

products shown  
Ridella by Etc.  
Marjo by Etc.



products shown  
Ezzeri™ by Interwoven  
Wixler® by National  
Alterna® by Interwoven



Many facilities anticipate a rise in expectations to offer spaces that support whole body wellness, specifically mental health.

products shown  
Clarette by Etc.  
Taron by Etc.  
Bernadette by Etc.  
Romilda by Etc.  
Cohen by Etc.



Mother's rooms with refrigeration, storage, and ergonomic seating create a space where they can balance responsibilities between work and home.

products shown  
Ezzeri™ by Interwoven  
Alterna® by Interwoven  
Marnia® by National



products shown  
Jovalie® by National  
Wixler® by National  
Hobsen® by National



Respite rooms with comfortable lounge chairs provide a place for private moments where employees can decompress and reset. Mental health awareness is on the rise and employees want spaces where they can have a private moment.

products shown  
Ezzeri™ by Interwoven  
Whimsy® by National





products shown  
Daymora™ by Kimball  
Priority™ by Kimball





products shown  
EverySpace® by Kimball  
Joya® by Kimball