

# Return to Work(place)



## Critical Areas of Focus



### Employee Well-Being

Supporting people’s physical and psychological health to build confidence and enhance performance



### Organizational Culture

Understanding and preserving your culture to empower your workforce and leverage your space in new ways



### Transforming the Floorplate

Addressing facility requirements, density, and exposure while mitigating risk

## We Are Entering a New Normal

We closed the office and turned our homes into our workplace. This has impacted everything about daily life. Our family members and roommates have become our coworkers. Saturdays feel like Wednesdays. Boundaries have disappeared. Our colleagues call around the clock. We work at our dining room table, in bed, on sofas, at card tables and—if lucky—in a home office.

Physical distancing norms, health, and safety concerns are at an elevated state. Going forward, finding the balance of how to create personal interaction and virtual collaboration will be vital for our well-being. Haworth has identified three critical areas of focus to help you navigate return to the workplace in a COVID-19 environment: employee well-being, organizational culture, and transforming the floorplate.

## An Integrated View—from Floorplate to Workpoint

Organic Workspace is our perspective and process for understanding the work environment and how people use it. Haworth will help you create a solution that ensures people perform their best, supports your culture, and leverages existing products, enabling you to reconfigure with ease and reduced cost. We start by looking at the entire floorplate—where interaction and collaboration take place—right down to the individual workpoint. The digital age has allowed many organizations to embrace remote work. At Haworth, we believe remote work guidelines should balance personal interaction and collaboration—both virtually and physically.

# Return to Work(place) Executive Summary

## Want to learn more?

Get more in-depth information about how Haworth can help your organization navigate returning to the workplace in a COVID-19 world by visiting [haworth.com/rtw](https://haworth.com/rtw).



- Assigned Workspaces - 18
- Open Collaborative Capacity - 27
- Relocated Assigned Members - 8
- Unassigned Member - 10
- Enclosed Collaborative Capacity - 20
- Full-Time Remote Members - 5
- Retreat Spaces - 8

## Culture and Affordances

Preserving your unique culture is essential in this time of uncertainty. Through the culture lens, we understand that each customer will approach this challenge differently to create an effective workplace. Leveraging the Competing Values Framework—a model developed from the major indicators of effective organizations that defines four culture types—we look at organizational and individual needs.

Affordances are the elements in the workspace that influence the physical, cognitive, and emotional needs—vital to people's well-being. During this unique time, affordances relieve stress and provide security when people are challenged with new ways of working.

## Haworth Expertise

We know you are anxious to get back to the workplace—so are we. In this new normal, we all seek balance between working remotely and seeing our real coworkers. Through our understanding of employee well-being, organizational culture, and floorplate transformation, Haworth is here to assist with knowledge-based solutions. From floorplate to workpoint, our unique frameworks around culture and affordances will help you prioritize the needs of your people.