



The workplace of the future
Unleashing the modern workforce



The world is changing

Changing Demographics



Hyper-Globalisation



Accelerated Innovation



The workplace too

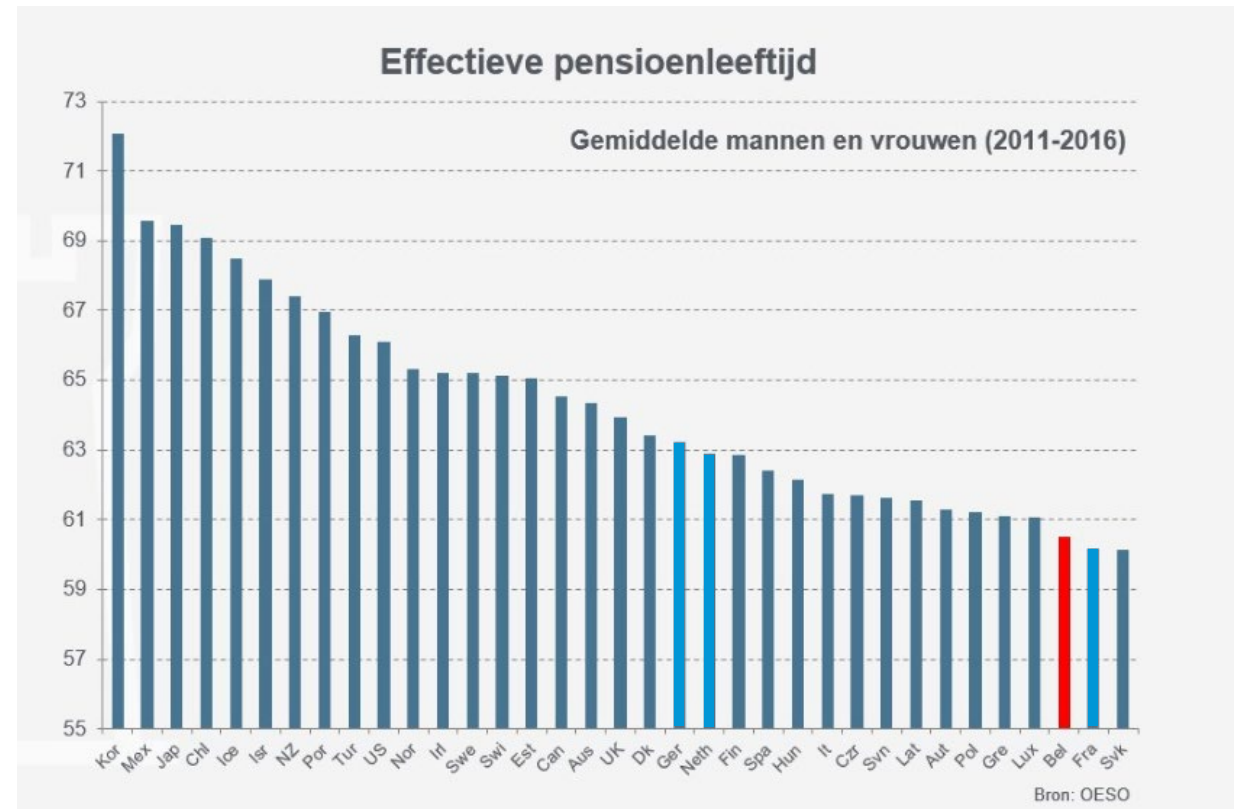
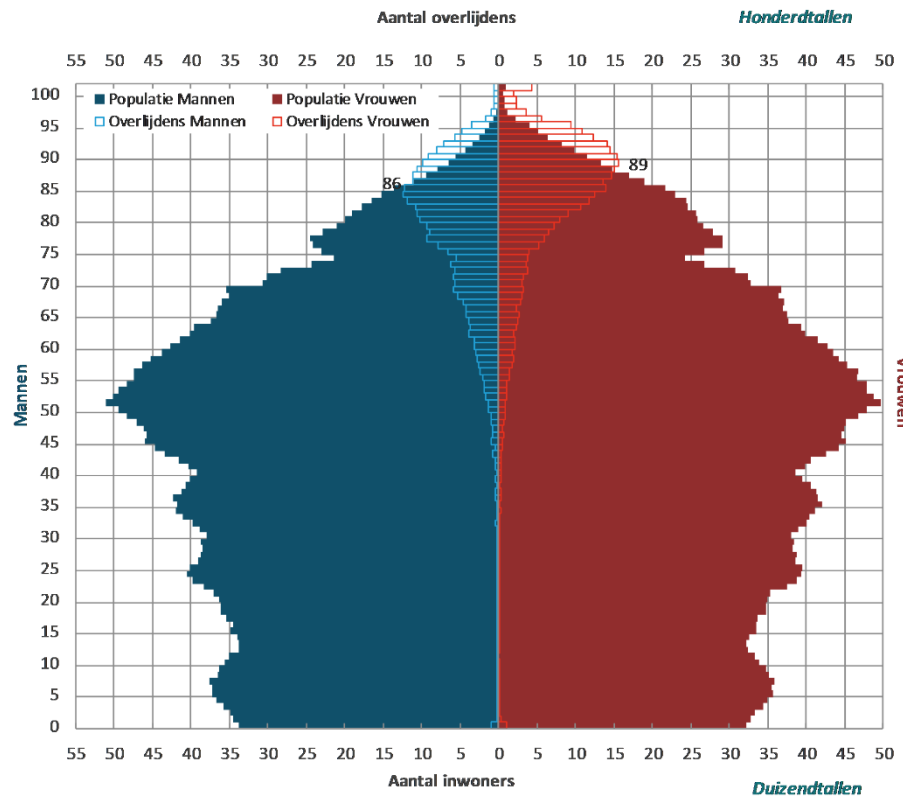




The war for talent has started

5,6% unemployment in Belgium - lowest ever¹

We need 4 (5) active generations



NWOW



**Employee attraction
And retention**
Is no longer only about
Remuneration



It's about
Trust
and
Self
direction



From
Balance
to
Blend



And about
Wholeness

3 things need to bring a pivotal shift

Organizational culture | The workplace | The technology

1. Rapid Urbanization

1990




2010



1996



2016

A modern, multi-level interior space with modular furniture and people. The space is characterized by its use of modular, grid-like shelving units in a dark wood finish. In the foreground, a person with long blonde hair, wearing a white coat and a patterned hat, stands near a shelving unit. To the left, two men are seated at a small table, one holding a laptop. In the background, a person is standing in a kitchen area with green cabinetry. The space is filled with plants, including a large potted plant on the upper level and several smaller ones on the ground floor. The lighting is warm and ambient, with spherical pendant lights hanging from the ceiling. The overall atmosphere is one of a collaborative, open-plan living or working environment.

Space Intensification & modularity

2. Healthy offices

Biophylic design
to fight the
Airpocalypse





Indoor moss
remediation

Noise pollution & Introspectrum





CAVEDAY

FINISH
THAT THING

3. Sharing Economy



BIRD

BIRD

BIRD

BIRD



* A A S

* = D, WP, W, S, ...

4. Phygitalization

Blend whatever feels best
here and now





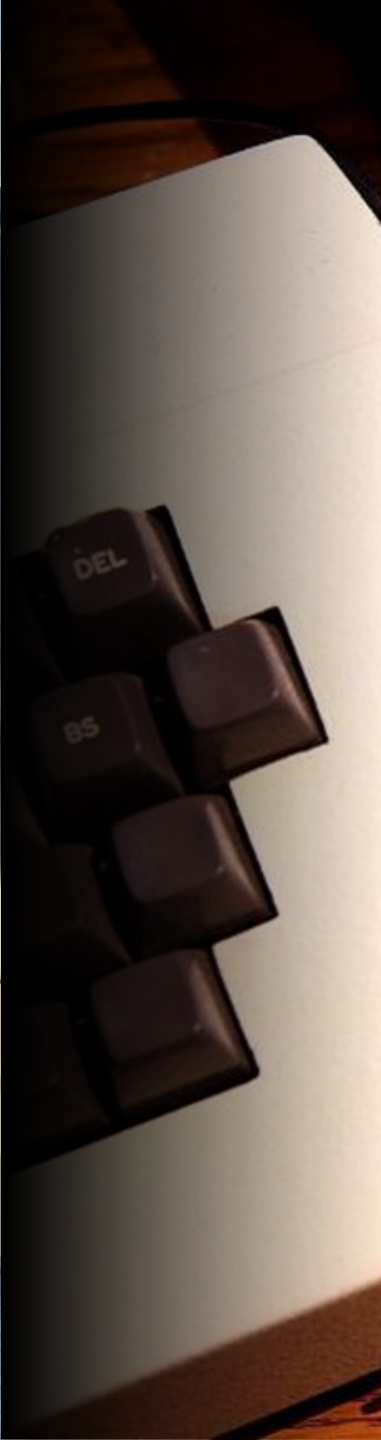
5. Technology

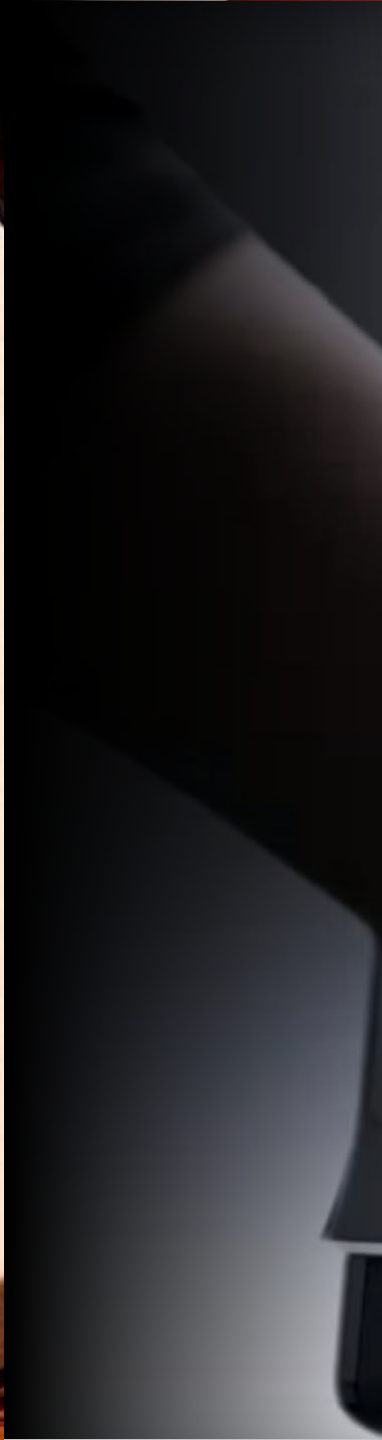
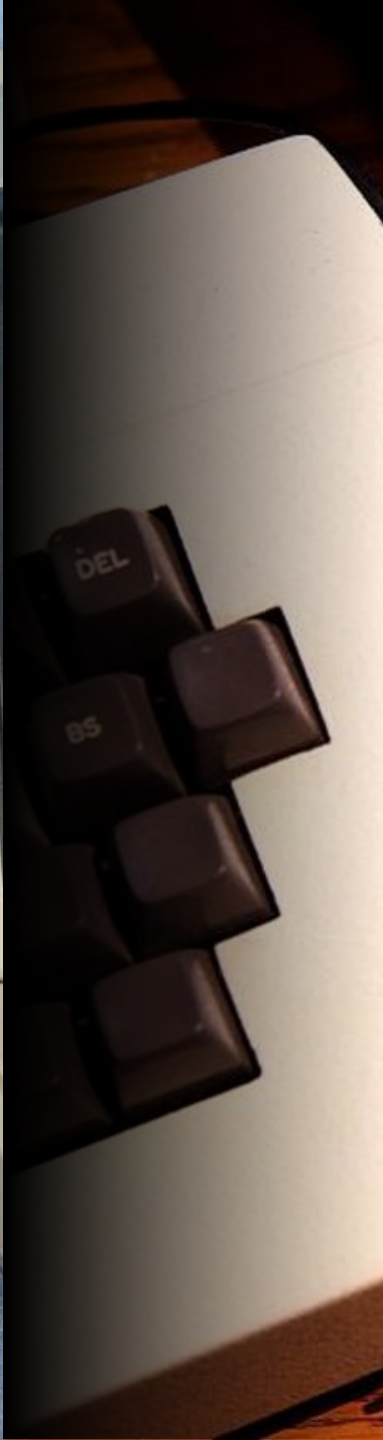
Interactions with technology are changing











Technology

Will supercharge
the employee



AR/VR



3D



IOT

Big Data

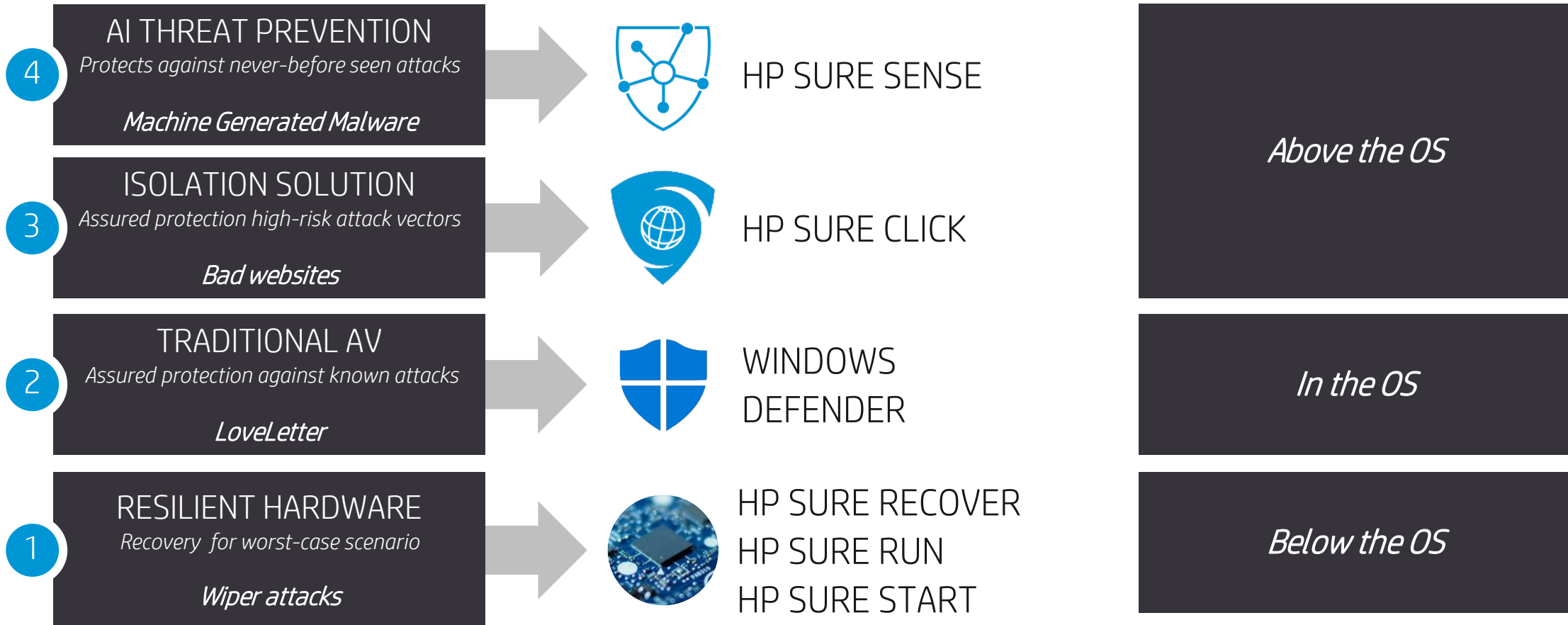
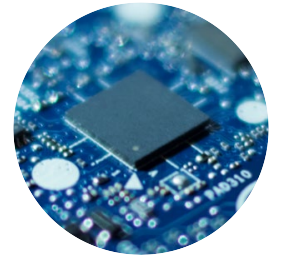
Machine learning

Artificial intelligence

5G

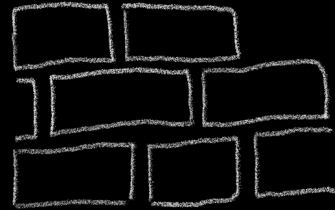


ENDPOINT RESILIENCE

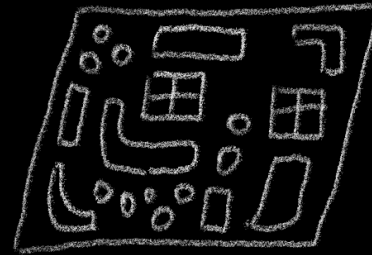




Times are changing



Building blocks
For the office of the future



What
The office of the future
Will look like



Getting there

A modern office lounge with people sitting on sofas and a large green wall with white geometric patterns. The scene is dimly lit, with the primary light source being the large green wall which features various white geometric and organic patterns, including a prominent circular mandala-like design. Several people are seated on dark-colored sofas and armchairs, some working on laptops. The room has a high ceiling with exposed ductwork and a large window on the right side. The overall atmosphere is professional yet relaxed and creative.

The history of office design

The traditional dedicated office (1945 – 1970)



The cube farm (1970 – 1995)



The desk became the desktop



1984



The flex open plan office (1995 – 2010)



**Collaboration
& Connecting**

Focus



The Activity Based Workspace (2010 – 20..)



Let's zoom in to the zones

Traditional desks

Meeting rooms

Touch down space

On the go

At home

Desks – me&team focus

Quiet space – production focus

(Virtual) meeting area's near teams – decision focus

Workshop – creation focus

Multi-function areas – community focus

On the go

Hoffice



Current situation analysis (policy, device,...)

Define Personas → devices

User training & change management

Workplace of the Future

Work zones

New HR/IT policies

Mobility & on the go

Ecology & energy consumption

Security

aaS & governance (incl financial model)



Thank You!
#officeofthefuture