

# WORKPLACE OF THE FUTURE AND EMPLOYEE PRODUCTIVITY

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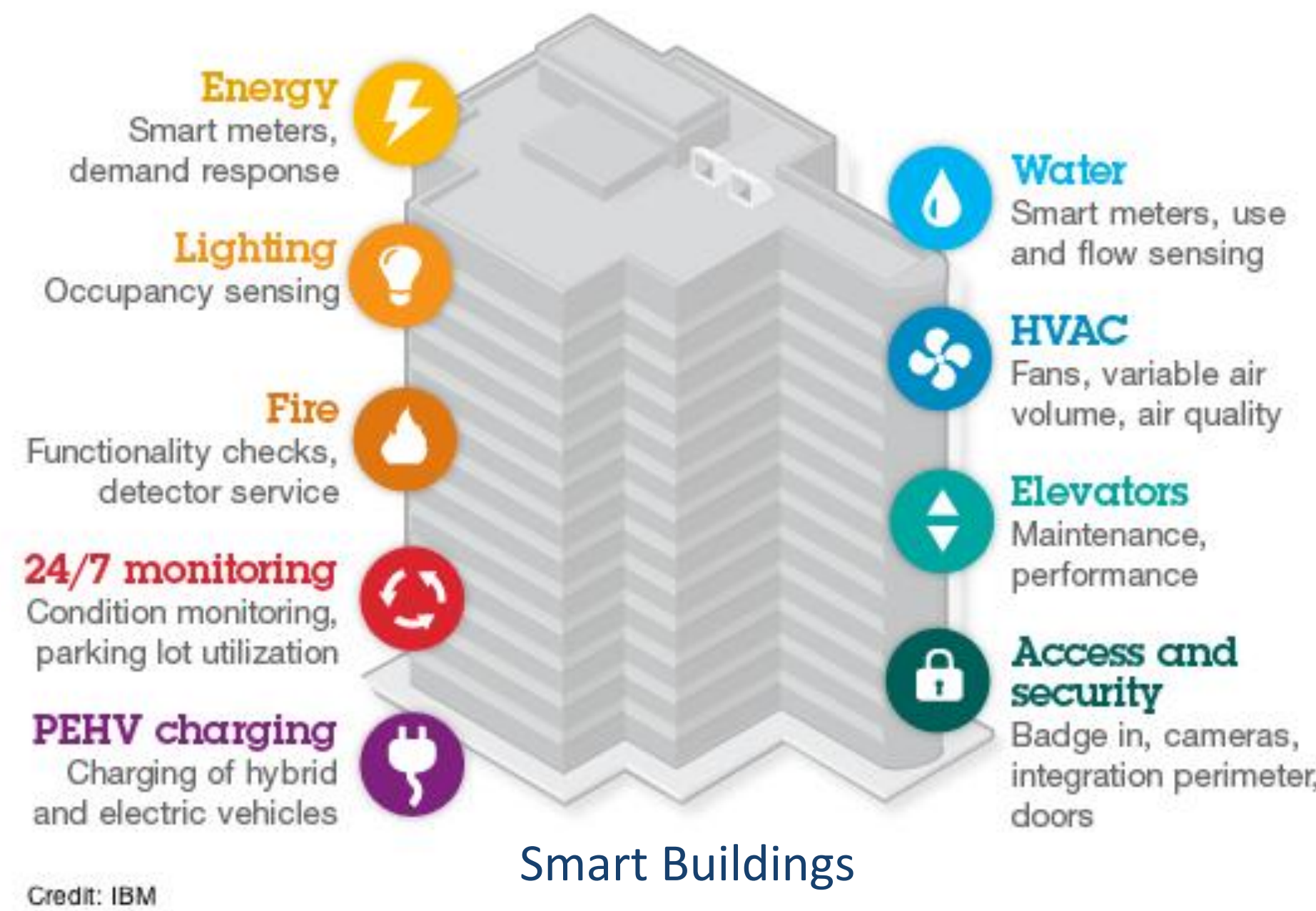


## ABOUT ECOLIBRIUM STRATEGIES

“Ecolibrium Strategies is a management consulting firm focused on helping clients make better decisions through systems-based data analytics and collaboration with a 360 degree industry view”.



Internship Objective: Research on the use of data to measure employee productivity and best practices



## Real Estate Industry:

Interested in selling real estate



## Furniture Companies:

Interested in workspace solutions, selling new furniture



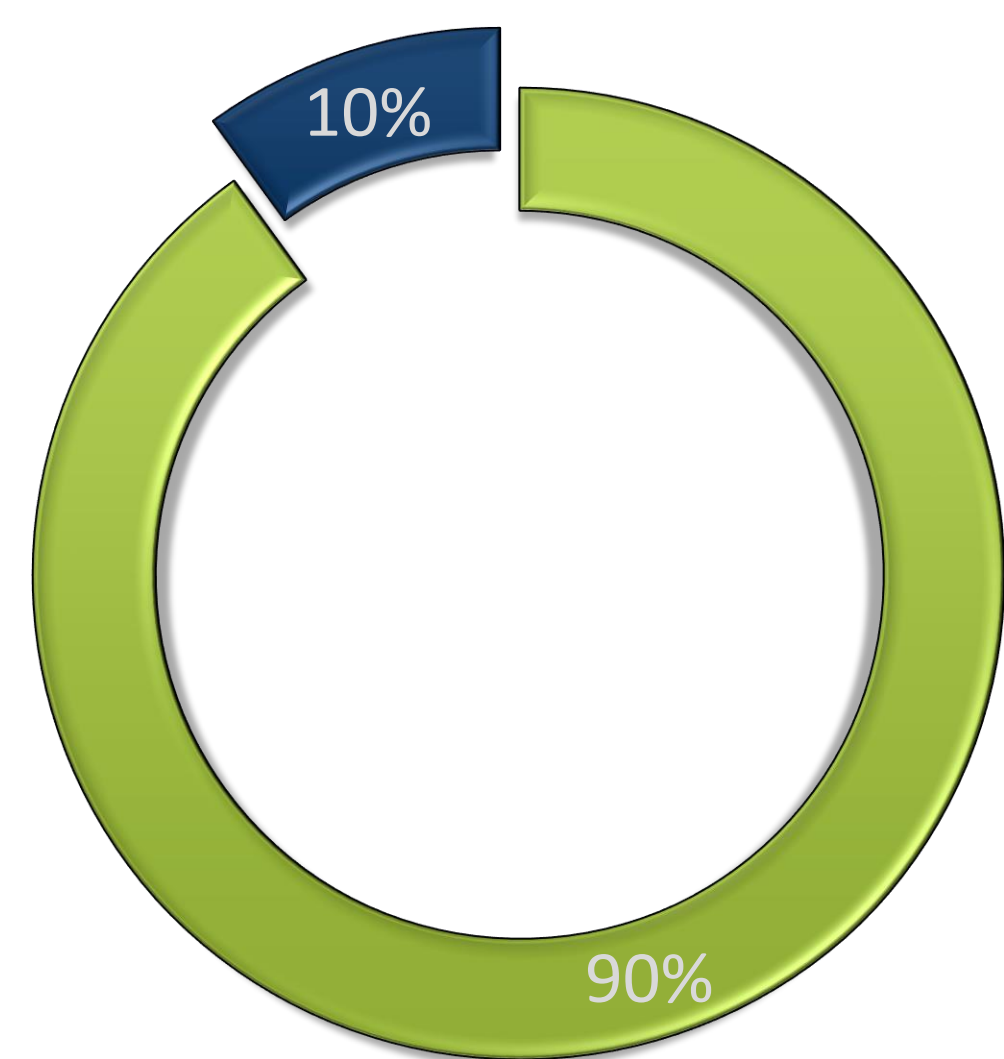
## Technology Companies:

Great promise on what can be done with technology but no real business case for doing so



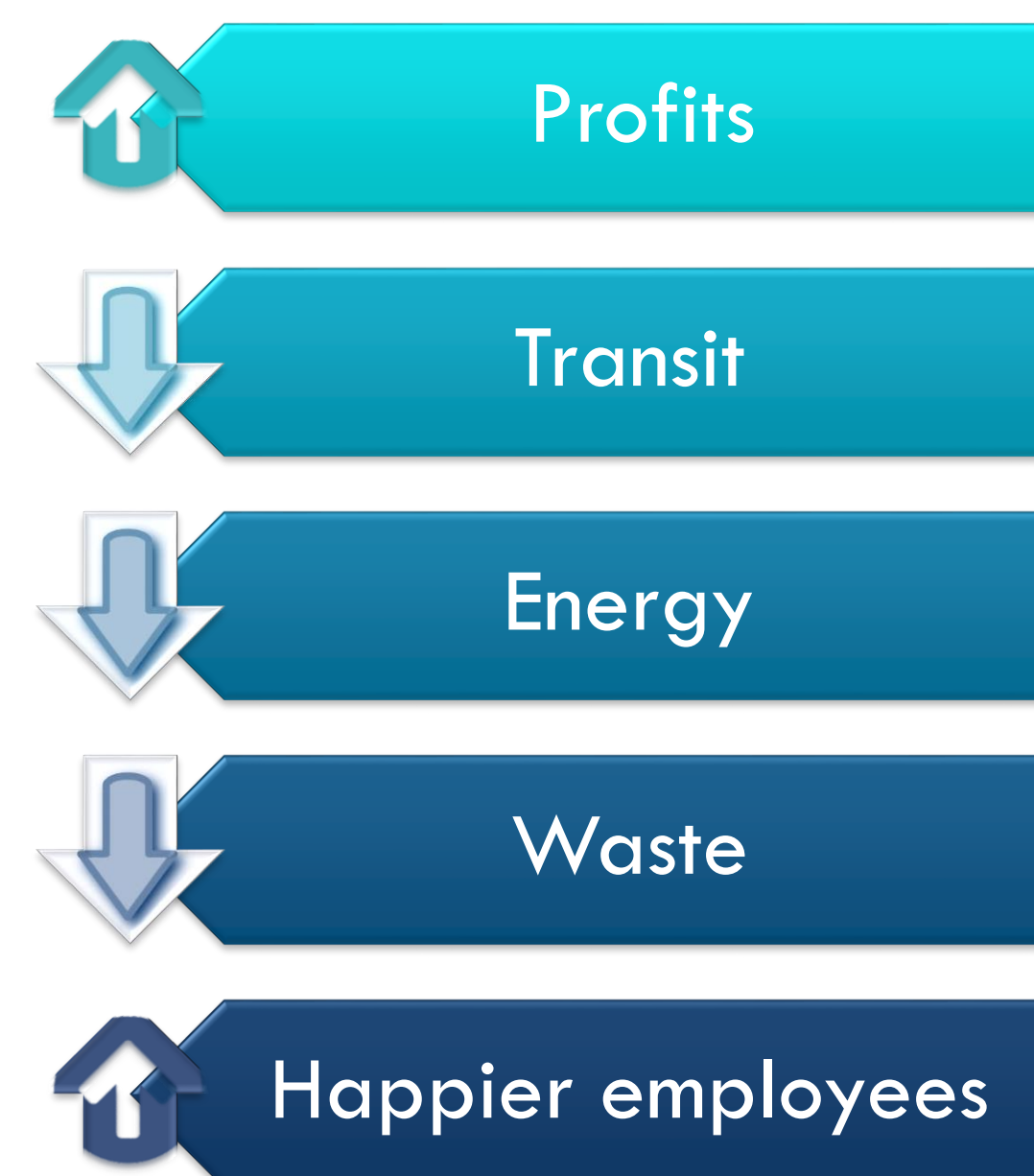
## IMPORTANCE OF EMPLOYEE PRODUCTIVITY

### Operations Cost



■ Labour ■ Occupancy cost

### Sustainability Benefits



## MEASUREMENT OF PRODUCTIVITY

- Employee Satisfaction leads to increased productivity
- Productivity is currently measured using:



Absenteeism



Questionnaire

## WHAT'S NEXT?



## CURRENT TRENDS

### Generation: Work environment and mobility characteristics

	Veterans (1922 – 1945)	Baby Boomers (1946 – 1964)	Generation X (1965 – 1980)	Millennial (1981 – 2000)
Collaboration	Work individually on specific tasks	Work together in face-to-face meetings	Get work done in the quickest way possible	Get work completed via e-mail or voicemail
Work environment	Private office	Variety of meeting areas	Easy to access colleagues	Do I need to be in the office?
Remote working	How is that possible?	Occasionally, if necessary	Not really a big deal	The way of life
Workplace design	Mahogany furniture	Cubicles, conference rooms	Low cubicle walls Access to natural light	Freedom to roam

## SOLUTION

- Develop data driven solution using data from intelligent office systems



## LESSONS LEARNED

- Importance of creating a business case for sustainability
- Real data is difficult to get
- Disconnect between those who are driving change in the workplace and their motivation to do so
- Importance of “small talk” in networking