

OFFICES DURING AND AFTER COVID-19

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WORKSPACE LEAD @ KINNARPS

What has happened?

Things have changed

For everyone...



What has happened?

Since the COVID-19 outbreak turned pandemic has started the following 4 parts of our lives has been heavily affected:

1. Physical health

- No one is protected
- Sleeping, eating, moving, socializing
- Indulging to battle the lockdown

2. Mental Health

- Anxiety, depression, fear
- Loss of social life, being locked down
- Loss of experiences, freedom and safety

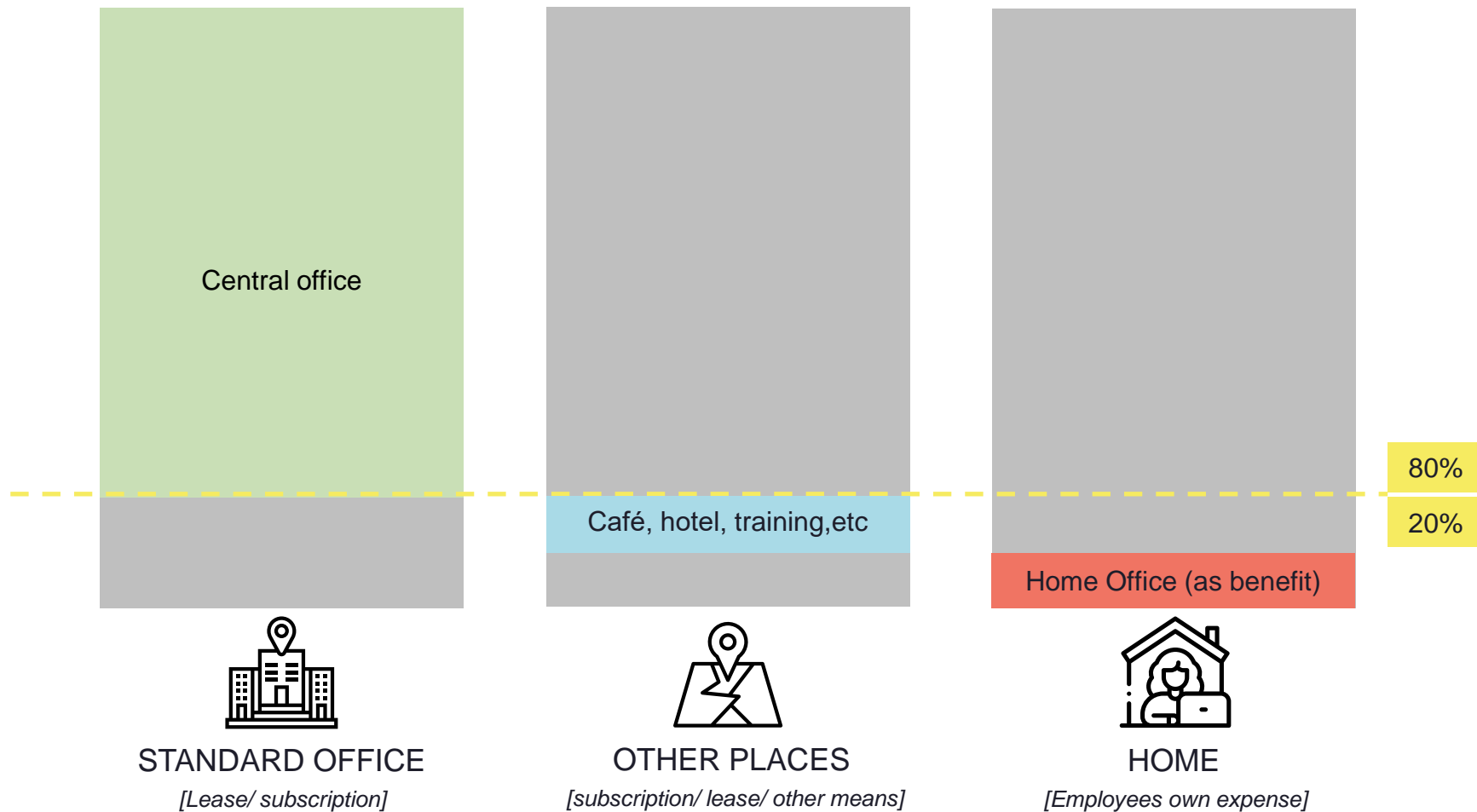
3. Home/domestic life

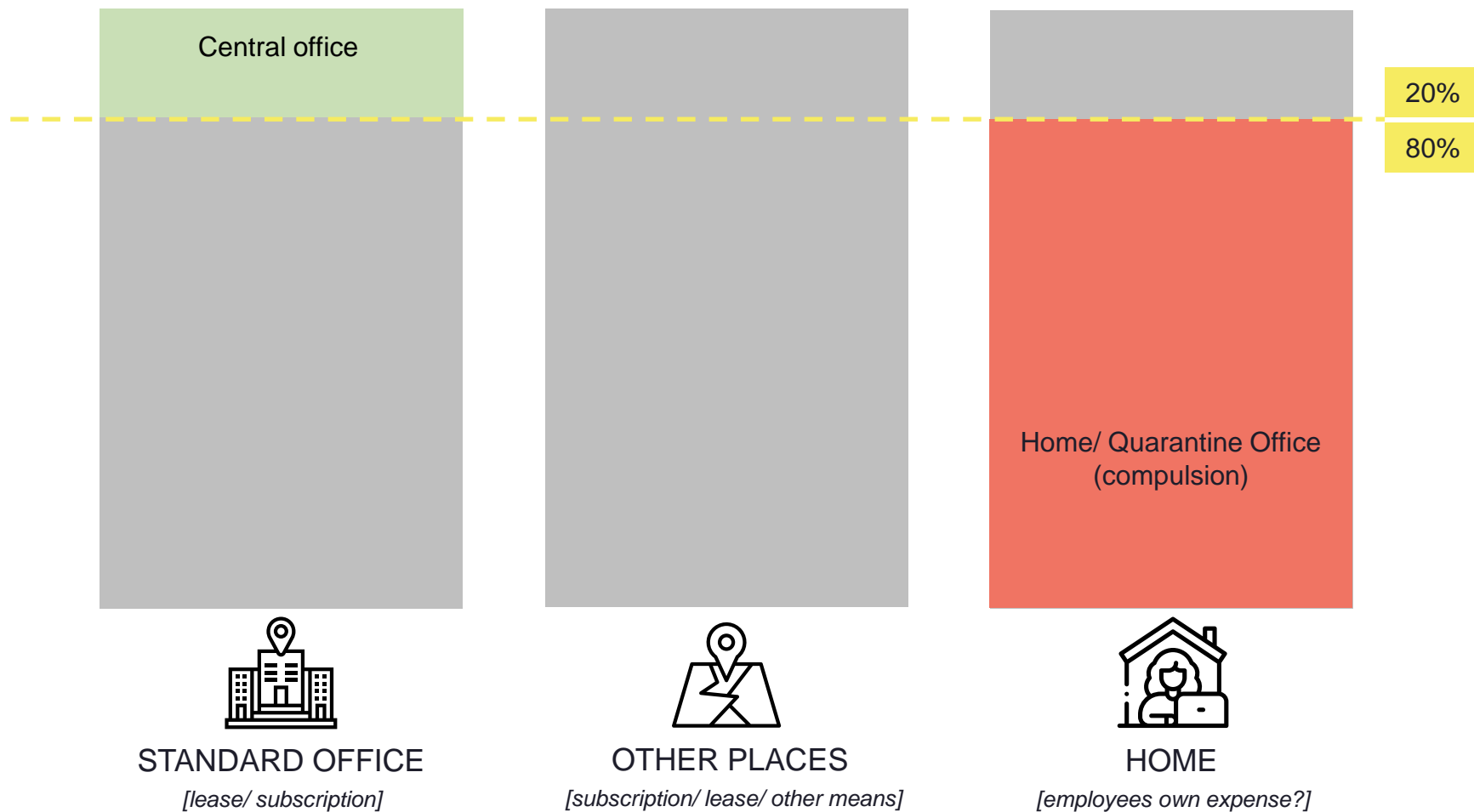
- Tensions in the household
- Forced to do everything at home with our families, partners 24/7

4. Work/ professional life

- Forced to work from home
- Changed work patterns, daily habits
- Communication, engagement issues
- Loss of employment, lay offs







What should
change
about
offices?



What the industry is saying you should change about the office?

1. Density and occupancy of the office should be reduced
 - 6ft/2m distance at least
 - Rotate people in shifts
 - Sitting in check
2. People should (barriers, screens)
 - Non-linear sitting
 - Adding barriers
 - 90° rotations
3. More dedicated
 - At least for one (before, after)
4. Add visual cues distances
5. Less people at meetings
6. More frequent cleaning
7. Easy to clean/ sanitize materials
8. Flexible furniture and power
9. Monitor who enters office buildings

Short term fixes
only based on
fear or FOMO



What's possible to change about the office?

- Facility services
- Work environment mix (main office, external locations, home office)
- Policies around office usage
- Office size and occupancy
- Layout and furniture
- Technology
- Hygiene
- Change management
- Organizational development
- Internal/ external communication



What the heck
you should do
about the office?

It depends...



Think, care
& empathize



Recommendations to do so

1. Acknowledge what people are feeling and the level of change
2. Express you understand the worries, needs
3. Form vision(s) for change your people can identify with
4. Explain your vision for the change coming (systems, policies, habits, structures to be changed)
5. Explain short term improvement possibilities, quick wins
6. Explain long term outcome possibilities
7. Articulate connection between new behaviours and corporate success for your people.

