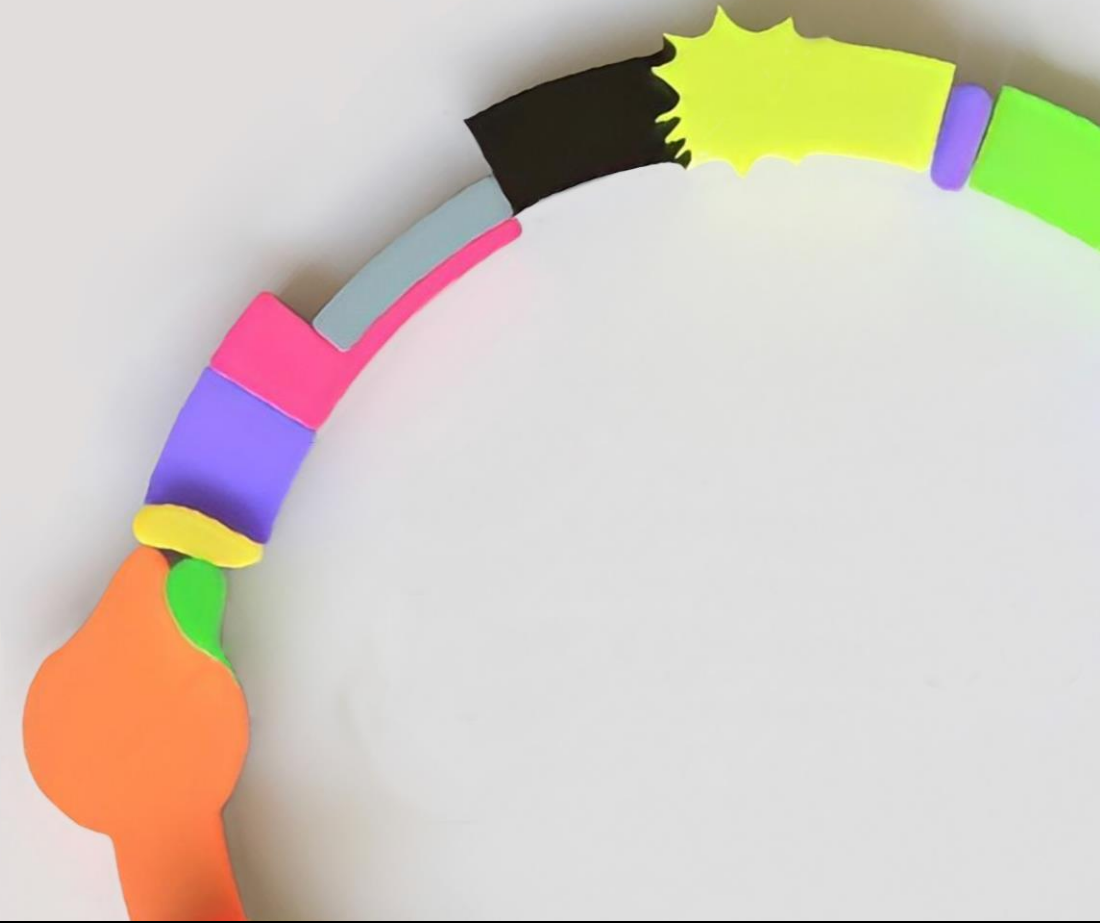


Rebalancing work and the workplace



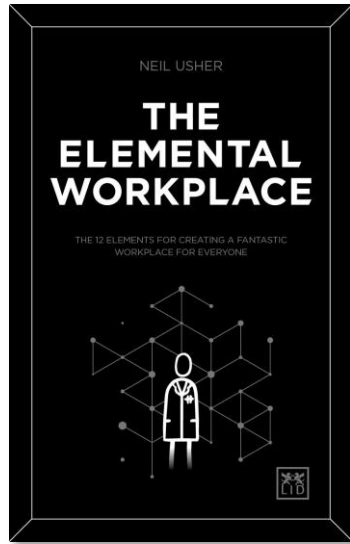
NEIL USHER
Chief Workplace & Change Strategist

April 2023

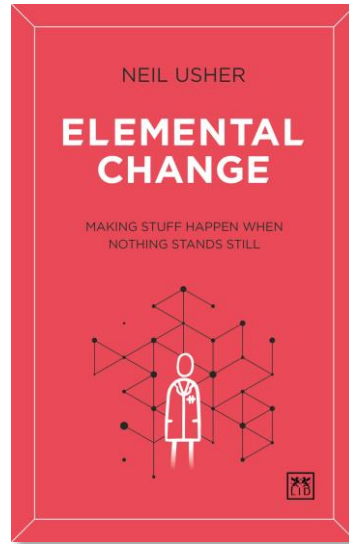
gospace®

About me

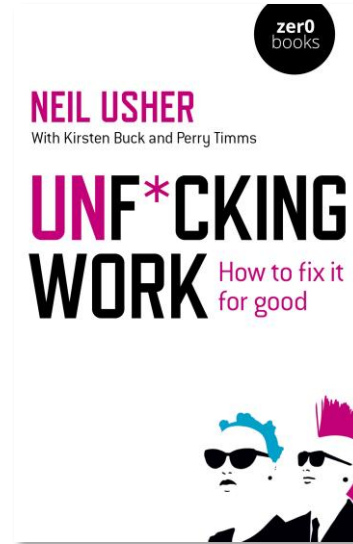
CRE professional, author & blogger.



2018



2020



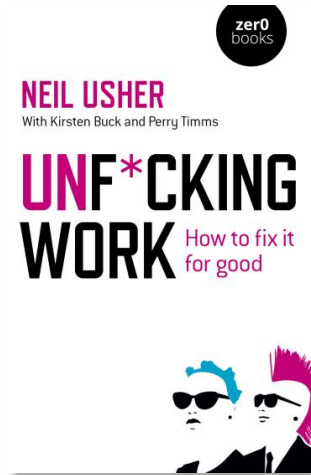
2022



(2023)

Unf*cking work

How to fix it for good.



Work

Innovation

Workload

Teams

Responsibility

Measurement

Trust

Management

Equality

Self-image

Culture

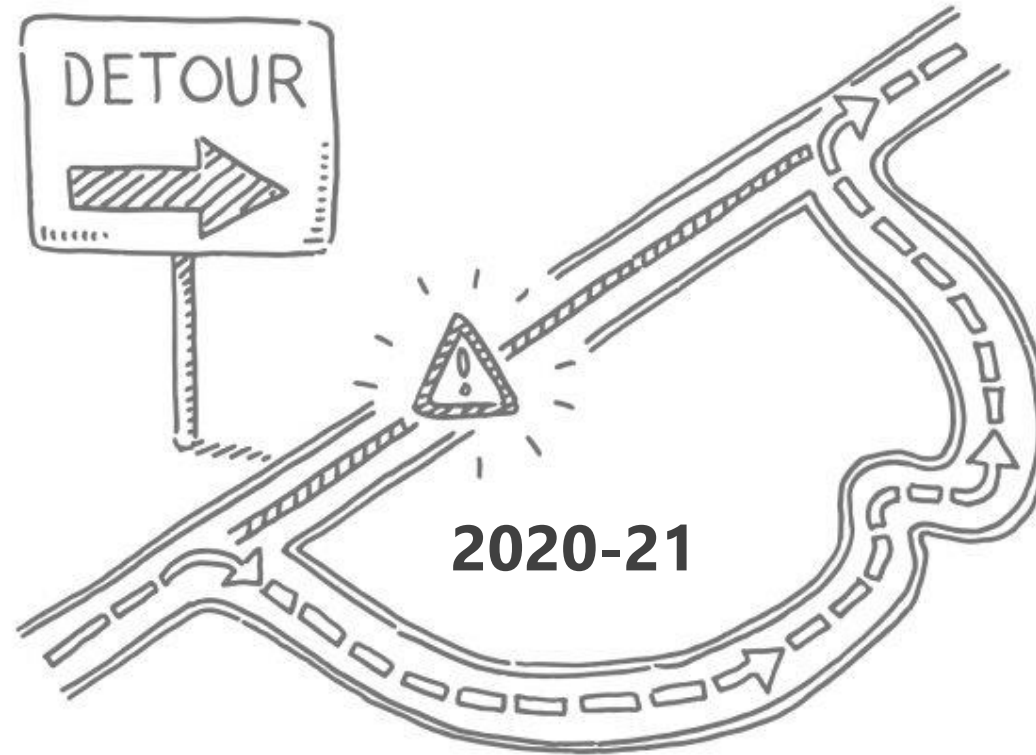
Workplace

What's changed?

A 2-year time-out.

> 2023

Agile/flexible
Amenities & services
Wellbeing
Experience
Smart buildings

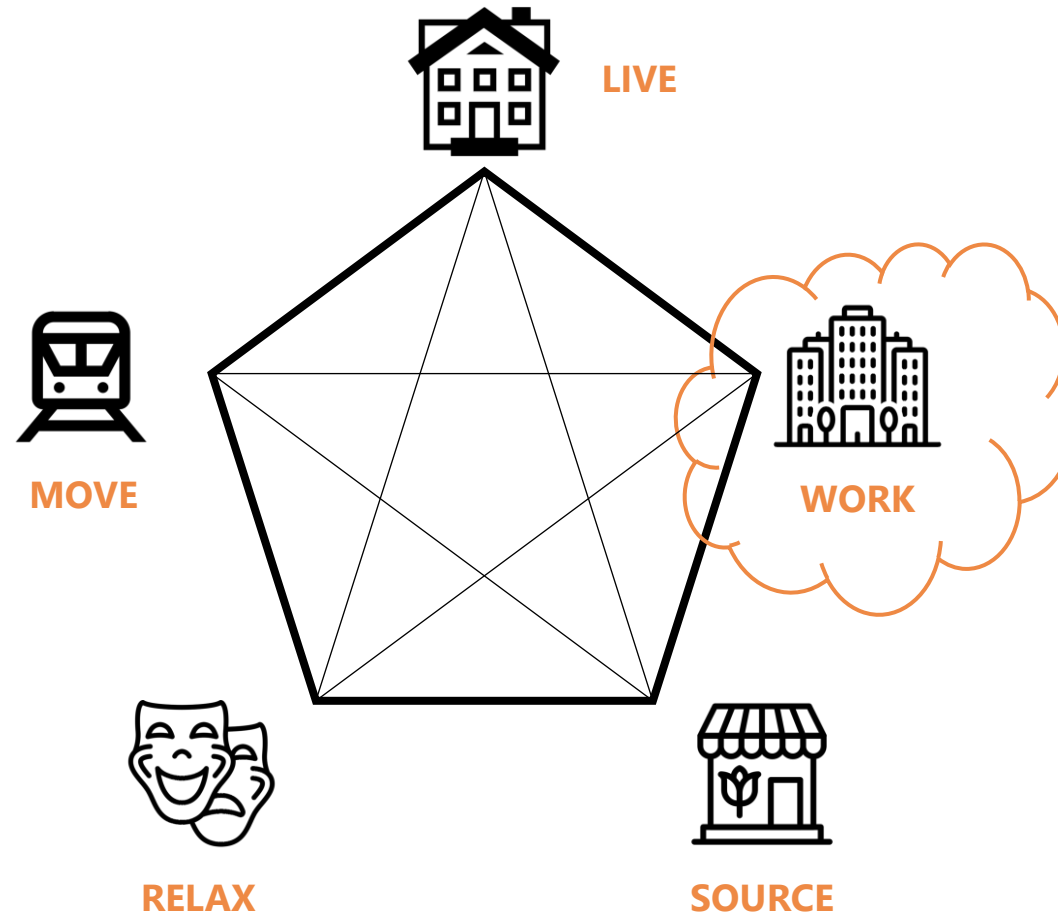


2023 >

Hybrid
Choice
Destination
Anti-commute
Artificial Intelligence

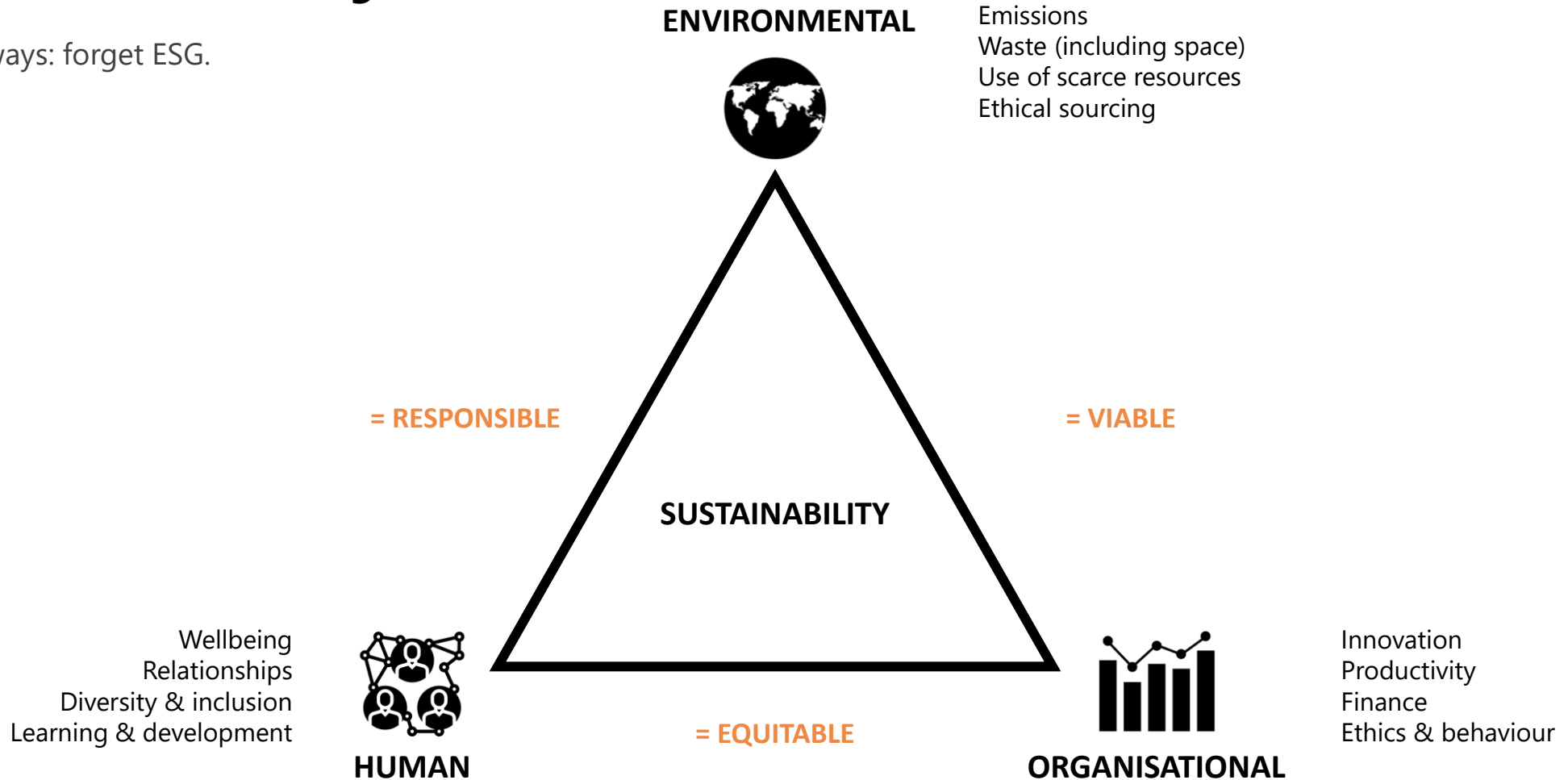
Our whole system problem

Not going away any time soon.



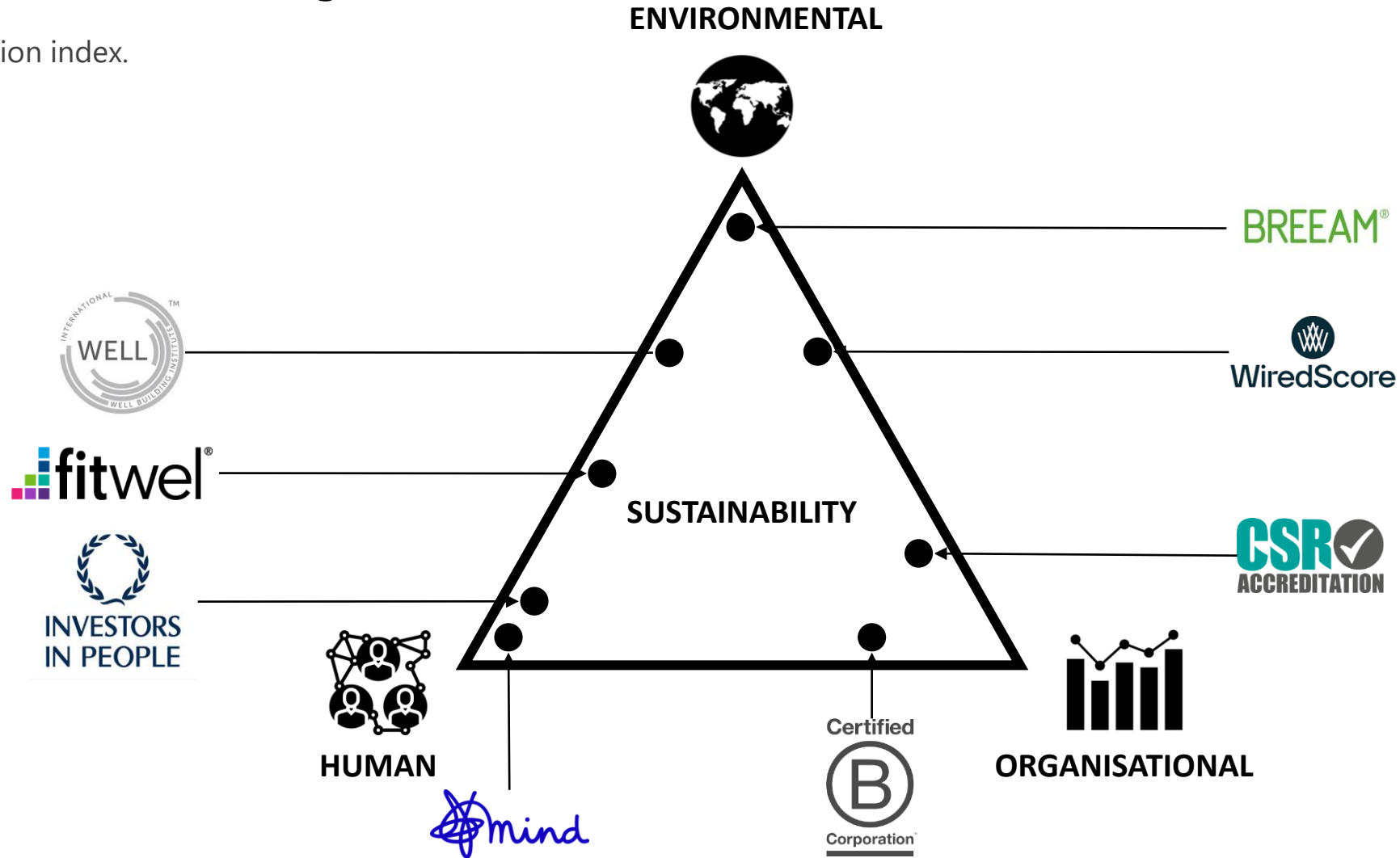
Sustainability

Three ways: forget ESG.



Sustainability

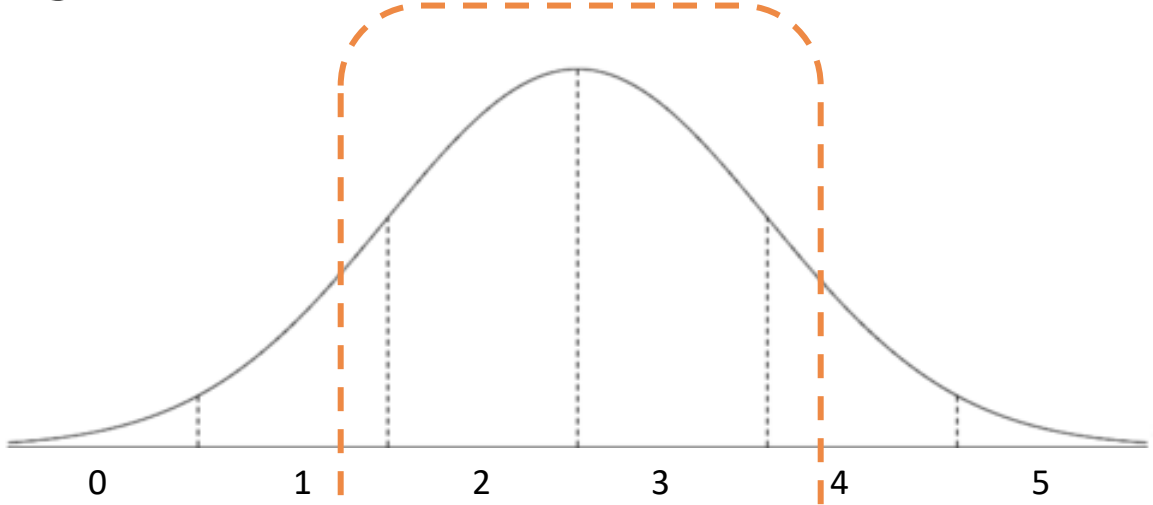
Accreditation index.



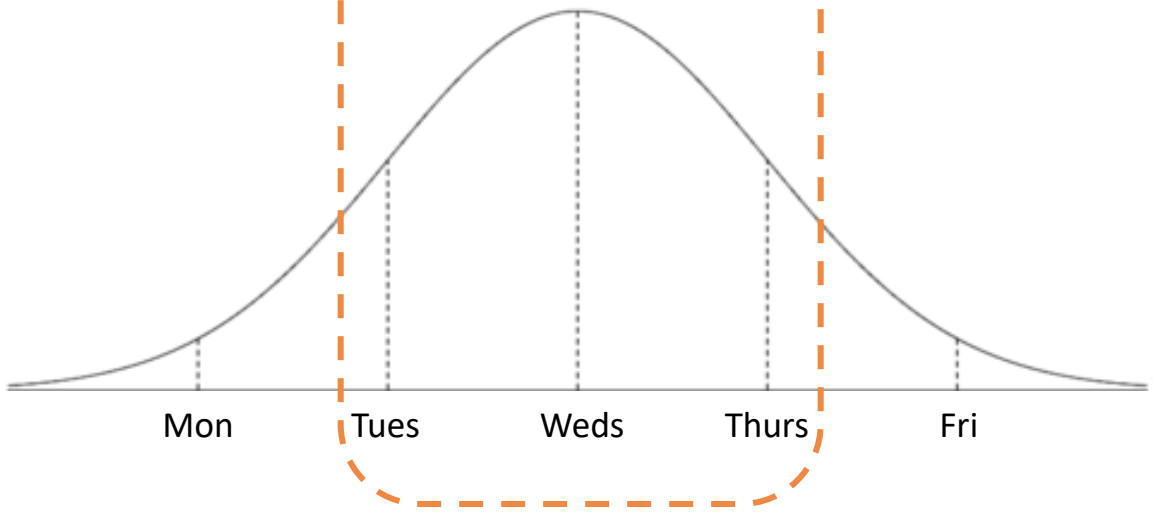
The hybrid reality

The post-pandemic pinch.

Preferred number of days in the office

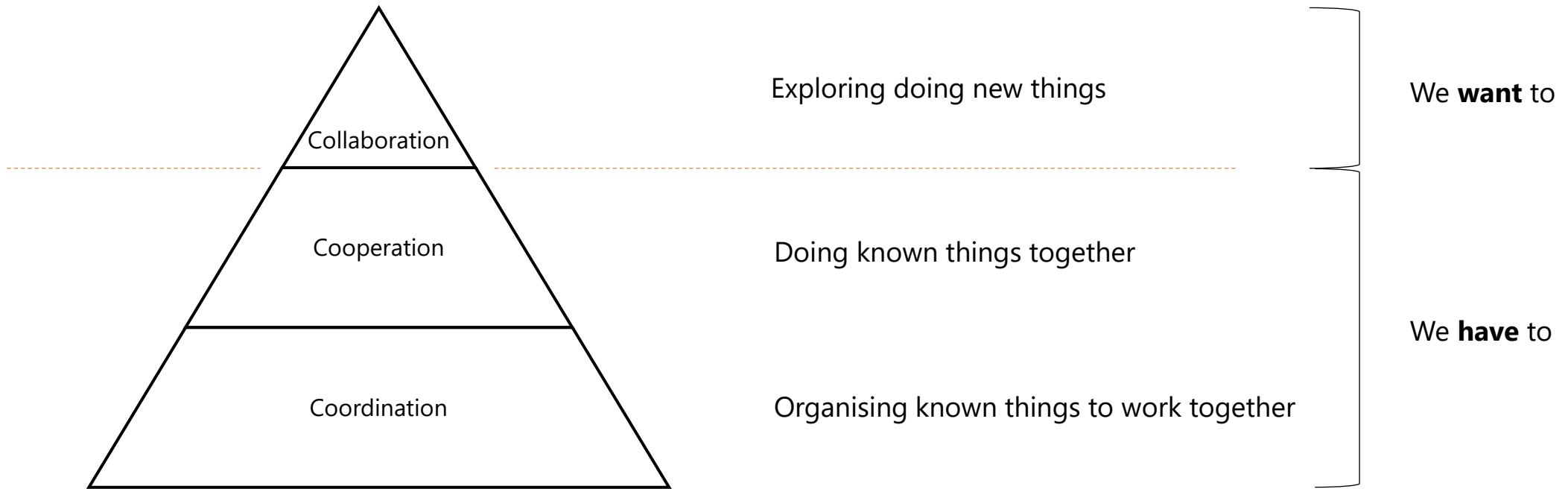


Preferred days in the office



The great collaboration mystery

Why all working together is not the same.



**“First life, then buildings,
then spaces – the other way
never works”**

Jan Gehl

“First life, then work, then buildings, then spaces – the other way never works”

Jan Gehl

Alpha work

The work we understand.



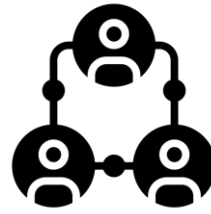
DRIVER

NEED



ACTIVITIES

COORDINATION
& COOPERATION



RELATIONSHIPS

WITHIN TEAMS



OUTCOME

PRODUCTIVITY



LOCATION

REMOTE

Beta work

The work we don't understand.



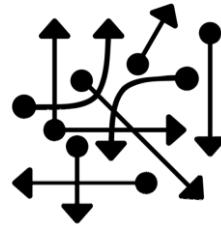
DRIVER

CURIOSITY



ACTIVITIES

COLLABORATION



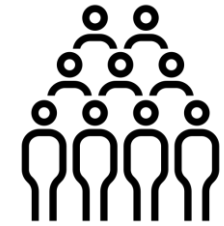
RELATIONSHIPS

BETWEEN TEAMS



OUTCOME

INNOVATION

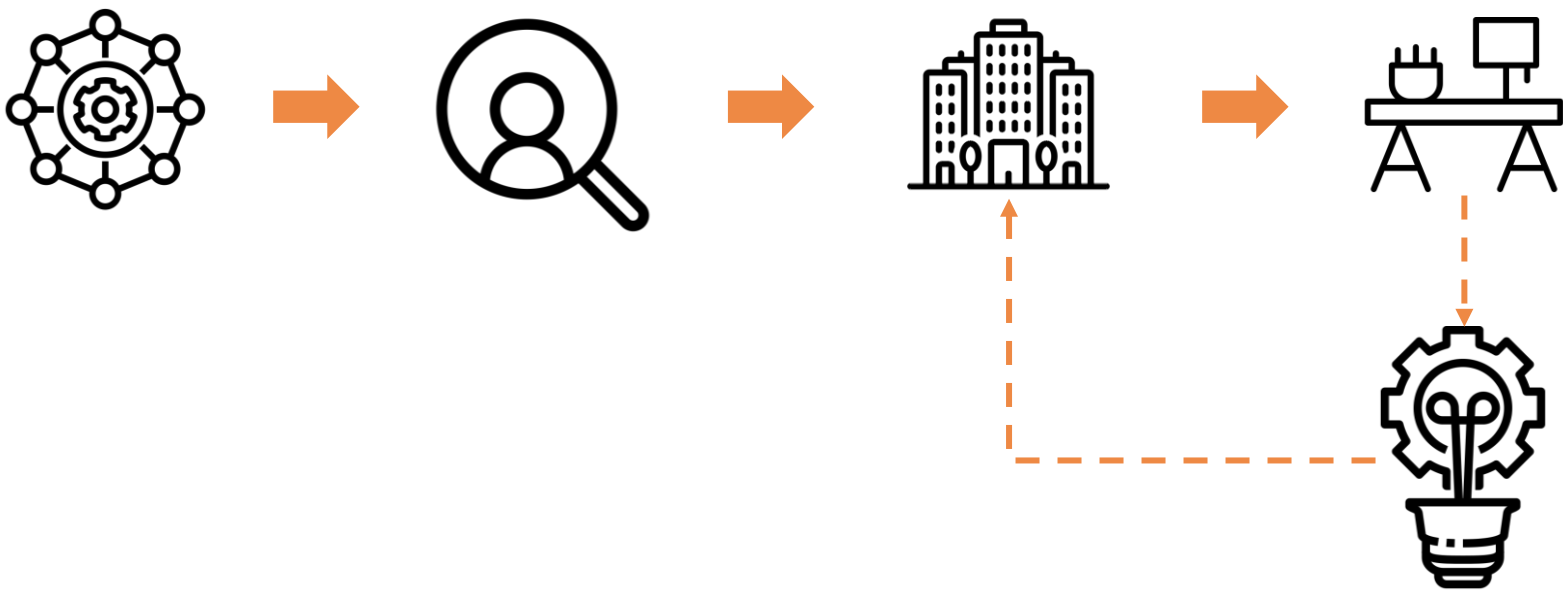


LOCATION

IN PERSON

The paradox of presence

The problem we need to fix.



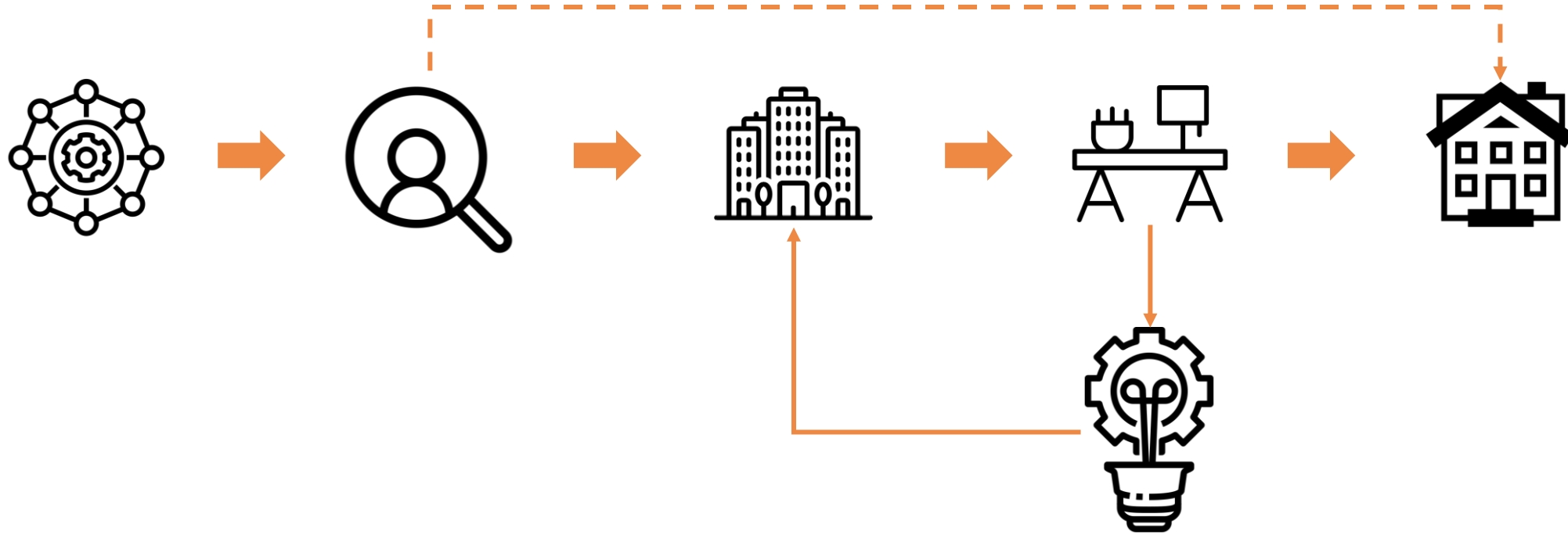
The paradox of presence

Alpha work can be (mostly) done anywhere.



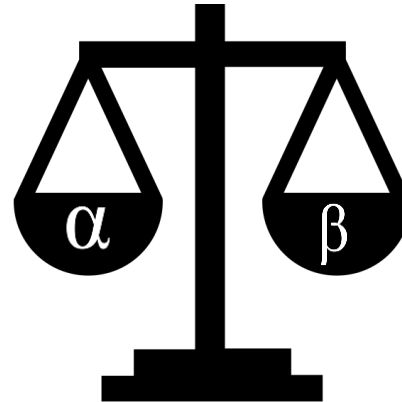
The paradox of presence

We need to be present (enough) for alpha work so we can do beta work.



Re-balancing work

For everyone.



Relationships	Connections
Improvement	Ideas
Efficiency	Enquiry
Quality	Questioning
Reliance	Trust
Delivery	Experimentation
Teaching	learning

Re-balancing the workplace

For everyone.

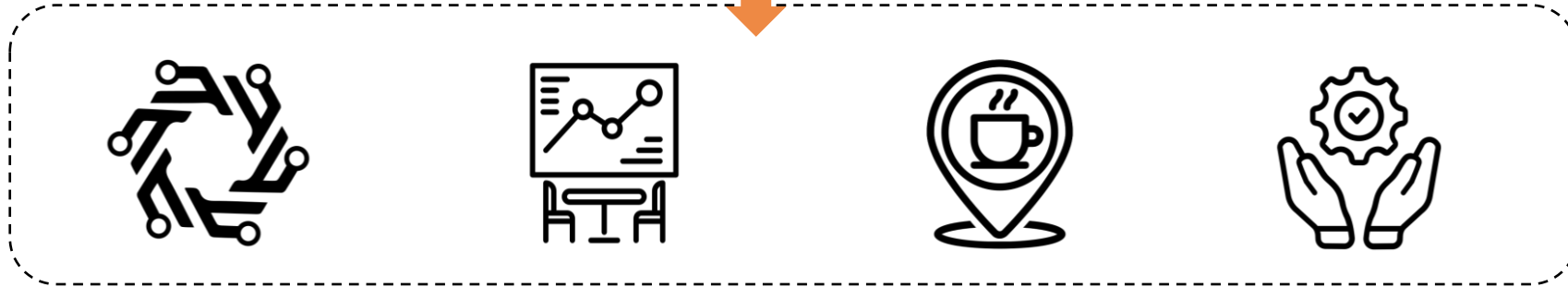
β



SLOW LANE

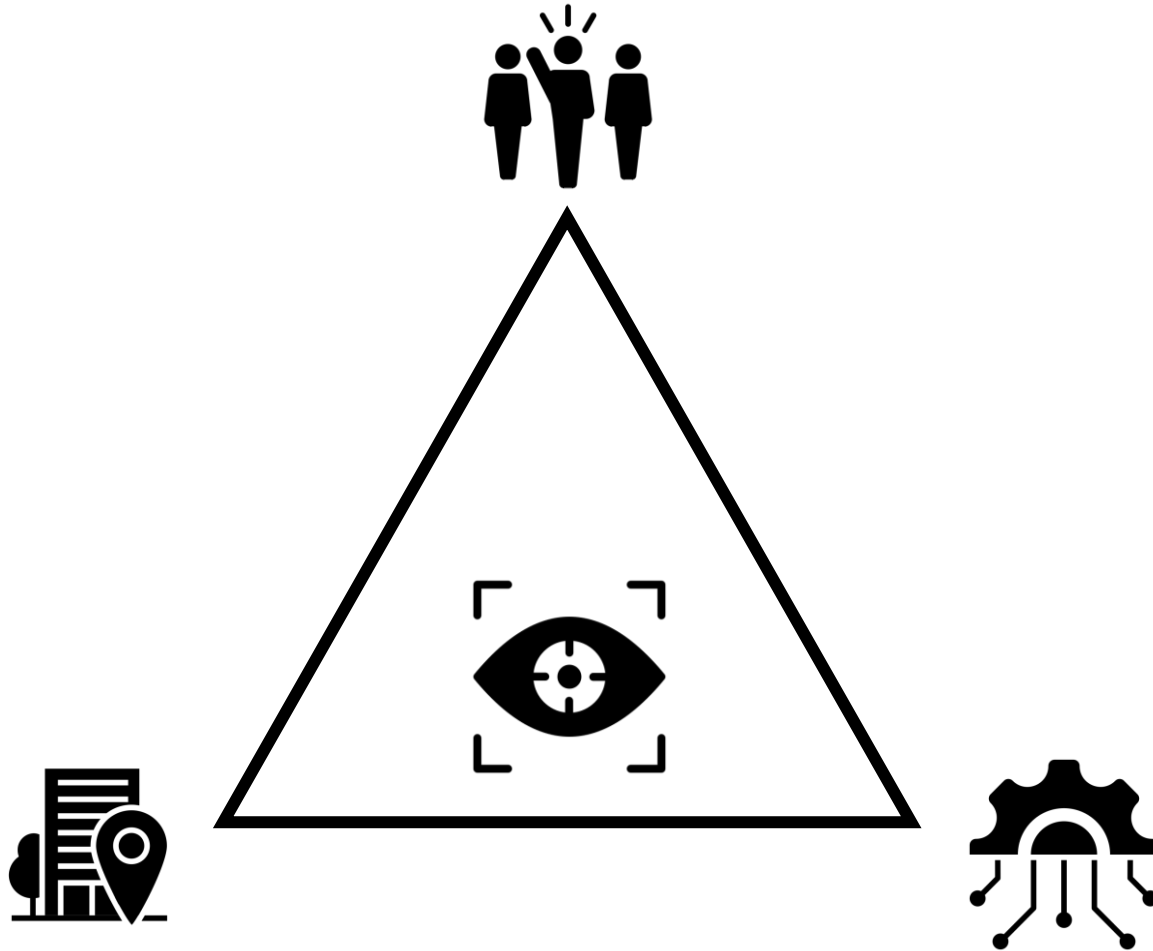


α



FAST LANE

Our future?



More productivity

More innovation

Better workplaces

Better utilised workplaces

Less waste

Better conversations about work

More valued people

Better work/life balance

Thank you

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