

Welcome to the MillerKnoll Insight Series with Simone Fenton-Jarvis

The session will begin shortly

1. Click the arrow beside the microphone button to check your audio settings

2. Your video is switched off and can't be turned on

3. Use the chat function to participate and ask questions
Please send to "Everyone"



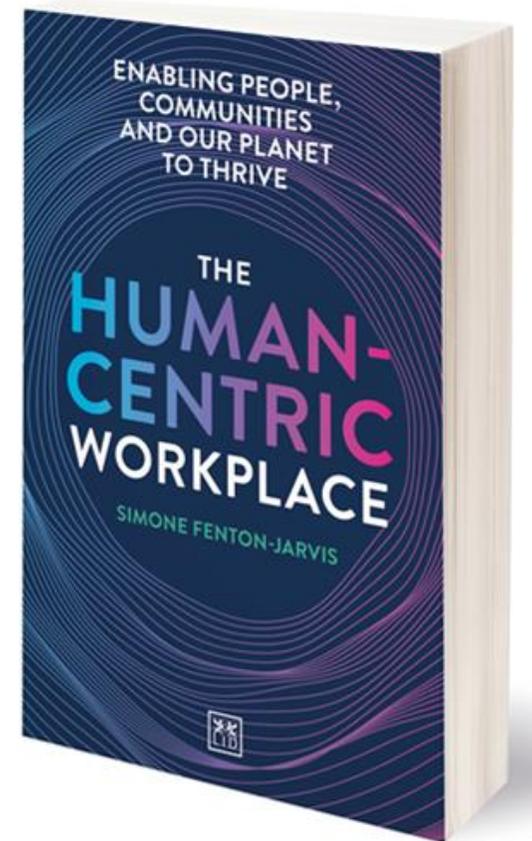
The image shows a Zoom meeting control bar with several buttons and icons. Red lines with dots at the end point from the instructional text to specific UI elements: one points to the dropdown arrow on the Unmute button, another points to the dropdown arrow on the Start video button, and a third points to the Chat button.

Unmute  Start video  Share   Participants Chat 



The Human-Centric Workplace

Simone Fenton-Jarvis



Why “The Human-Centric Workplace”?

My values

+

The difference between my values and my actual experiences

+

Stories from friends, family and my network

+

World events

+

My purpose: wanting to make a difference



Reality



...Same storm, different boat

Equality



...Same storm, everybody gets the shelter they need

Equity



Soaring childcare costs force Suffolk family to sell home and ...

A mother has told how the soaring cost of childcare has forced her to sell her home and relocate, as charities warned that more parents are...

5 days ago



The Guardian

Top CEOs to surpass average yearly UK pay after just four days

The bosses of Britain's biggest companies will have made more money in 2022 by breakfast time on Friday than the average UK worker will earn...

3 weeks ago



India Today

Oxfam 'Inequality Kills' report: Rich get richer, poor are poorer?

Oxfam 'Inequality Kills' report: Rich get richer, poor are poorer? ... more than the poorest 40 per cent of the population, the group said...

1 week ago



Leicester Mercury

Child Benefit set to go up - but parents may be disappointed with the amount

Child Benefit is paid once a month to parents, or weekly if you are a single parent or being supported by other benefits such as Income...

1 day ago



The Guardian

Gender pay gap at UK's biggest firms is growing, data suggests

Exclusive: women's median hourly rate on average 10.2% less than men's, compared with 9.3% in 2018.

1 month ago



MarketWatch

Racial and economic inequality persists. Why do many people deny it?

Mijs points to increased socioeconomic segregation in American society during the same period that inequality has grown.

20 hours ago



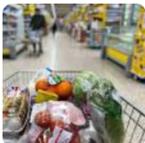
NationalWorld

Inflation UK: how much have food prices gone up amid 2022 ...

...

Inflation UK: how much have food prices gone up amid 2022 cost of living crisis - will they continue to rise?

5 days ago



New York Post

Price of oil over \$90 a barrel for first time since 2014

Fears of Russian military action have deepened as Moscow has steadily increased its military buildup along the border with Ukraine.

15 hours ago



Al Jazeera

Brace yourself for an even more unequal post-pandemic world: WEF

The Global Risks Report 2022 (PDF) – a 17th edition from the World Economic Forum (WEF) and released on Tuesday – warns that the economic...

2 weeks ago



The Telegraph

Markets dive as war in Europe looms

It marked another chaotic 24 hours for global stocks amid a ... a jump in the cost of borrowing will push many debt-laden companies over the...

2 days ago



Wired UK

The Global Economy Ignores Developing Nations at Its Own ...

Unequal vaccination rates across the world—largely between the developed and developing world—further entrench inequality and delay economic...

3 weeks ago



France 24

'Tax us now' to reduce wealth inequality, say global millionaires

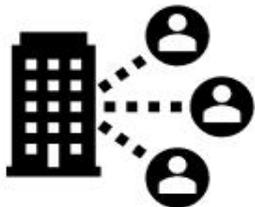
The letter was published online Wednesday, mid-way through Davos, the World Economic Forum's annual meeting being held virtually this year.

1 week ago



...Same storm but we get to the heart of the inequity within our reality

In the press



In the workplace...



1 in 4
have a mental illness



1 in 7
are neurodivergent



1 in 5
have a disability



1 in 10
identify as LGBTQ+



16
different personality types



1 in 2
are parents



5
generations

But remember...

**WHILE WE CELEBRATE
OUR DIVERSITY, WHAT
SURPRISES ME TIME
AND TIME AGAIN...
IS THAT WE ARE FAR
MORE UNITED AND
HAVE FAR MORE IN
COMMON WITH EACH
OTHER THAN THINGS
THAT DIVIDE US.**

- Jo Cox MP

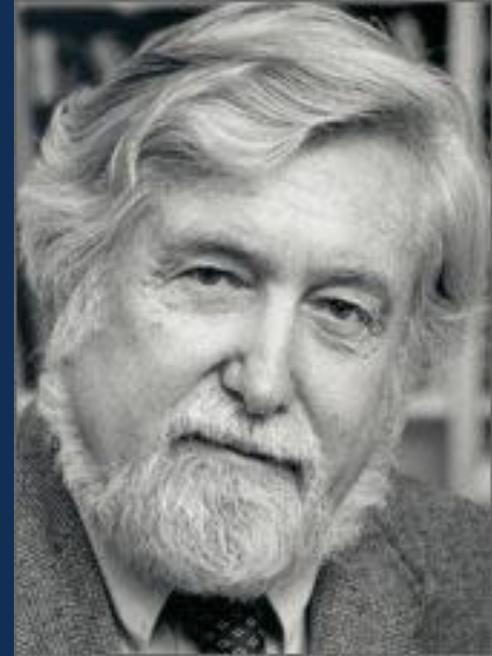
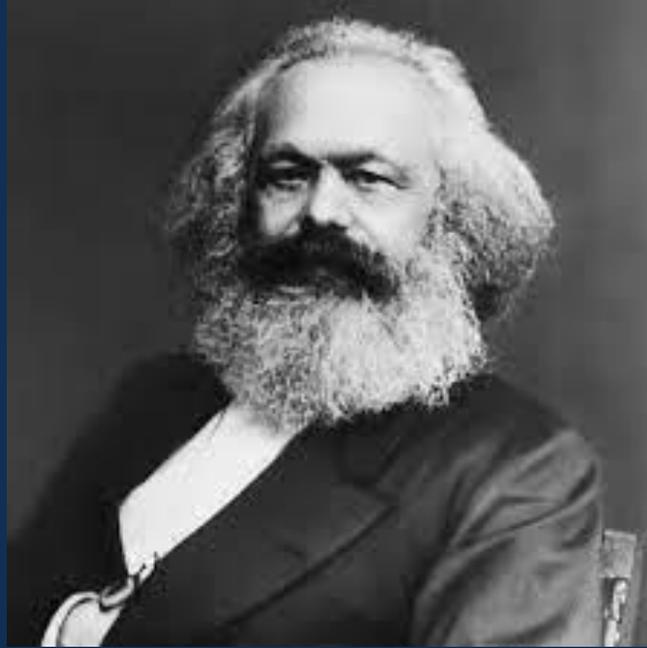
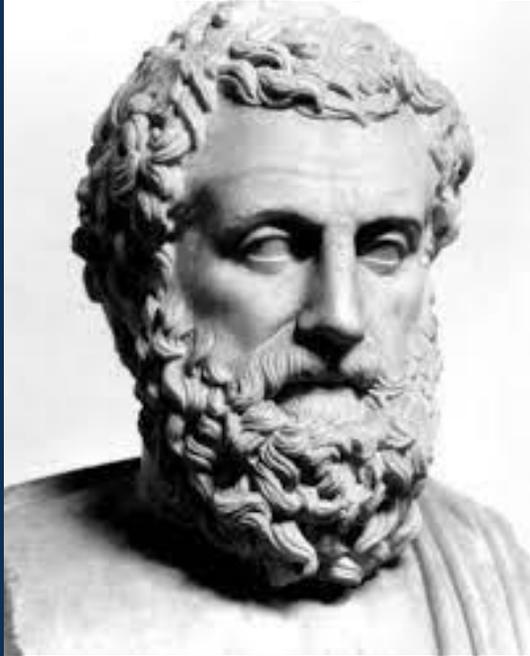


The Future of Work is Human.

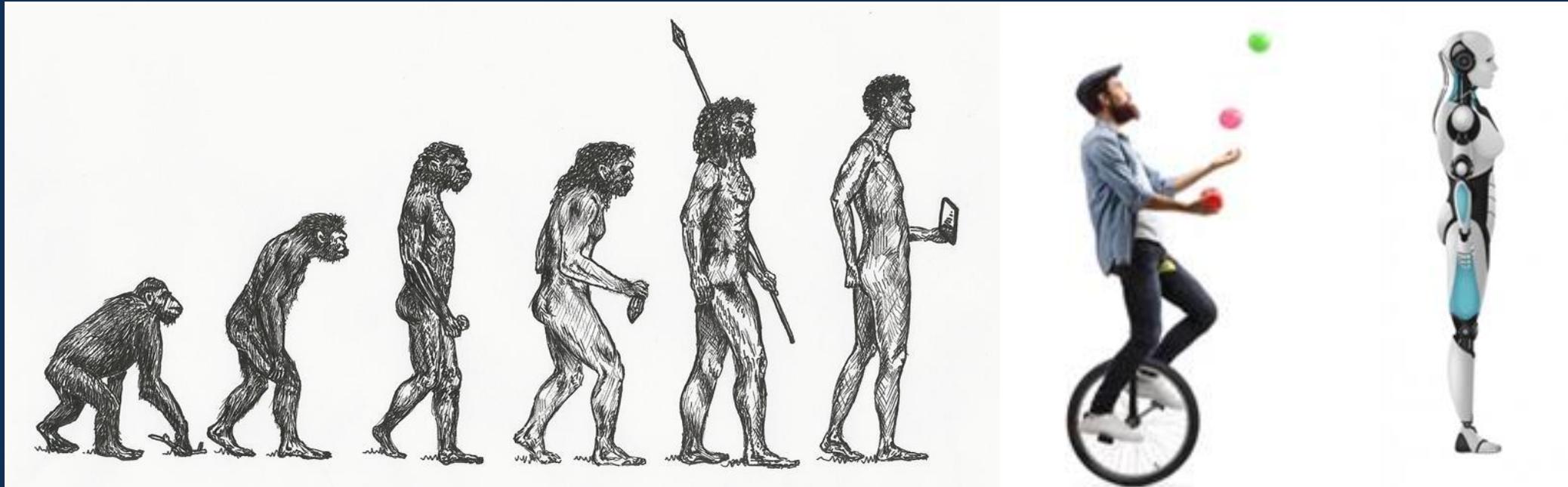
To be a Human

“Wanting to understand who we are, where we come from and how we evolved is part of what makes us human.”

Natural History Museum (2021)



To be a Human at Work



“The most under used asset at work in the 21st century?
– Being Human”

The Human-Centric Workplace (2021)



Cultural Indicators

What are the daily behaviours of people?

Where is “the line”?

Presenteeism / High Turnover

What are the offices like?

What is the dress code?



Cultural Indicators

What stories are told? – who/what is immortalised?

What do people believe without fact checking?

What are people's attitudes towards certain things?

Who holds the power?

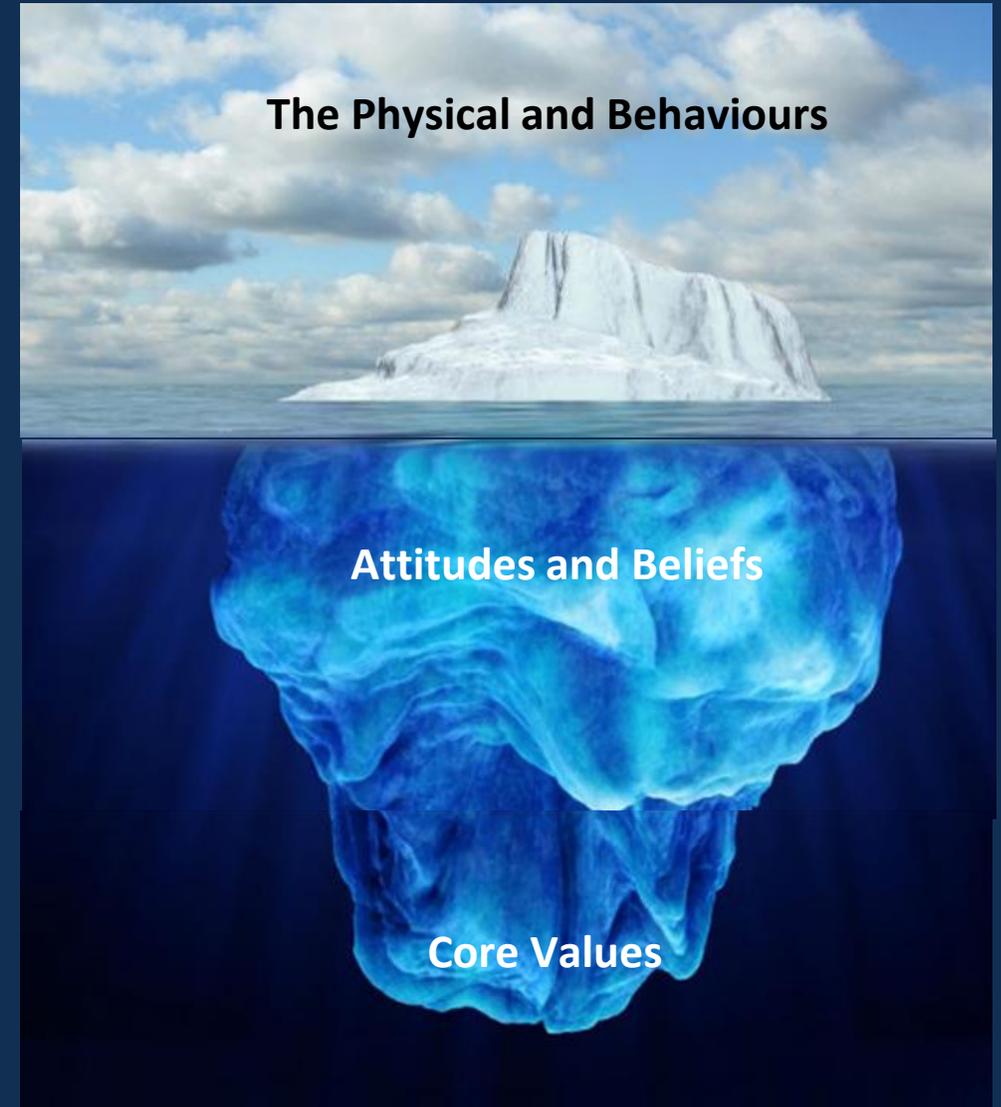
In what ways is the organisation controlled?

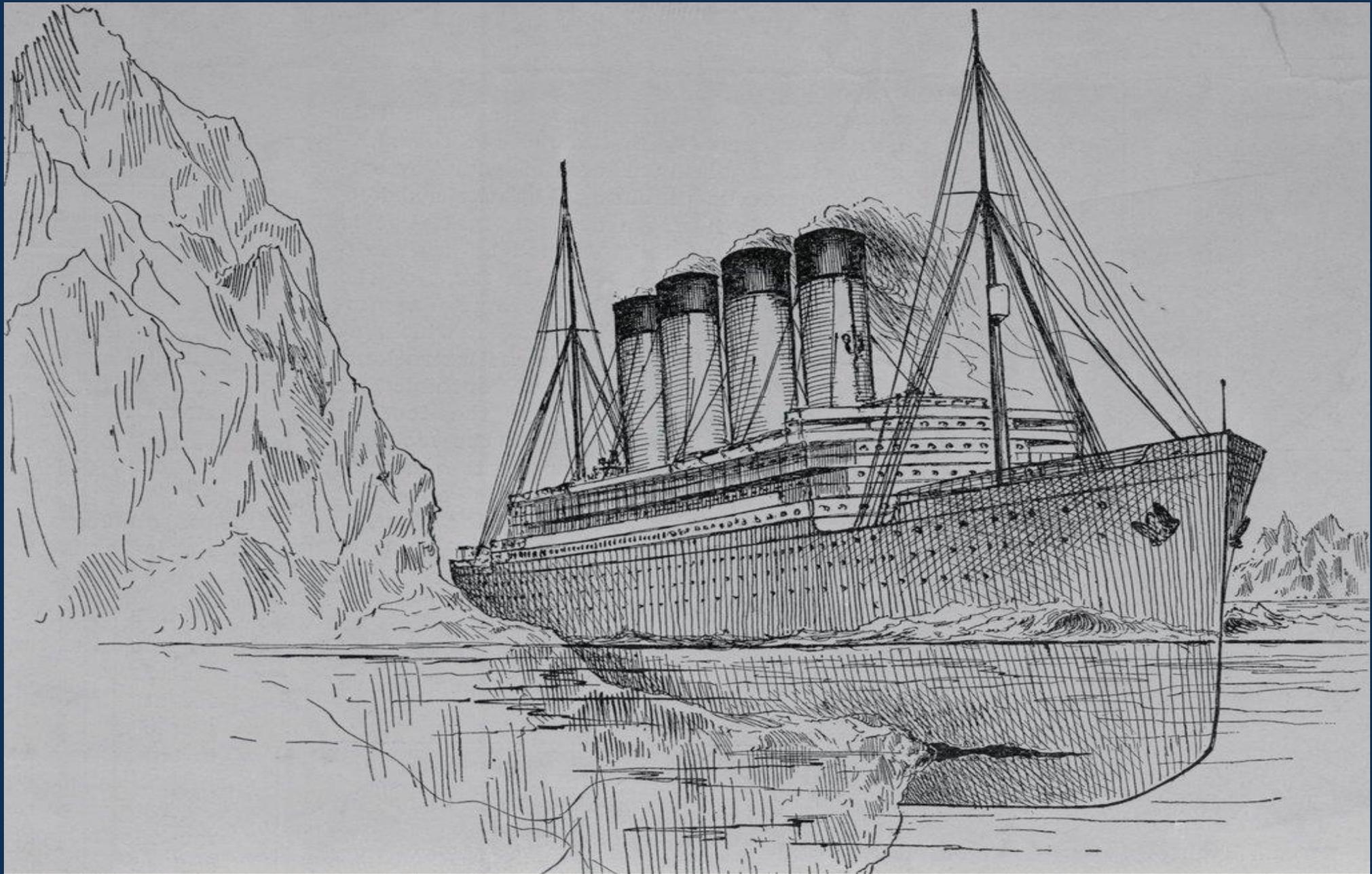
Frustration at leadership / processes / technology



Cultural Indicators

- What are the values?
- Are they known and practised?
- Is strategy aligned with the values?
- Is there a resistance to change?





Evolution



Cultural Indicators

Engagement

Wellbeing and
Happiness

Psychological
Safety

Recruitment and
Retention

Customer
satisfaction

Sustainability,
Impact and the
Climate

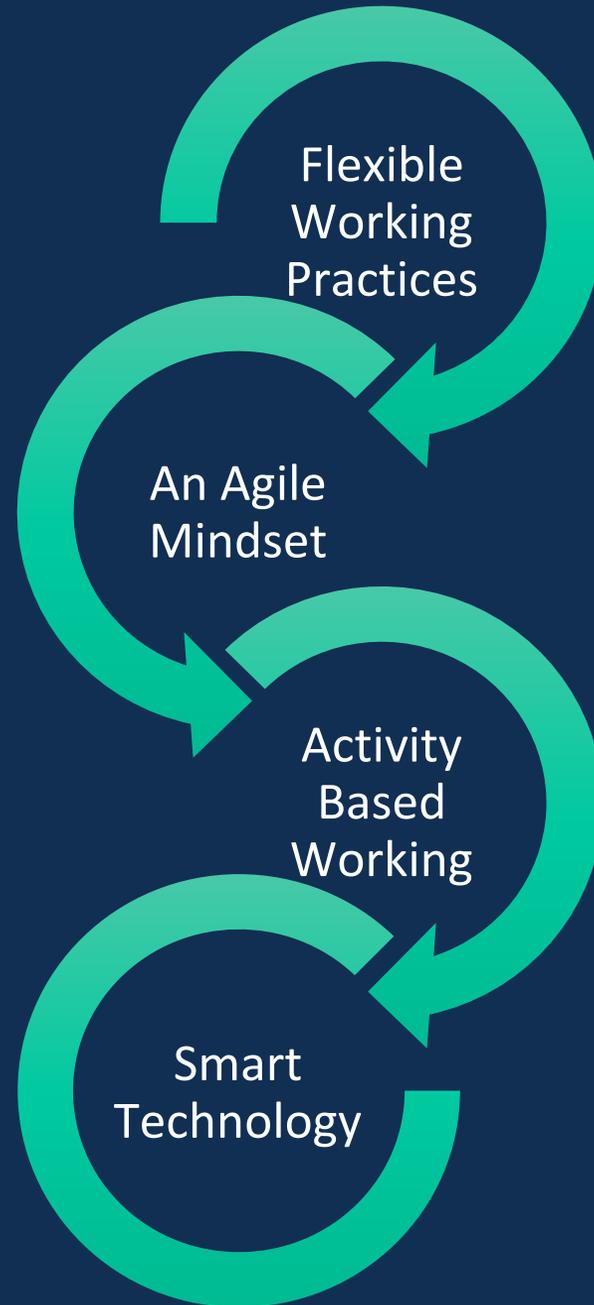
Innovation

Finances

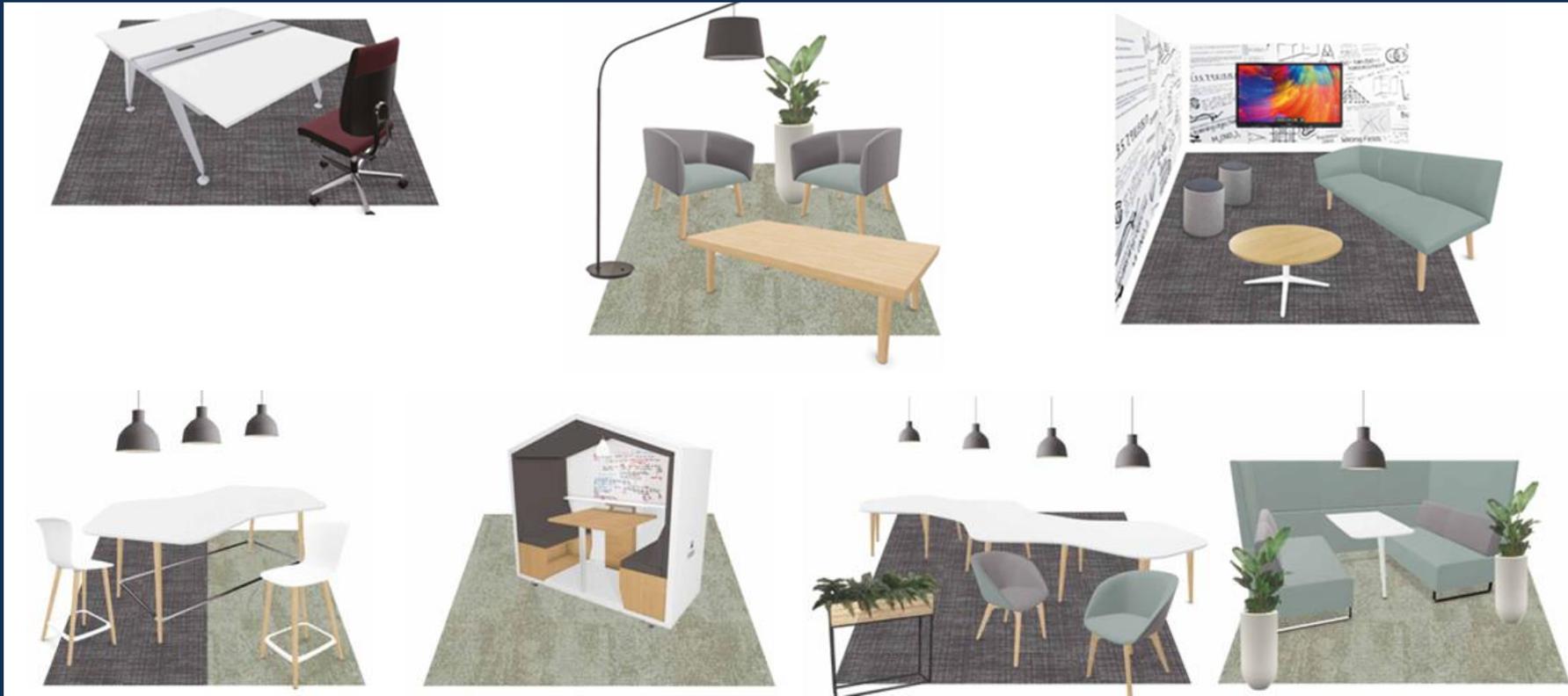
Productivity

Ways of Working



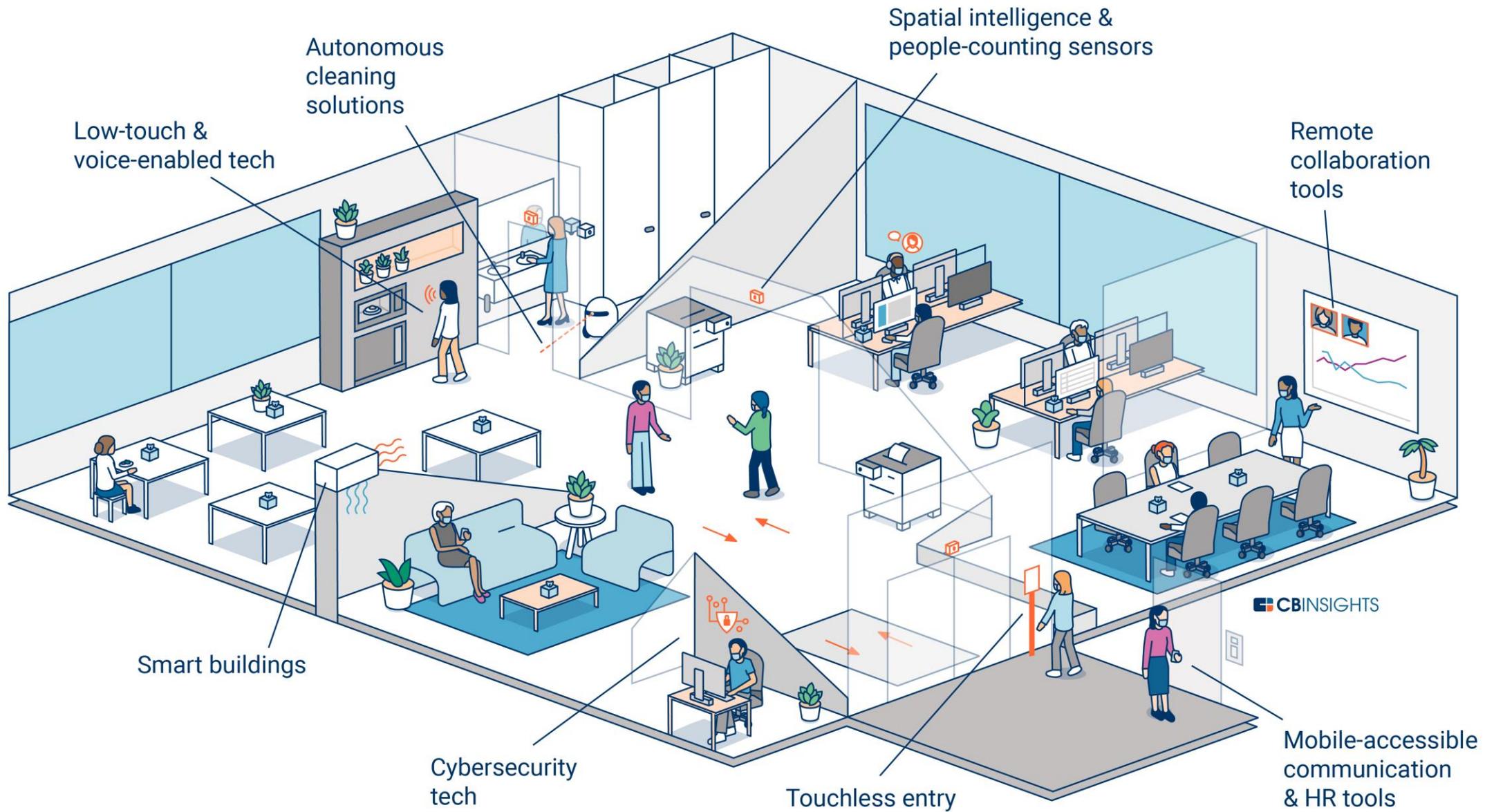


Space

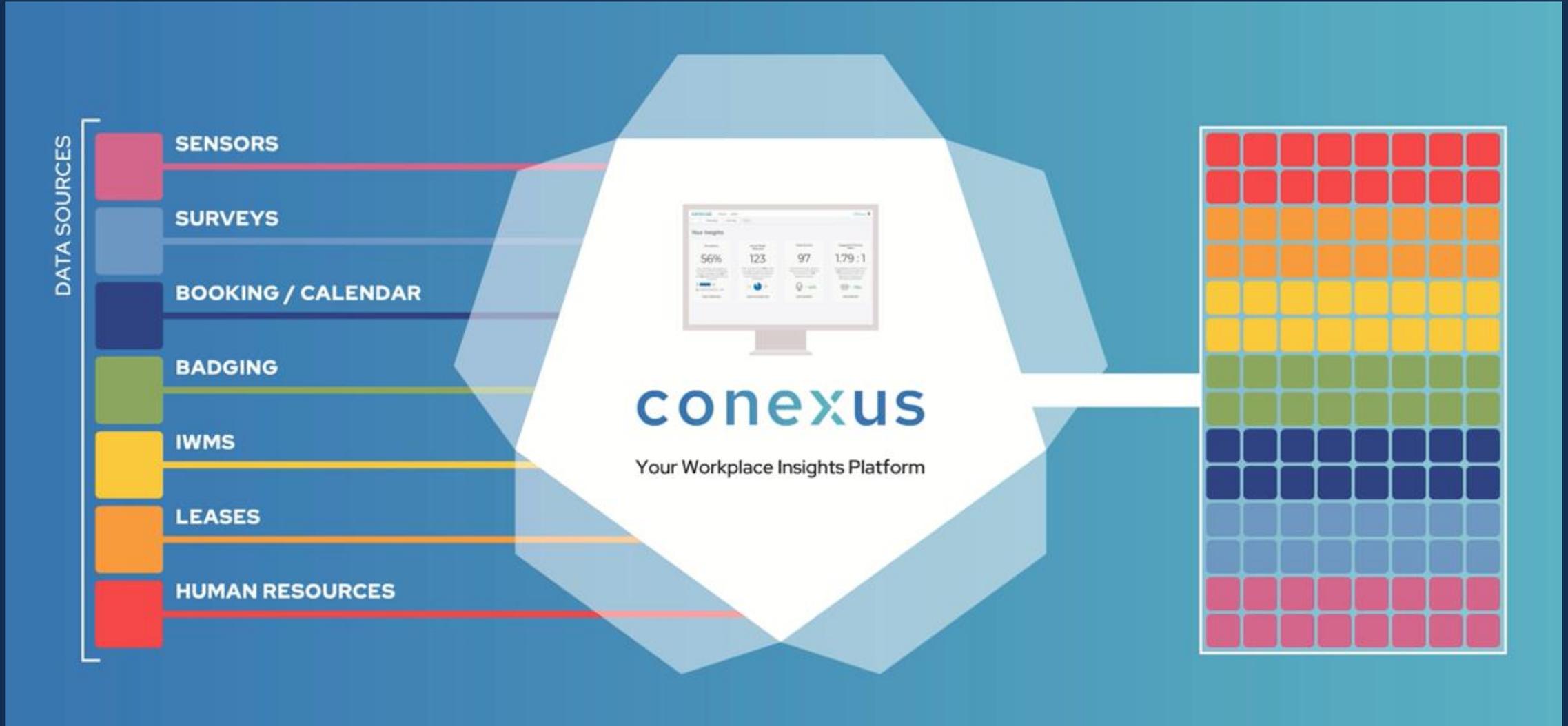


Technology





Data



Intent vs. Actual Use - Workspaces

All

Building

All

Floor

All

Department name

Include Weekends (Y/N)
Weekdays Only

View By
Percentage

Start
7/21/2021 to 4/25/2...
and Null values

Bookable Capacity

632

Spaces

Booked

20%

124 Spaces

Occupied

34%

217 Spaces

Checked In

15%

96 Spaces
(77% of Booked)

Squatting

19%

121 Spaces
(56% of Occupied)

No Show

5%

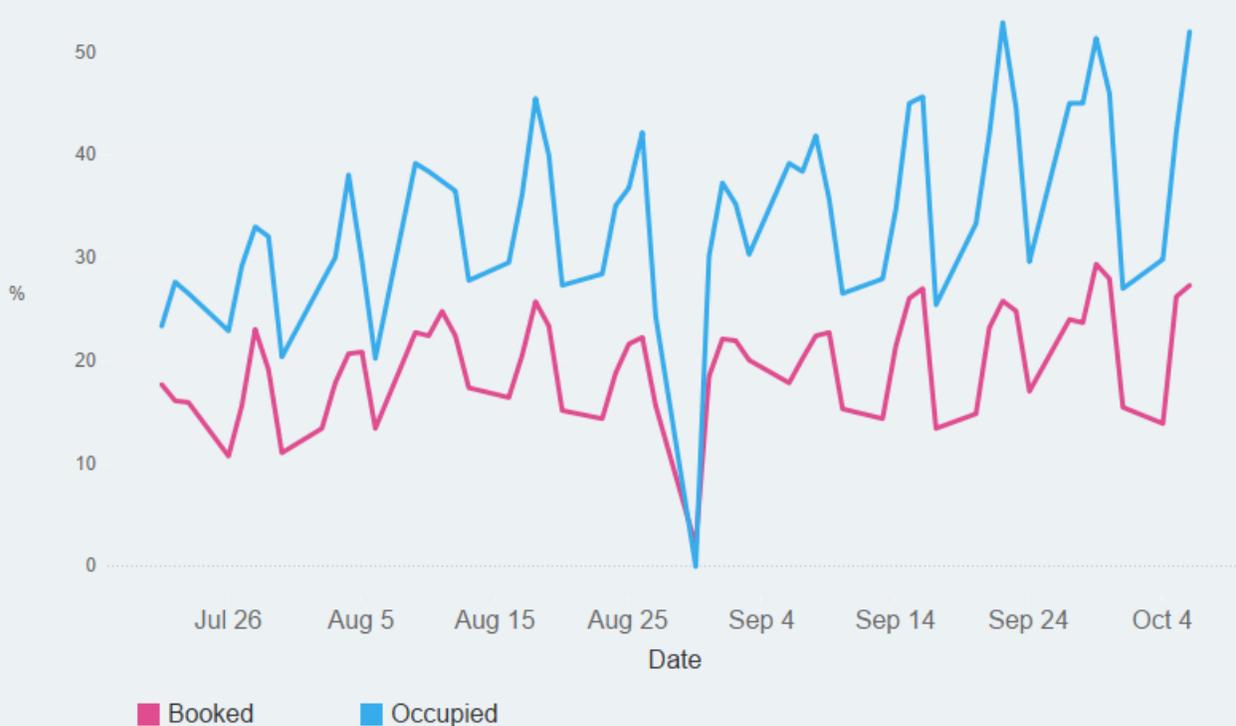
29 Spaces
(23% of Booked)

Vacant

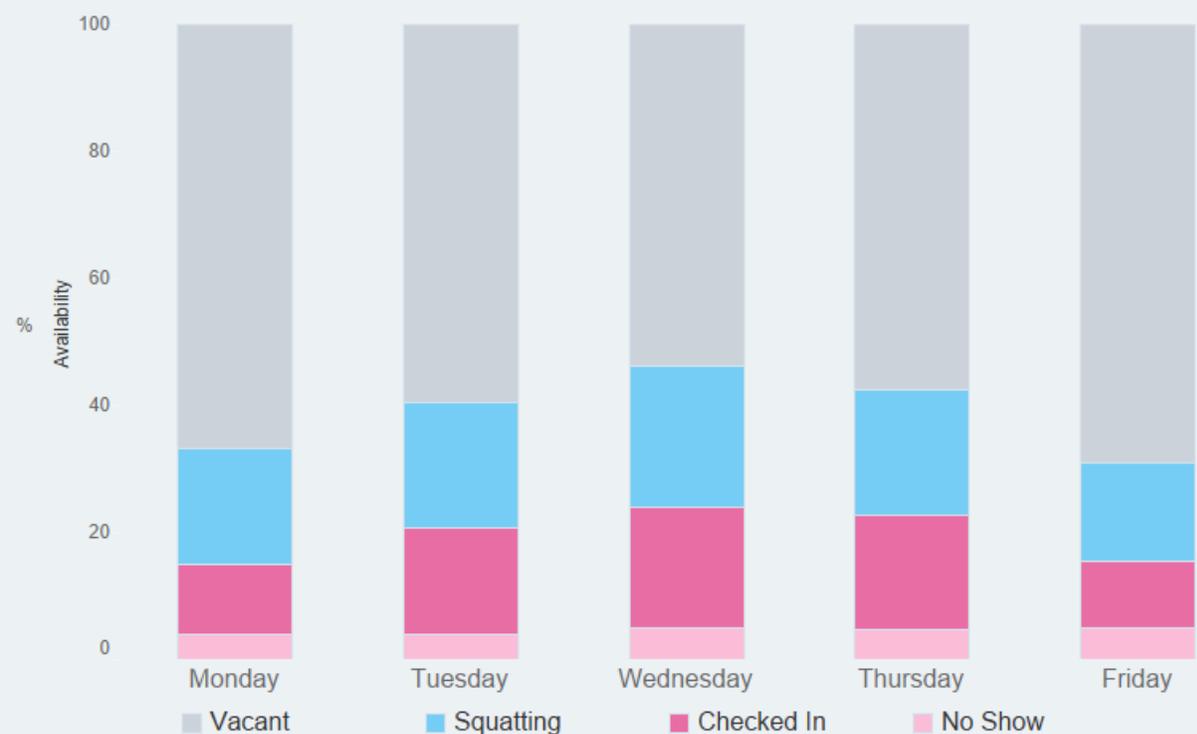
61%

386 Spaces

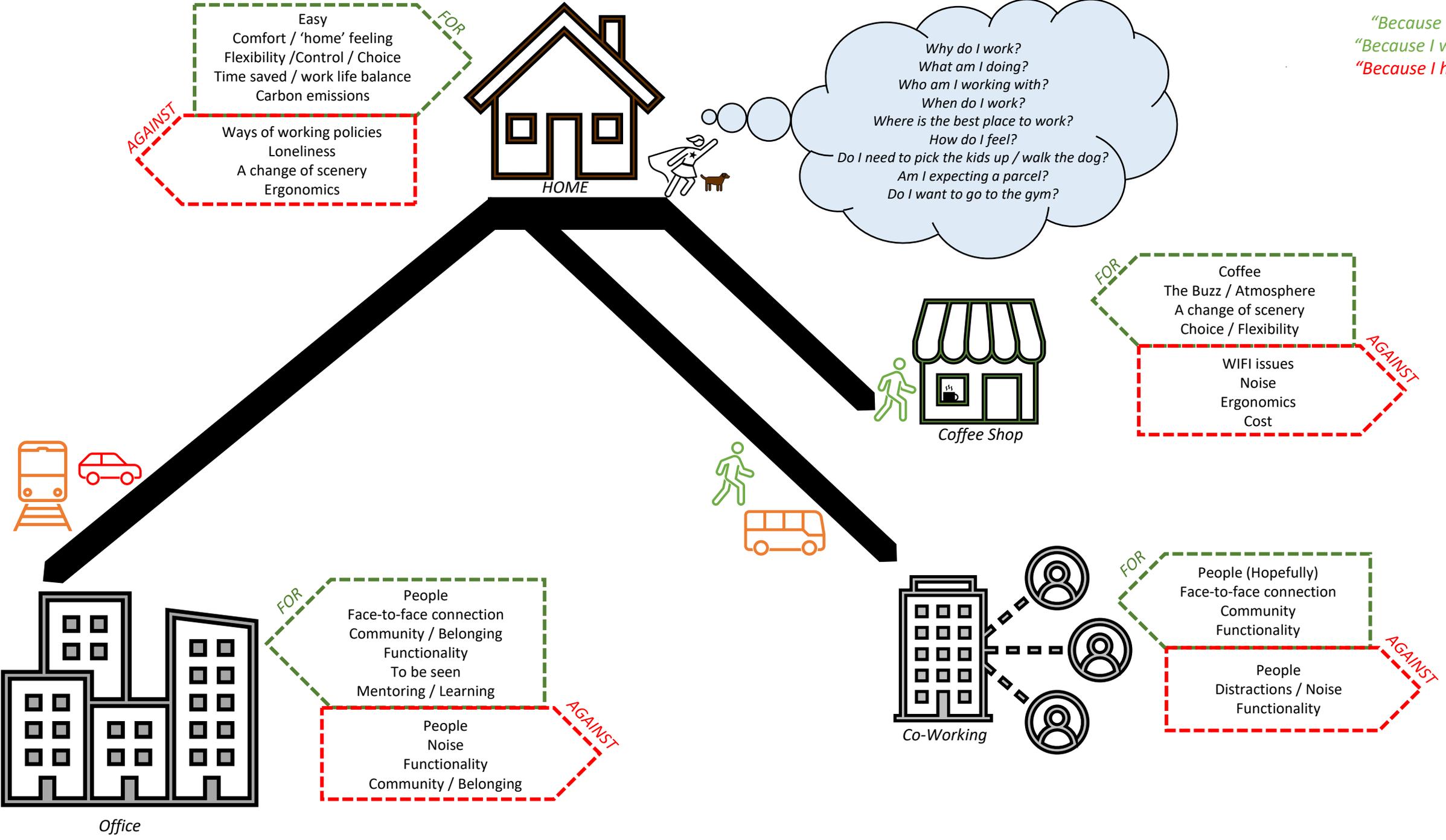
Booking vs Occupancy Trend - Workspaces



Workspace Availability

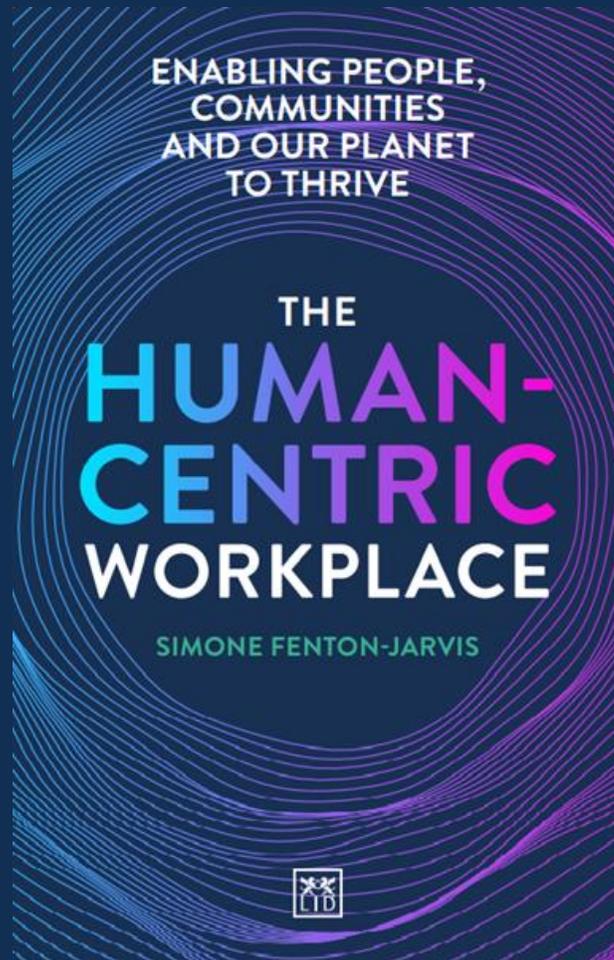


“Because I can”
“Because I want to”
“Because I have to”



Understand the why of your Workplace.





“...if we listen, show compassion and empathy, respect our differences and simply uphold the highest levels of integrity, we might just change the world with one small human act at a time”



@chiefworkplace



/simone-fenton-jarvis



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