

Planning The Plan — Space Planning For The Future: A Generational Approach

Expanding, consolidating or relocating your business in a competitive environment today requires thought and careful consideration.

The economic demands for office space and the way that different generations view office cultures have altered the way companies are doing business. The approach to work as a career has affected employee and owner work habits resulting in a shift in corporate cultures. This shift has led to substantial changes in the organization of businesses. Different work habits and behaviors have dramatically influenced the way office environments are being designed.

The Basic Program

For organizations that are contemplating a change; it is essential to understand new work force trends. An analysis of present operations should be performed anticipating that the new work force expectations of working collaboratively and utilizing a more flexible and sheer form of management will require a shift in the organization of the work flow and processes. This shift in process will then require a different approach to the work place configuration. What is the new program?

The New Program

Analysis of how members of the group interact; what their expectations are for their work environment, how they utilize their space, share information, work independently, their attitudes about status, privacy, socialization and the environment are critical elements in responding to the need to reconfigure or expand a space.

Documentation and research suggest that as workers leave the work force, the next in line generations; with their approach to their work and careers, will greatly influence the way that office space is being configured. Due to increased availability and familiarity with digital technologies, communications and use of social media – workers have increased demand for open areas, shared work space and “hoteling” capabilities. Low-wall workstations and furniture systems, multi-purposed space, access to glass lines and views and the use of sustainable materials are now design features utilized in work space environments. The traditional layout with rows of private offices and large executive boardrooms are no longer in vogue. The emphasis is now on efficiency, flexibility and diversity. This new environment is structured, employee centered, fun and suited to multi-tasking activities that encourage



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collaborative team interaction with an ever increasing demand for technological solutions.

The New Plan

Organizations looking to incorporate new requirements for workplace efficiencies will look to space planners and designers to resolve how to integrate the demands for the new model of work space into an existing facility. The designer will utilize a program that documents the needs, requirements, quantities, physical sizes and constraints for the new space. Certain requirements for lighting, heating/air conditioning and day light controls for the space that include present and future technology needs, are included in the program and utilized by the designer to create a space specifically to accommodate the users' comfort needs. Robert Borders & Associates recently completed a large office project in the Anaheim area that involved reorganization of multiple floors of a high-rise building. Utilizing an extensive program to document and analyze the needs and requirements for the occupants, a

phased plan was executed in which departments, teams and individual spaces were reconfigured to achieve a solution that is much more efficient, comfortable, flexible and aesthetically inviting to the users. Many times, the end result being increased productivity, better employee retention, pleasing aesthetics essential in attracting new talent and ultimately an improved bottom line.



About Robert Borders & Associates

Robert Borders & Associates is a full-service architectural, space planning and commercial interior design firm specializing in office, industrial, recreational and mixed-use projects. Based in Orange County, Calif. the firm has provided services to a variety of public and private sector clients throughout the country. Since its inception in 1967, the firm has completed projects ranging from small interior renovations to the design of complex high-rise office buildings and enjoys a track record of long-term relationships with many of our clients. Our philosophy on architecture and design is based on a collaborative client partnership and we are constantly seeking ways in which we can bring value with our expertise to serve our client's best interests. For additional information about Robert Borders & Associates, contact Shelly DiLauro, CID, LEED AP ID+C, Principal, Robert Borders & Associates at shelly_dilauro@bordersarchitects.com or 949.851.1317.