

FIRST FRIDAY WEBINAR

Attracting & Retaining
Multi-generations in the Workplace



HON®



SPACE FOR ALL

Key Research Findings



-
- Versatile and modular office
 - Technology integration
 - Remote workspaces
 - Workplace environment
 - Sense of purpose
 - Open, collaborative spaces
 - Residential style offices
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Trend 1 Office Design for a Multi-Generational Workforce

Trends Multi-Generational Workforce

OFFICE DESIGN

- Reconfigurable
- Mobile
- Lightweight
- Versatile Spaces





Breakrooms are where you run into everybody. I think that's a really important space to have. Maybe there are community tables to eat, but then there are little off-sections for impromptu meetings.

- HON-Sponsored Research, 2017

Trends Multi-Generational Workforce

TECHNOLOGICAL INTEGRATIONS



- Built-in power strips and USB ports
- Small electronics equal small footprints
- Work anywhere office environments
- Consider technology life expectancy

Trend 2 New Approach for Attracting and Retaining Talent



Trends Attract and Retain

OFFICE DESIGN AND THE PROSPECTIVE HIRE



81% consider workplace environment important for attracting top talent



64% would invest extra funds for ergonomic furniture and design



88% claim ergonomics influence furniture choices and design

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Having different places to work within the workplace is highly appealing. Meaning you have a desk where you can go and have focused time, but you're not beholden to it because you work on a laptop and can move around and sit at a café table, go to a conference room, or unwind in a common area. I think if an employer cares about how people work and the work environment generally, people will stay longer. If you just have a desk and nowhere else to go at five o'clock, you're out of there.

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- HON-Sponsored Research, 2017

Trends Office Design

THE PROSPECTIVE HIRE

- Identity in the Workplace
- Talent Retention
- Key to Productivity
- Workplace Wellness



Trends Office Design

WELLNESS IN THE WORKPLACE



84% of employees have experienced symptoms of poor mental health where work was a contributing factor



76% of line managers believe employee well-being is their responsibility



60% of board members and senior managers believe their organization supports people with mental health issues



22% have received some form of training on mental health at work



49% would find even basic training in common mental health conditions useful

Trends Multi-Generational Workforce

RESIDENTIAL AND NATURAL THEMES



- Employee Retention
- Productivity
- Overall Employee Health

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Our organization prefers to design spaces to be a little bit less sterile, a little bit less intimidating to use. By incorporating elements like reclaimed wood from picnic benches, we encourage people to walk up and have a touchdown.

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- HON-Sponsored Research, 2017



Trends Multi-Generational Workforce

PHYSICAL WELL-BEING

- Increase Focus on Wellness Initiatives
- Recreational Amenities
- Wellness Promotion
- 'Active' Furniture



Trends Multi-Generational Workforce

PHYSICAL WELL-BEING



63% of organizations have budgets devoted to wellness



51% are expecting their budgets to increase in the next two years

Trends Multi-Generational Workforce

ERGONOMICS

- Increase Productivity
- Reduced Lost Workdays and Turnover
- Prioritizing Ergonomics
- Prevent Work-Related Injuries



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Standing work desks are helpful for those who are in the office every day and have more traditional desk jobs, just to be more comfortable and feel a little bit more active.

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- HON-Sponsored Research, 2017

