

Top 12 workplace trends

Explore how the
workplace will
evolve over the
next 12 months

officeprinciples

MARCH 2022



how things have changed!

Just over two years ago I was talking at seminars about the benefits of agile working, often to senior management who were both suspicious and cynical that it would never work for their business or organisation.

Twenty four months later and agile is the new 'norm' and the way offices are used has changed beyond recognition.

Not only has the way we perceive the office changed but the design, look, feel and priorities have changed for the better. 94% of organisations are now embracing hybrid or agile working and most organisations are realising the benefits of a considered approach to work life balance with some organisations now promoting a 4 day week.

It feels like employers will need to provide better facilities, perks and comforts, to retain their staff and to bring on the best talent.

Here are my 12 key influences and tips as to how the office is being transformed to accommodate the priorities of their greatest asset - their staff!



A stylized, handwritten signature in black ink, appearing to read 'Cyril Parsons'.

CYRIL PARSONS
Managing Director, Office Principles





residential influences

Times are changing and we are seeing the lines blur more and more between residential and commercial design, as senior management have realised the compelling and unique power of captivating that homely feeling through design.

Bringing a residential feel to the office makes staff feel comfortable, accepted and boosts productivity.

As millennial's and Gen Z's are owning and dominating new young companies, they want different work environments that reflect the realities of the work lives, and are demanding chill out and relaxation zones

“ There’s no place like home.”

SOURCE : THE WIZARD OF OZ - 1939

DFS
DONCASTER

HOMELEY

biophilia improves staff productivity

Biophilic design seeks to find ways to bring nature into the built environment.

Studies have shown that introducing planting and greenery reduces stress, improves well-being and expedites healing. In other words, nature = happiness.

“ Bringing nature into everyday life can help reduce feelings of stress and anger, making people feel calmer.

SOURCE : MIND UK HEALTH CHARITY

Aegon - Lock 14
BIRMINGHAM



WELLBEING



work anywhere and stay **connected**

As organisations move forward an agile or hybrid office design, it is essential that the digital and technology strategies are adopted to enable innovation and collaboration right across the organisation.

Those that are early adopters and train their staff accordingly in how to use the new tech and booking systems find it generates new ideas and develops staff engagement and productivity.

79% of staff tell us that
technology will make
the hybrid office successfully

SOURCE : GARTNER REPORT

Portmerion
LONDON

03 TECH ENABLED

allow spaces to change

When designing offices, often our designers try and reduce the costing/ built environment and seek to introduce flexible, imaginative and adaptive solutions that can flex and adapt to the fast changing world of work. This reduces the costs of the fit out over the life cycle of the lease to give a better ROI.

Moveable walls and furniture keeps spaces dynamic and adaptable, allowing you to reshape the mental map of the building quickly and cost effectively



“ COVID has had major implications for I.T, which will need to adopt user-supporting processes and partner with HR on policies that underpin work processes and a changed culture. This will re-prioritise all technology investments as a result.

SOURCE : COMPUTERWORLD.COM

Forward PMX
LONDON

04 FLEXIBLE

05

PERSONAL SPACES



sound proof areas for concentration work

As offices have evolved into open plan hubs of creativity, the acoustics are often overlooked. Unwanted noise and distractions are very common complaint amongst office workers.

The provision of private zones are highly valued by staff and improve concentration and productivity.

These are especially important for virtual or zoom calls

80% cited that chatty coworkers and office noise as their top workplace distraction

SOURCE : UDEMY REPORT 2018

pets improve workplace productivity

Surveys show that dog friendly offices result in happier, less stressed employees. With 24% of UK adults now owning a dog it is a massive perk for some staff to be able to bring their pooch to work.

Maybe you could make a start with introducing "bring your dog to work day" on 21st June 2022?

39% of dog owners
feel a dog friendly
workplace would boost morale

SOURCE : RESEARCH BY NESTLÉ PURINA

Lounge
BIRMINGHAM



PET FRIENDLY



TOUCH FREE

reduce infection **transmission**

The adaptation of touch-free appliances has been hugely accelerated by COVID-19 to provide reassurance to employers returning to work. This includes companies adopting a touch-free journey throughout the office, including occupier appliances, smart access controls, bathroom sensors and climate control switches and buttons. In the cafe and restaurants many organisations are installing touch free, app controlled menu's and vending machines

“ At the new Virgin Money HQ in Glasgow, the pandemic has promoted the developer to install touch free gates, lifts, lights, soap dispensers, hand dyers, toilets and have eliminated all buttons and switches.

SOURCE : VIRGIN MONEY

Saxon Weald
HORSHAM

absorb unwanted and distracting noise

Let's face it, the open plan office can be a nightmare, especially when you are working on a task that requires your undivided attention. A common dilemma is how to handle noisy colleagues without coming across as anti-social or rude. Some people have even begun to refer to poor acoustics as noise pollution!

Often little thought is given to how noisily open plan offices can create physiological distress for staff, contributing to high blood pressure, accidents and productivity drops.

Good acoustic solutions create employee comfort and reduces unwanted distractions.

Cooper Parry
DERBY

30 Every time we are
distracted it can take up to
minutes to regain our focus

SOURCE : UDEMY REPORT 2018



ACOUSTICS



2020 FRESH AIR

paramount to better **cognitive function**

Due to COVID-19 many employees are very concerned about the air quality in the office and the danger of airborne bugs.

There is a big move towards natural air solutions and improved air flows to increase staff wellbeing and healthiness. Many organisations are recognising the health benefits of good ventilation which includes better sleep pattern and fewer sick days

“ A recent Times newspaper article concluded that people working in properly ventilated buildings did twice as well on tests of cognitive performance and decisions making as those in poorly ventilated buildings.

SOURCE : THE TIMES

Lounge
BIRMINGHAM

nutrition and water improve **alertness**

Adults that work full time spend 60% of their working hours in the office. Unhealthy food and sugary drinks can have a major negative impact on staff mental and physical health.

Employees who look after their staff with healthy food can reduce sickness, absenteeism, and improve morale and overall individual performance.

Employers who encourage and support healthy eating at their office can assist their staff in reducing heart disease, strokes, obesity and type 2 diabetes. It will directly affect staff moods and improve their energy levels.

Work.Life
LONDON



“ Clean eating is not an innocent trend that’s come along to counter unhealthy diets. It’s simply an eating disorder by another name and in the unit I work in, its an epidemic.

SOURCE : DR MAX PEMBERTON

HEALTHY EATING

“ Collaboration is not just technical.
It's cultural willingness to share and
win as a team using the right technologies and
the assumption that everyone can add value.



SOURCE : WAYNE KURTZMAN IDC COLLABORATION AND SOCIAL MEDIA RESEARCH DIRECTOR

COLLABORATION

improve your office culture

We all know that positive workplace culture is the sum of its values, traditions, brand and behaviours of an organisation.

Cool office spaces that support a great culture find they attract top talent, drive engagement, improves happiness and boosts employee performance.

It is well known that motivated employees perform better in a workplace that supports great collaboration regularly helps in problem solving and faster innovation.

Foundation SP

READING

make the office a fun destination

As we try to attract staff back to the office after 2 years of home working, it is essential that the office is a hugely attractive destination that supports social interactions. This could include a gym, pilates space, staff restaurant and all the things that staff cannot get at home.

Enjoying time with colleagues in a relaxed and fun environment encourages honest and open discussion and engenders trust. If employees are with those they work with, instead of being just colleagues, they will work better together and communicate more effectively

We call it the destination workplace.

Lounge
BIRMINGHAM

60% of millennial's wanted to work for a company with a "positive social atmosphere".

SOURCE : FORBES SURVEY



SOCIAL SPACES

ABOUT US

A creative design company with unified project delivery expertise

office principles

We are an architectural design company providing creative flexible spaces that directly impact on better productivity, engaging and retaining top talent and improving staff culture.

Our unique methodology includes complete architectural design and unified, fast-track project delivery expertise with offices in London, Reading, Birmingham and Manchester we offer a national service



OVER 30 YEARS OF EXPERIENCE

Founded in 1988 by David Parsons and his son Cyril, we have grown to become a full-service national business, creating smart work environments.



FINANCIALLY STABLE

We are growing sustainably thanks to the creativity, drive and passion of our people.



THOUGHT LEADERS

We desire to do things differently, challenging the future workplace with innovative thinking both internally and within the broader industry.



FAMILY OWNED

We're a family-owned company with a one-team mentality. Our values of being hungry, humble and smart are at the heart of our team and client relationships and underpin all our decisions.



CREATIVE DESIGN

Combining strong communication with creative intuition, our designers understand what goes into a successful workplace and love to make it happen.



MORE THAN 5000 PROJECTS COMPLETED

From breaking new ground to refreshing old brands, we are proud of every project we complete.

The Black Book

Your free ultimate guide to office relocation and refurbishment

Unlock the secrets to delivering successful office relocation and refurbishments



Ready to learn more?

Our knowledge hub is packed with insights, learning and events



Office Home

The next step in workplace evolution



officeprinciples

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