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Interview

Alastair Stubbs

**Country Manager - India,
Humanscale**

Evolution in Sports Architecture



Sandeep Roy
COO, NCube
Design | formerly
known as Nelson
(India)

Roy has over 25 years of experience in design and project management of major landmark projects across India, with significant contribution of 16 years as business-head of various national and international firms. At NCube, he has been instrumental in establishing and managing Design, Development, Project Management and Construction companies along with landmark projects. NCube Design [formerly known as Nelson (India), a wholly owned subsidiary of Nelson (US)] is India's premier design firm providing Interior Design and Build services to corporations around the globe.

Workplace Transformation: Boosting Performance at Work

Businesses today are on the constant lookout for increasing competitive advantage by improving employee engagement, increasing productivity and expanding globally while ensuring security and cost management. The movement from desk-first to mobile-first is the primary driving force behind workplace evolution across the globe.

The fruitful combination of real estate, technology and human behaviour results in successful workplace transformation – fun, flexible and innovative setups. To truly embrace the evolution of workplaces and derive a wholesome collaborative environment, it takes a new way of thinking - the fruition of traditional beliefs of work being a place to work being a concept.

There has been a fundamental shift in workspaces from the idea of supervision to the idea of fulfilling objectives. The older format of running cubes was majorly driven by the belief that if the employees are not present in the manager's line of vision, they must not be working. However, latest surveys show that the trust factor between employees is the primary force behind meeting deadlines. This breaks the fundamental notion behind standard setups, giving way to more open layouts.

Work needs to be portrayed as something more than the confinement of a cubicle – dynamic in its fundamental approach. Cubicle setups are rigid, often forcing individuals to get through with the assigned work from a location which hampers human potential as different kinds of spaces are required to drive different requirements at a workplace.

The dynamic nature of spaces allow for differentiated group formation and activity, which benefits team building efforts. Every individual is unique and tackles situations differently. What is needed as per the ever-evolving corporate space is a way to substantiate the requirements of all while managing to achieve the decorum of a workplace. This means providing collaborative spaces, meeting spaces, team rooms and allowing people to work from whichever corner of the setup helps them produce better.

As the spaces become socially receptive, the

transfer of information and networks acquire different forms, thereby inviting collaboration. Such a breakdown of hierarchy in workplaces is a new concept.

Beyond developing a new mindset, these transformations are a direct outcome of three areas – real estate, technology, and people. For real estate, it is imperative to move away from assigned seating to open seating where organisational teams can function together. Providing a variety of seating spaces for employees to move around and work according to their requirement is not only feasible but modular. More needs can be identified using Data Analysis to meet the changing spatial requirements. To decouple the physical space consumption from employee headcount to lower real estate cost is imperative to provide spaces that remain economically inclusive for smaller organisations.

With growth in consumer based technology, the need of the hour is to leverage existing investments in wireless infrastructure and remote access control. Collaboration tools are the new meeting rooms. With employees spread across the globe, it is important to have everyone on one portal to facilitate discussions. Here, employees' choice of device often ends up being a vital factor in meeting deadlines with productive work in hand. Thus, the choice of device is the fundamental factor behind design of spaces, delineating nature of their use.

The present rate of globalisation requires everyone to be prompt with new devices and techniques of collaboration. Training sessions to bring everyone on the same page will enhance productivity and engagement.

Transformed workplaces, in line with the requirements of an organisation often result in happier employees and increased productivity. A collaborative approach to workplaces is not only a marketing approach but a performance based intervention that retains creative output. Thus workspaces are transforming from product centric environments to customer centric environments, being able to incorporate a research based, operation based and consultancy based atmosphere within the confinements of a single space, which is evidently much more sustainable. ▲