



Student Design Charette



INTRODUCTION

We must recognize that the workplace and the office are no longer synonymous. Organizations embracing hybrid work need to view the workplace as encompassing both corporate and home work spaces, but also potentially flexible workspaces and co-working locations. Enabling people to spend time working elsewhere is the key to unlocking a better, more impactful, and more desirable experience in the office.

Most of our assumptions about how work gets done were established in the era of desktop computing—that work is done in the office; that individual work is done at a desk; that each employee needs their own desk; that meetings are held in conference rooms; and that collaboration is a synchronous activity. These prevailing mindsets led organizations to densify their spaces with a sea of desks and traditional conference rooms that weren't well suited to support a wider variety of experiences. Now that the office can exist as a complementary set of work settings to what's available at home it can focus on the most meaningful employee experiences.

Let's consider three experiences: one at a community level, one at a team level, and one at an individual level.

Charette

NOUN [SHUH-RET]

1. An intense collaborative session in which a group of designers draft a solution to a design problem within a limited time frame for presentation internally or to clients.
2. A creative process akin to visual brainstorming that is used by design professionals to develop solutions to a design program within a limited time frame.

Program by

IIDA

Platinum Sponsor and Charette Administrator

MillerKnoll

Supported by

BEHR

CHICAGO
ARCHITECTURE
CENTER

WA
Wallcoverings Association

DESIGN PROBLEM

IIDA, the International Interior Design Association, (client) is a non-profit organization looking to renovate their approximately 17,000 square foot space on the second floor of 111 E. Wacker Drive, Chicago, Illinois.

In your design:

- Provide flexible and adaptable spaces that support both group and individual activities/productivities that can accommodate the most people and be used in many ways.
- Create an inclusive environment that provides settings for the wide variety of employee work styles, abilities and needs, ie: heads down work vs. collaborative, supports neurodiversity, offers respite from meetings and the workday, privacy for personal phone calls, anxiety, ADD, etc.
- Consider changeable workspace solutions that accommodate an increasing staff with flexible schedules, understanding not everyone will have an assigned workspace nor will be in the office at the same time.
- Evolve a solution that reestablishes an IIDA employee culture and provides activities/work support not available remote/at home, restoring a sense of a work community and neighborhood in an immersive work environment.
- Create a desirable environment for socialization and making work easier.
- Define the space to reduce crossover between the event space and private work areas.

Experiential Qualities

Desirable	Varied	Social
Energizing	Interpersonal	On Demand
Flexible	Changeable	Adaptable

Community Restoration

Sociologists refer to our networks as being composed of strong ties and weak ties. Our strong ties are our closest relationships—friends, family, and coworkers with whom we have daily contact. Then there’s our weak ties, which are our extended relationships. Those are the foundation for our sense of community and belonging and for most people, the pandemic hammered our weak ties. This is true in all facets of life, but as far as work, most people are having frequent contact with their strong ties—their immediate teams—but have been massively cut off from dozens or hundreds of others that they’ve had no reason to schedule a meeting with. As a result, organizations are functioning like many tiny companies rather than as one cohesive culture and company. Consider spaces to grab a beverage, hang out, bump into old and new friends, and convey that a return-to-office isn’t a return to your old desk.

Immersive Team Time

Let’s give our teams—those strong ties—spaces to have more immersive experiences. Something much richer and more personal than being on video calls and instant messaging. These types of spaces can feel like a neighborhood or a project space that supports a team operating out of it for long durations. You get the gist, a video call is great for an hour, but it’s not a place to hang out, learn from each other, ask questions, and grab some take-out for lunch.

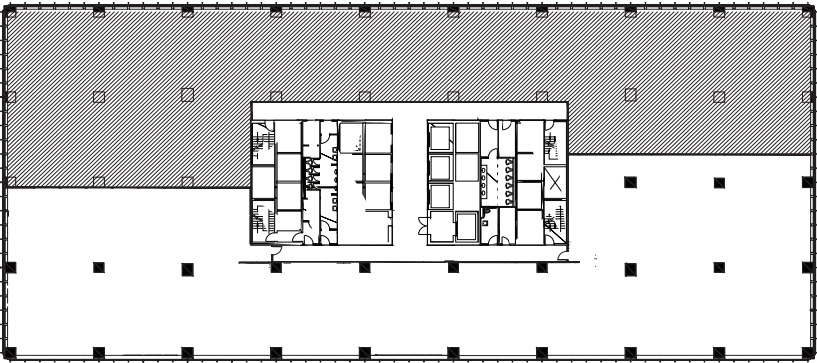
Individual Focus & Reflection

Of the 26k people that have used Herman Miller’s work from home tool, the top challenge they cite about working from home is focus and productivity. We know people have been productive from home, but we also know that when distractions arise, you have to work hard to overcome them. So having a quiet zone in the office, or enclosed spaces for concentrative work is extremely beneficial. While a person might come into the office to be social, to strengthen those weak ties, to spend quality time with team mates, they also need to know that they can retreat and have a place somewhere in the facility for serious heads down work.

Final Thoughts

Consider this: if you were never asked to come into this office but could do so on your own accord, what would you want this space to be? Draw upon your experiences on campus, in city centers, or anywhere that augments what can be experienced working individually from your home.

For organizations that really lean into more flexible working, they have the chance to do more than support individual and group productivity. They have the chance to foster equity, inclusion and belonging within their organization. When you give people the choice of where and how to work, you provide them greater control over their ability to succeed, which is the key to creating equitable experiences. Likewise, if you use a participatory process and design places to cover a wide array of user needs, which is a process called inclusive design, you can create environments that actually help people to belong. Consider the broadest range of needs in your network—people with different life demands, physical/cognitive/sensory abilities.



Floor plan is not to scale.

PROGRAM

EMPLOYEE REQUIREMENTS

- 1. (40) full time employees on a flexible, rotating schedule
 - a. Minimum of 30% of employees require assigned offices and/or desks
 - i. These offices will not be shared with other staff
 - b. Remaining 70% will utilize desk and office hoteling (no shared offices/desks)
- 2. Employees won't be in the office on a daily basis except for all staff meetings, team building, and social events
- 3. Weekly in-person meetings to accommodate (2) to (10) people across departments
- 4. In-office hybrid collaboration required for all staff via video conferencing

OFFICE REQUIREMENTS

1. (1) Lobby/main entry

- a. (1) administrative employee workspace at lobby/main entry
 - i. Hidden but accessible shipping/receiving area including supplies, postage machine, scale
- b. Ancillary guest seating available at reception for (4) to (8) guests
- c. Digital signage for use as IIDA signage and event signage
- d. IIDA pin mounted logo in lobby

2. (1) Board Room

- a. (20) person table
- b. (6) to (8) side seating/benching
- c. Large presentation screen
- d. Built-in audio and video (a/v)
- e. Storage for a/v equipment and office supplies (including dry erase materials, drink service, etc.)

3. (2) Conference rooms

- a. (8) person table
- b. Large presentation screen
- c. Built-in audio and video (a/v)
- d. Storage for a/v equipment and office supplies (including dry erase materials, drink service, etc.)

4. (3) Meeting rooms (size can vary)

- a. (4) to (6) people with laptops
- b. Presentation screen
- c. Phone and conferencing available

5. Minimum of (4) collaborative meeting areas

- a. Standing height and seated meetings
- b. Power available for laptops
- c. May also be used as serving areas (food and beverage)

6. (6) Private offices

- a. All with sit/stand desking
- b. (1) filing cabinet
- c. (1) coat/bag cabinet
- d. Storage for office supplies (tape, stapler, pens, etc.)
- e. (1) CEO office with seating for (4) guests
- f. (1) VP of Operations/HR office with seating for (2) guests
- g. (1) Director of Finance office with seating for (2) guests
- h. (1) Director of Membership office with seating for (2) guests
- i. (1) Unassigned office with seating for (2) guests

7. (6) Assigned desks

- a. All with sit/stand desking
- b. (1) filing cabinet
- c. (1) coat/bag cabinet
- d. Storage for office supplies (tape, stapler, pens, etc.)

8. (4) Hoteling offices to be booked/shared with multiple staff

- a. All with sit/stand desking
- b. (1) filing cabinet
- c. (1) coat/bag cabinet
- d. (1) staff member with seating for (2) guests each

9. (24) Hoteling desks (All with sit/stand desking and coat/bag/supply storage)

- a. All with sit/stand desking
- b. (1) shared storage space for office supplies (tape, stapler, pens, etc.)
- c. (1) staff member per desk with a perch area for drop by conversations

10. (2) Private rooms

- a. Flex space for private phone calls, meditation, mother's room, etc.
- b. (1) staff member per room

11. (1) Staff Kitchen

- a. (1) refrigerator/freezer
- b. (1) dishwasher
- c. (2) microwaves
- d. (1) toaster
- e. (1) filtered water machine
- f. (1) built-in coffee and tea machine
- g. Storage cabinets and/or drawers for kitchen supplies (flatware, mugs, glasses, creamer, tea, coffee, beverages, snacks, bowls, plates, containers, etc.)

12. (1) Copy/supply room

- a. (1) Full size duplexing copy/scanner/printer
- b. (1) Small black and white printer
- c. (1) Document assembly and production counter space (cutting and gluing)
- d. Storage cabinets and/or drawers for office supplies (paper, pens, envelopes, brochures, documents, etc.)

13. (1) Server room

- a. A/V rack system with server rack
- b. Temperature controlled (a/c required)

EVENT SPACE REQUIREMENTS

IIDA requires an event space that provides non-dues revenue to the association. Events range from cocktail receptions, conferences, roundtables, and hybrid in-person and streamed events for IIDA, industry-related guests, and external groups.

1. (1) Main event space (all furniture to be flexible/changeable to accommodate variety of event types and set-ups)

- a. (150) chairs for theater layout
- b. (96) chairs with (50) training tables for classroom layout
- c. Small group clusters
- d. Cocktail reception with highboys
- e. Accommodate portable stage and podium
- f. (2) large screens for presentations
- g. Built in a/v with multiple cameras
- h. Large storage and a/v room
 - i. For rack a/v system and technology
 - ii. To store all stackable chairs and training tables
 - i. Ample supply storage
- j. Hidden but easily accessible and identifiable waste and recycling receptacles

2. Secondary event entry/check-in area to avoid IIDA work space and event space crossover

- a. Used internally for IIDA events or when no outside events are scheduled
- b. Up to (2) event staff guest check-in
- c. Direct access to event space
- d. (1) Event staging kitchen
- e. Electrical outlets for the use with hotplates
- f. (1) Refrigerator/freezer
- g. (1) dishwasher
- h. (1) microwave
- i. (1) undercounter/beverage/wine refrigerator
- j. (1) built-in filtered water machine
- k. (1) built-in coffee machines
- l. Storage cabinets and/or drawers for kitchen supplies and event overstock (flatware, mugs, glasses, creamer, tea, coffee, beverages, snacks, bowls, plates, containers, napkins, paper towels, etc.)
- m. Ample catering prep/counter space
 - i. For food prep and hotplates
- n. Large waste/recycling receptacles.

NOTES

- 1. Remember to continually review the purpose your team is attempting to achieve throughout the design process.
- 2. Think about the flexibility and/or adaptability of the space you are designing. If the space is intended to be flexible, tell us how.

DELIVERABLES

- 1. Verbal design concept narrative stating the purpose your team set out to achieve.
- 2. All necessary hand sketches, floor plans, perspectives, hand renderings, elevations, etc., to effectively convey your design solution.
- 3. Clear indication of the products from MillerKnoll in your final design solution. Products must be clearly depicted on board.
- 4. Clear indication of products from Wallcoverings and Behr in your final design solution. Products must be clearly depicted on board.

MATERIALS

The following materials are provided by IIDA:

- 1. (2) 30”x40” boards per team.
 - a. Only one board may be used for your final presentation (the second board may be utilized to build a model, create embellishments for your main board, etc.).
- 2. The listed resources above and a selection of product information.

PRESENTATIONS

Each group will have five minutes to present their team’s design solution. Here are some questions to help guide you along:

- 1. What was the purpose your team set out to achieve?
- 2. How is your space intended to be used?
- 3. What types of work solutions did you come up with and how do they support the clients program?

Again, be creative with your storytelling and highlight the key elements of your design. Make sure everyone in your group has an opportunity to speak.

JUDGING CRITERIA

- 1. Creativity, design solution, presentation, and story
- 2. Problem-solving
- 3. Design concept
- 4. Impact on employees and visitors per the programming brief

ADDITIONAL RESOURCES AND CITATIONS

<https://www.hermanmiller.com/solutions/future-of-work/settings/>

<https://www.knoll.com/document/1356801866494/KNL21-WP-Thriving%20Workplace-210216.pdf>

<https://www.linkedin.com/pulse/designing-better-tomorrow-millerknoll/>

<https://www.hermanmiller.com/video-gallery/herman-miller-design-yard-transformation/>

<https://www.hermanmiller.com/video-gallery/british-council/>

<https://www.knoll.com/design-plan/resources/media-bank?scform=true&parent=Videos%7CResearch&insert=true&size=&pList=null>

Floor plan is not to scale.

