



**Post Pandemic:  
The Right-Sizing of  
Corporate America**

Brian Malarkey, FAIA, Director of Interior Architecture / [email](#)

Randall Walker, AIA, Design Director - Interior Architecture / [email](#)

# Post Pandemic: The Right-Sizing of Corporate America

Now the office has to compete with the home, so the workplace has to have:

- ▶ Better conferencing/technology
- ▶ Better social environment
- ▶ Company culture and branding
- ▶ Valuable at work tools and resources
- ▶ Places for heads-down work
- ▶ Be the most compelling environment possible!

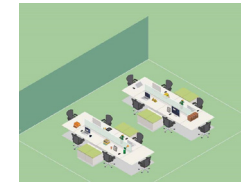
The global pandemic accelerated two existing workplace trends, activity-based design, and working from home.

By combining work from home strategies and activity-based design principles, employers can lease less square footage and accommodate much more flexibility while offering a more dynamic and compelling workplace.

Numerous surveys found that the majority of employees would like the option to work from home in the future. Couple that fact with a new understanding that employees could be productive at home depending on the tasks at hand, some version of working from home is likely here to stay.



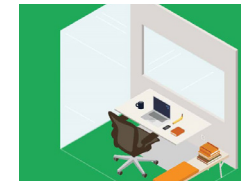
## WHAT IS ACTIVITY-BASED DESIGN?



Rather than having one space to work in (private office or workstation), there is an ecosystem of spaces that support different modes of working and work styles throughout the day.



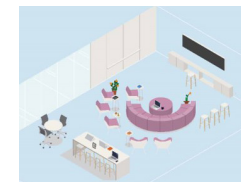
A certain percentage of your employee base will be anchored, and the balance will be agile.



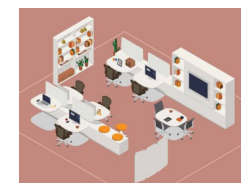
Anchored employees are in the office most of the time and have a dedicated desk, either in private offices or workstations.



Agile employees come and go from the office and can potentially “desk” in a variety of spaces, whether in private offices, workstations, or some “other” type of space.



“Other Spaces” will support agile workers in both private and non-private settings with plenty of “heads-down” workspace to address complaints about open work environments.



Images provided by Herman Miller

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**Resized private offices**



**Workstations designed to maintain 6+ foot separation**



**Private Collaboration and Focus**



**Focus areas for one**



**Semi-open Collaboration or Focus**

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## The questions that leadership should be asking are:

- ▶ Who needs to be truly anchored at the office and have an assigned desk?
- ▶ Who can be agile?
- ▶ What percentage of the time would our agile employees be spending at the office on any given day?

Through surveys and workplace analysis Kirksey can help you answer these questions and determine your work from home profile and optimize real estate needs for the evolving workplace.

## We compared a traditional plan to an agile plan:

Agile Plan	Traditional Plan
200 seats	115 seats
141 sf per seat	256 sf per seat
anchored & agile seats	everyone is anchored
flexible number of seats	finite number of seats

If 2/3 of the offices and workstations were anchored on the Agile Plan and a certain percentage of employees are working from home at any given time:

- ▶ If 20% work from home → 237 can use the floor
- ▶ If 33% work from home → 273 can use the floor

COVID-19 has opened our eyes to the possibility of mobile/agile working which can have significant savings to the bottom line while providing a workplace that is engaging, dynamic, and the most compelling place to come to work.

- Spaces will need to **pivot quickly** to a social-distanced overlay.
- Workstations will need to **comply with a minimum 6' spacing** with more generous circulation.
- Communal spaces will have to accommodate **more generous spacing** and adapt to a social-distanced overlay.
- People are willing to **work in a smaller footprint** in exchange for more elbow room between occupants and a **diverse set of spaces to do heads down, focused work.**
- More **touch-less devices** and easily deployed **sanitation stations.**
- Distributed, **spaced out break room elements** to avoid bottlenecks: sinks, microwaves, refrigerators, dishwashers.
- The number of **anchored vs. agile employees needs to be determined** and the percentage of time the agile employees are in the office.
- The agile employees can utilize shared workstations, offices, and a **diverse ecosystem of other spaces.**

**Contact the following Kirksey leaders for more information on designing healthy, forward-thinking environments for your specific needs:**

**Workplace** - [Brian Malarkey](#) / [Randall Walker](#)

**Healthcare** - [David McLemore](#) / [Necia Bonner](#)

**Community/Religious** - [Janis Brackett](#)

**Government** - [Benito Guerrier](#)

**Collegiate** - [Steve Durham](#)

**pK-12** - [Nicola Springer](#)

**Hospitality/Hotels/Multifamily** - [Doug Hammel](#)

**Science & Technology (Labs, Mission Critical, & Industrial)** - [Brian Richard](#)

**Commercial Buildings** - [Scott Wilkinson](#) / [Paul Newsoroff](#)

**Sustainability & Building Programs** - [Colley Hodges](#)

**Building Physics/Systems** - [Kapil Upadhyaya](#)

**Brand Integration/Graphics + Signage** - [Melissa Schmitz](#)