

Work Better

The New  
Hybrid Neighborhood

Steelcase

Spring | Summer 2022





In the midst of so many unknowns, it's important to maintain flexibility and a learning mindset. It's a good time to let go of assumptions and paradigms about work and take a new approach. We need to draw inspiration from a new place — neighborhoods. The workplace can become a community where people feel a part of something special, rather than just a cog in the wheel. This community can be intentionally designed like a great neighborhood that has energy and life (see page 6). Great neighborhoods can evolve and change because people aren't static and neither is their work. Hybrid work will bring uncertainty and things will change. And that's a good thing.

New Steelcase Flex Perch Stool  
turns computer production  
waste into recyclable stools.

Not all brands are available in all countries.







In 1939 Steelcase produced the furniture designed by Frank Lloyd Wright for the SC Johnson Administration Building in Racine, WI.

# Looking Back to See Forward

A New Relationship Between  
Steelcase and the Frank Lloyd  
Wright Foundation Inspires Our First  
Collection for a Modern Generation

We are looking back at our heritage with one of history’s most visionary architects in order to see the way forward to vital designs for how we live and work today. Steelcase and the Frank Lloyd Wright Foundation are joining in a new creative collaboration that intends to range from launching reintroductions of iconic pieces to newly authored designs rooted in Frank Lloyd Wright’s principles.

Our unique connection with Frank Lloyd Wright began over 80 years ago, in 1939, when we produced the original furniture for Wright’s revolutionary design of one of the

first open plan office spaces, the SC Johnson Administration Building in Racine, WI. Since 1985 we’ve added to this shared heritage through our ongoing stewardship and restoration of Wright’s Meyer May House in Grand Rapids, MI.

Now, we’re looking ahead to continue Wright’s legacy through our expansive relationship with the Frank Lloyd Wright Foundation. We’re drawing on the Foundation’s Archives and applying the principles of organic architecture to create ongoing collections of fine furnishings, and to come, textiles and wall coverings that

revisit, reintroduce and reinterpret Wright’s work for the world he envisioned. We believe there’s never been a more meaningful time to draw from a master who was always ahead of his time.

This fall we will launch the first product line cultivated from our new relationship — *the Frank Lloyd Wright Racine Collection by Steelcase*. Reflecting our common ground, this debut will include pieces that are both reintroductions and reinterpretations of the original furniture from the SC Johnson Administration Building.



Through scale and materiality, the Frank Lloyd Wright Racine Collection reinterprets the furniture for how we live and work today.

“The present is  
the ever moving  
shadow that  
divides yesterday  
from tomorrow.  
In that lies hope.”

—  
Frank Lloyd Wright

The Frank Lloyd Wright Racine Signature Desk and Chair reintroduce designs and finishes from the SC Johnson Administration Building.





# Perch With Purpose

New Steelcase Flex Perch Stool turns computer production waste into recyclable stools.

Businesses can do a better job designing products that are good for people and the planet, which is why Steelcase created the Steelcase Flex Perch Stool. We have currently achieved carbon neutrality in our operations and we have ambitious goals to further reduce our emissions by another 50% by 2030. But we’re also committed to designing products that reduce the impact of climate change, prepare for end of use, design out waste and protect people’s health. The Perch Stool uses electronic waste byproducts to create a new option for active seating that is also 100% recyclable.

The Perch design team was on the hunt for a sustainable material that could hold up to the rigors of office life when they came across global chemical engineering firm BASF’s CCycling.

CCycling is an advanced recycling method that is among the first to work toward reusing parts of the electronics manufacturing waste stream. According to the UN Environment

Programme, the world produces as much as 55 million tons of electronic and electrical waste a year — using fossil fuels, chemicals and water. Right now, only 20% is formally recycled.

“It’s truly remarkable. Perch uses electronic waste instead of materials sourced from virgin fossil fuel as a raw material. We eliminate our reliance on fossil fuel resources and our carbon footprint in the process,” says Bruce Smith, director of Global Design at Steelcase.

The Steelcase Flex Perch Stool weighs 8.5 pounds and is composed of BASF nylon resin, which is 70% post-consumer recycled content. Through a renewed focus on responsible materials management, we are minimizing total waste impacts through scrap reduction and prevention in our own operations. We are also focusing on reducing single use plastics and increasing recycled content in all packaging.

Our commitment to helping the planet is demonstrated in our third party certifications. Currently,

the entire Steelcase task seating portfolio is BIFMA LEVEL 3\* certified and our product portfolio leads the industry for most BIFMA LEVEL certifications.

“Perch is a great story. But it’s just one story,” reinforces Smith. “There’s a lot more we can continue to do to move the needle.”

*“Perch uses electronic waste instead of materials sourced from virgin fossil fuel as a raw material. We reduce our reliance on fossil fuel and our carbon footprint.”*

Bruce Smith  
Director, Global Design



Read the full sustainability story on the Steelcase Flex Perch Stool.

[steelcase.com/perch-sustainability](https://steelcase.com/perch-sustainability)

\* LEVEL® is the third-party certification program for the furniture industry's multi-attribute, sustainability standard. LEVEL 3 is the highest threshold a product can reach and is similar to a platinum ranking in the LEED rating system.



## Steelcase Series 1 Takes on Climate Change

Your choice leads to change.

With the same ergonomics as Steelcase Series™ 1, CarbonNeutral® product certified Steelcase Series 1 offsets the carbon impact of its entire lifecycle. Every purchase of this chair supports trusted global projects in forest management, renewable energy, cleaner cooking and transportation – together removing and avoiding emissions while doing social good.

CarbonNeutral Steelcase Series 1 is a step toward even more carbon-smart choices in the future. One chair can make a difference.





The Steelcase New York WorkLife Center has been redesigned to meet a new set of needs: support hybrid work, establish connections, create a sense of belonging and foster wellbeing.



# The New Hybrid Neighborhood

A Workplace Worth the Commute

Despite employers' best efforts to entice everyone back to the office with free snacks and fun events, people are dragging their feet. Their reluctance isn't about COVID: If you look at the data, far more people have been to a restaurant, movie theater or traveled on an airplane than who've gone to the office, according to the Kastle Back to Work Barometer. People's resistance doesn't seem to be about flexible work either. Hybrid work has been embraced by 71% of global leaders giving people the option to work two-to-three days from home or other locations. Theories about why they're hesitant to return to the office range from the dread of wearing work clothes to long commutes. But maybe the most obvious reason is being overlooked: Do people believe anything has really changed if everything looks the same?

In offices around the world, organizations have adopted hybrid work policies, but haven't changed their offices to support the new realities of hybrid work. Some say they're waiting until employees are back in the office to make changes. But hybrid work means people will come and go at different times and, without changes, the office is often likely to feel empty and lack energy. After two years of isolation, who wants that? Hybrid work also means people will spend a lot

more time on video calls, and will look for more privacy to meet with remote teammates. Or worse, they'll do video meetings in the open and become the hybrid version of the office loud talker.

The new era of hybrid work means people will have choices about where to work and, in many ways, the office has to work even harder to attract people and keep them coming back. Offices will need to earn people's commute by meeting a new set of needs: to support hybrid work and establish connections, create a sense of belonging and wellbeing — all of which suffered during the pandemic.

## A New Inspiration

This requires a shakeup in thinking about the future of the office. Rather than basing office design on the need to fit more people into less space, the workplace should draw inspiration from a new source that is less about efficiency and more about humanity — the vibrant communities in which we live. Jane Jacobs, author of "The Death and Life of Great American Cities," argued decades ago people need diverse neighborhoods to thrive, where homes, bustling sidewalks, shops, parks and public spaces come together and "exist in extraordinary variety."

*Hybrid work policies will work better if an organization's space changes in tandem.*







### Why Neighborhoods?

Neighborhoods exude vitality and energy — nothing is static — places and activities adapt and change. The neighborhood is where people form relationships, feel a sense of belonging and build trust.

Today, organizational psychologist and author Adam Grant agrees. “A better vision for a workplace is a community — a place where people bond around shared values, feel valued as human beings, and have a voice in decisions that affect them,” says Grant. The best neighborhoods are ones that foster inclusion and exude personality, where ideas are born and trends are launched.

This is what people at work need more than ever before.



### Building a Neighborhood at Work

Organizations can create diverse neighborhoods in their workplace as a tangible way to communicate their values and shift their culture. The workplace can create the same energy and connection people feel sitting in a sidewalk cafe or the same level of solitude they experience in their library or the privacy of their own home.

Neighborhoods at work, like the ones people live in, are a homebase for people and teams, departments or project teams. They include a variety of interconnected spaces that support different types of work, a mixture of uses and the natural flow from one to another. They include:

- Individual spaces assigned to one person or shared amongst the team
- Collaboration spaces for in-person and virtual interactions that support the different ways people need to come together
- Places with appropriate privacy for individual heads down work or finding solitude and rejuvenation

- Areas to gather, socialize and learn with teammates

Neighborhoods become a destination, where people feel comfort and confidence they can find their teammates and the tools they need to do their work.

For a neighborhood to truly work for people it has to be based on a fundamentally new employee experience.

### A Framework for Employee Experiences

**Equity**  
Create a more equitable and inclusive experience for all participants, with a design goal to eliminate the gap between co-located and remote employees.

**Engagement**  
Design settings for a range of experiences that help people participate fully, focus deeply and stay in flow longer.

**Ease**  
Design a variety of intuitive virtual and physical experiences that are easy to navigate and control.

*"A better vision for a workplace is a community."*

Adam Grant  
Author + Organizational Psychologist





## Steelcase New York

The reinvention of Steelcase New York WorkLife brings a vibrant city neighborhood – and Central Park – into view and creates a desirable destination for hybrid teams. Read more.

[steelcase.com/  
newyork-neighborhood](https://steelcase.com/newyork-neighborhood)



*The new era  
of hybrid work  
means people will  
have choices —  
the office has to  
work even harder  
to attract people  
and keep them  
coming back.*



## Steelcase Paris

In the heart of a picturesque pedestrian Paris neighborhood, the new Steelcase WorkLife Center is full of creative energy as people engage with their leaders and teammates. Read more.

[steelcase.com/  
paris-neighborhood](https://steelcase.com/paris-neighborhood)



## 4 Key Design Principles

Every neighborhood has its own distinctive character — four key design principles guide their creation.



### Me + We

Just as city neighborhoods have homes and shared spaces, the new neighborhood at work supports both individual and team work. The amount of space for each will vary, but they support people doing different types of work throughout the day. They help people make quick shifts and give people more options and autonomy over their day.



### Fixed-to-Fluid

Great neighborhoods evolve when new people move in or a new store opens. At work, change is constant, sometimes in small ways as teams need to add more people, or in significant ways when they need more collaboration spaces. A hybrid neighborhood is modular and flexible — embracing change instead of resisting it.



### Open + Enclosed

Privacy in the office has become even more important during the pandemic. People struggled with significantly open office plans before and now, after working from home, are even more sensitive to the need for control over their privacy. Great neighborhoods blend private and public spaces, making the neighborhood diverse and dynamic.



### Braiding the Digital + Physical

Urban planners are creating smart cities and hybrid office neighborhoods need to do the same. Video meetings are a new norm in the office and everyone needs to see and be seen, hear and be heard. The technology needs to be easy to use, but having a space that's the right size with the right features is a key to making it work.



It's time to put the needs of people in the forefront and think about the workplace in a whole new way. It is an investment in human capital that starts with understanding what matters most.

The latest Steelcase Global Report shares how work is fundamentally changing and why we need community at work. Download your copy.

[steelcase.com/globalreport2022](https://steelcase.com/globalreport2022)



# Creating Hybrid Neighborhoods

Six spaces that meet people's new needs at work

- 01 Team Neighborhood
- 02 Social Garden
- 03 Enclosed Hybrid Collaboration Room
- 04 Open Collaboration Space
- 05 Focus Rooms
- 06 Hybrid Homes

*Diverse spaces give people more choices and greater equity.*

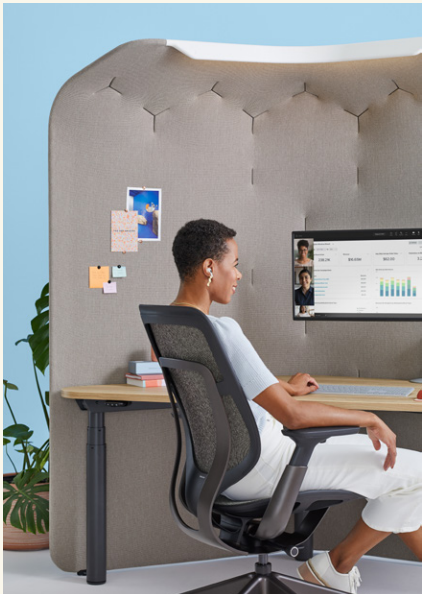


## 01 Team Neighborhood

Hybrid teams need a place to call home in the office where they can find teammates, access a diverse range of inclusive spaces to support different needs, and feel a sense of belonging. Hybrid work means people will spend more time on video and this team neighborhood offers options for how to connect with teammates — in person or virtually. Steelcase research finds after working from home, privacy is more important to people now and adding screens, privacy wraps and a variety of enclosed spaces provide a place to focus alone or take a video call.



# 01 Team Neighborhood Essentials



Steelcase Karman with Steelcase Flex Personal Spaces

- 1

**NEW Steelcase Flex Personal Spaces**  
*Upholstery: Sand Knit 5KJ4; Worksurface: Ash Noce 2LAN; Base: Seagull*
- 2

**NEW Steelcase Karman**  
*Upholstery: Intermix Baltic KR09; Base + Frame: Merle*



- 1

**NEW Orangebox On the QT Phonebooth**  
*Exterior Cladding: Baltic Birch 3862; Door Cover Cap: Jungle 4CZ3; PET interior: Charcoal PT19; Frame: Black 7202*
- 2

**NEW Established & Sons Heidi Stool**  
*Seat: White; Legs: Natural Oak*
- 3

**Steelcase Flex Active Frames**  
*Frame: Smoked Mica 4B26; Shelves: Satin Stone Laminate 24H3; Infills: Ash Noce 2HAN*



*A cross between  
a city park and  
conference room.*

02  
Social  
Garden

A place to go when you want to connect with work friends. Comfortable lounge seating with integrated power supports work postures, personal tables and chalkboard help you get work done, even when you're relaxed.





# 02 Social Garden Essentials



- 1 **NEW Viccarbe Savina Sofa**  
Upholstery: Kvadrat  
Melange Nap 321, Kvadrat  
Melange Nap 911, Hovden  
Seven Forest 162
- 2 **NEW Established & Sons Zero-In Table**  
Top: Black Tinted Glass;  
Base: Black
- 3 **NEW Tom Dixon Flash Rectangle Table**  
Top: Marble; Base: Chrome



- 1 **NEW Coalesse Marien152 Lounge Chair**  
Seat: Elmosoft Leather  
Saddle L147; Frame: Polished Aluminum
- 2 **Coalesse Lagunitas Personal Table**  
Black
- 3 **Steelcase Flex Mobile Power**  
Arctic White
- 4 **Extremis Sticks Space Divider**  
Rods: White, Natural Wood; Base: Natural Wood

- 1 **NEW Mattiazzi Solo Stool**  
Seat and Legs: Neon Blue; Footring: Black
- 2 **Steelcase Elective Elements Integrated Storage**  
Planked Walnut
- 3 **Tom Dixon Melt Wall Lights**  
Gold





*Introducing Everwall™, a new prefabricated wall solution that provides the right balance of acoustic performance and aesthetic options.*



## 03 Enclosed Hybrid Collaboration Room

The best neighborhoods have enclosed spaces for robust work sessions, where you can keep the energy in and the distractions out. Easy-to-use technology allows remote participants to see and be seen and creates a more equitable experience for everyone. Adaptable architecture allows design freedom and the ability to make changes easily to meet the evolving needs of hybrid work.



Learn more  
about Everwall  
[steelcase.com/  
introducing-everwall](https://steelcase.com/introducing-everwall)

- 1 **NEW Steelcase Everwall**  
Prefabricated Wall Solution  
*Frame: Night Bronze 4B24*
- 2 **NEW Steelcase Flex**  
Perch Stool  
*Saffron*
- 3 **Logitech Tap Controller**  
*Available through Logitech*

# 03 Hybrid Collaboration Essentials

- 1 **NEW Viccarbe**  
Cambio Table  
*Top: Black Stained Ash;  
Base: Black*
- 2 **NEW Tom Dixon**  
Fat Chair  
*Upholstery: Kvadrat Tonus  
631; Base: Black*
- 3 **Tom Dixon**  
Copper Pendant  
*Black*
- 4 **Mooodi Walking**  
on Clouds Rug  
*Dusk*
- 5 **Steelcsae Flex Wall Rail**  
with Markerboards +  
Screens  
*Rail: Merle; Upholstered  
Screens: Designtex Gamut  
Blue Heather 3468-411*



Steelcase Flex Perch Stool with Steelcase Flex Markerboard and Stand



*Multi-modal. Tech-enabled.  
Collaboration made  
easy for an open,  
relaxed team gathering.*



## 04 Open Collaboration Space

This open, flexible space can be easily adapted to support new diverse ways of collaborating and provide an alternative to enclosed spaces. Easy-to-use technology creates an equitable experience for remote participants.





- 1 **NEW Moooi BFF Sofa**  
Upholstery: Kvadrat Tonic  
523, Kvadrat Tonic 613,  
Kvadrat Tonic 411, Kvadrat  
Divina Melange 120
- 2 **NEW Snowsound IN**  
Acoustic Ceiling Tiles
- 3 **Coalesse Lagunitas**  
Personal Table  
Milk
- 4 **Steelcase Thread**  
Power Hub



Moooi BFF Sofa with Coalesse Lagunitas Personal Table  
and Steelcase Thread Power Hub

# 04 Open Collaboration Essentials

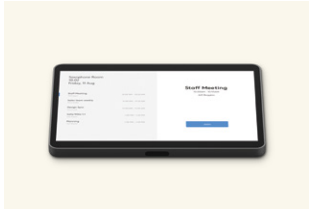


- 1 **NEW Steelcase**  
Everwall Prefabricated  
Wall Solution  
Laminate Skin: Fawn  
Cypress 2TH2; Frame:  
Night Bronze 4B24

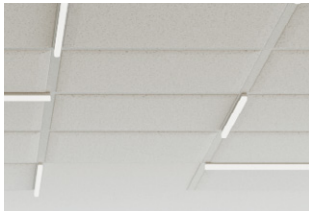
## What Makes It Work Hybrid Tools



Logitech Rally Bar Mini\*  
All-in-one video bar



Logitech Tap Controller\*  
One-touch  
video conferencing



**NEW**  
Snowsound IN Acoustic  
Ceiling Tiles  
Soundproofing for  
high-quality acoustics

\*Available through Logitech



*56% of all meetings will be hybrid, making enclosed, private spaces some of the most coveted in a neighborhood.*



## 05 Focus Rooms

More than ever hybrid teams need access to acoustic privacy to collaborate on a video call, do deep focus work or rejuvenate. And organizations need adaptable architecture that can easily be reconfigured as work changes. Remember, good walls make good neighbors.



# 05 Focus Room Essentials



Steelcase Ology Walkstation

- 1 **NEW Steelcase Ology Walkstation**  
*Worksurface: Bisque  
Noce 2LBN; Legs: Merle*
- 2 **NEW Steelcase Flex Dock + CF Series Monitor Arm**  
*White*



- 1 **NEW Steelcase Everwall Prefabricated Wall Solution**  
*Frame: Smoked Mica 4V26*
- 2 **NEW Steelcase Karman**  
*Upholstery: Intermix  
Seagull Opaque KR14;  
Base + Frame: Seagull*
- 3 **NEW Bolia Graceful Desk**  
*White pigmented Oiled Oak*
- 4 **Logitech Brio Webcam**  
*Available through Logitech*
- 5 **NEW Moooi Nut Chair + Footstool**  
*Upholstery: Kvadrat  
Tonica 2 0623; Frame: Oak Stained Wenge*
- 6 **Steelcase Eclipse Light**  
*Pearl Snow*



06  
Hybrid  
Homes

Most organizations are reducing assigned workstations yet people want some level of ownership and control over their space at work. This team neighborhood gives people options for privacy and collaboration in a modular space that can be easily adapted as needs change.



*Great hybrid neighborhoods  
give people a balance of  
privacy and places to connect.*



# 06 Hybrid Home Essentials



- 1

**NEW Steelcase Flex Personal Spaces Desk-Mounted Privacy Wrap**  
*Merle Wrap Knit 5KJ1*
- 2

**NEW Steelcase Migration SE Desk**  
*Worksurface: Planked Maple 3P51; Frame: Merle*
- 3

**Steelcase Think Task Chair**  
*Upholstery: Kvadrat Razzle Dazzle 756; Base + Frame: Seagull*
- 4

**Answer Panel with Elective Elements Open Shelf**  
*Skins: Dark Olivine Laminate; Storage: Planked Maple 3P51*
- 5

**NEW Moooi Zio Lounge + Footstool**  
*Upholstery: Kvadrat Mosaic 2 682; Frame: White Oak*
- 6

**Steelcase Flex Freestanding Screen**  
*Upholstery: Intersection Summit P211*
- 7

**Coalesse Free Stand Table**  
*Black*
- 8

**FLOS Captain Flint**  
*Black*
- 9

**Bend Goods Cono Table**  
*White*



- 1

**Orangebox Cubb Stool**  
*Upholstery: Designtex Fomo Peony 3931-301; Legs: Black Oak*
- 2

**Moooi Eden Queen Round Rug**

## What Makes It Work Hybrid Tools



**NEW Steelcase Flex Single Tables**  
Mobile tables with just enough workspace



**Steelcase Flex Mobile Power**  
Power that moves with you



**Steelcase Flex Media Cart with Logitech MeetUp\***  
Easily connect with remote teammates anywhere

\*Available through Logitech



# Making Hybrid Work Better

...with a little help from our friends.

Steelcase is working alongside tech leaders Microsoft, Zoom, Logitech and Crestron to provide hybrid collaboration solutions today and to prototype, iterate and evolve for tomorrow.



## Microsoft

Jared Spataro, Corporate Vice President, Modern Work

The employees who went home in 2020 aren't the same as those coming back to the office in 2022. They have great expectations for what they get out of a job and flexibility has become a non-negotiable. Making hybrid work work will require a new cultural mindset, as well as the right technology and space to enable every employee to contribute, regardless of when, where or how work happens. Technology is critical to bridging the physical and digital divide. New technologies like cameras, digital whiteboards and virtual meeting rooms will give everyone a voice and seat at the table.

Steelcase has been an invaluable partner as we work together to understand how work is changing, test new hybrid spaces and technologies, and develop future hybrid meeting experiences. We're optimistic that hybrid work will ultimately give us the best of both worlds and allow every employee and organization to thrive.

*“The future of work will be hybrid and we’ll see physical spaces and technology becoming increasingly intertwined.”*

Randy Maestre, Zoom

## zoom

Randy Maestre, Head of Industry Marketing

As companies return to the office and conference room use increases, there will still be the need to connect remote attendees. We've launched tools to create individual views of participants in large conference rooms, add live translation and transcription, and share content via advanced whiteboard features and integrated applications to encourage more meaningful dialogue and interaction.

The future of work will be hybrid and we'll see physical spaces and technology becoming increasingly intertwined. Think of a conference room: You need furniture, monitors, appliances and collaboration software and

tools. If these components can be integrated, installation will be simpler, operation will be easier and, as a result, adoption will be higher. We have partnered with a number of companies including Steelcase to ensure conference rooms, collaboration spaces and future classrooms are tightly integrated for a uniform, frictionless user experience.

## logitech

Sudeep Trivedi, Head of Alliances + Go-To-Market

In the new hybrid world, the need to collaborate from anywhere is business-critical, not just nice-to-have. We've made big strides toward improving how people connect like using AI to provide a zoomed-in speaker view while simultaneously presenting a full-room view, creating an all-in-one docking station with a single connection for cords and cables and offering professional-grade audio with beam-forming technologies that eliminate distracting noises. And our cloud-based software makes it easier to manage devices from anywhere to reduce friction for large-scale hybrid work implementations.

We are working with Steelcase to ensure every meeting space offers an optimal user experience for camera field of view, viewing angles, lighting, audio reverberation and performance, whiteboard capture and content sharing. We help reduce the complexity of integrating technology into the space and create more choice and flexibility in accommodating ever-changing needs.



Bob Bavalocco, Director of Technology Programs

With hybrid work, space planners will need to collaborate with IT and facilities teams very early in the design process. To help, we've developed a strategic partnership with Steelcase to ensure planners are aware of technology requirements early in their decision-making. Together, Crestron and Steelcase can help our customers create hybrid individual focus areas, huddle rooms and conference rooms to accommodate all types of hybrid work.

For 50 years, Crestron has been a global leader in workplace technology including secure and optimized A/V transmission, room reservation and digital signage, wireless presentation and conferencing, automation to turn a room on or off, automatically start meetings, as well as optimize lighting and environmental conditions. Integration and choice are key in the hybrid workplace which is one reason we offer dedicated Microsoft Teams and Zoom solutions, as well as support personal devices.

Explore new hybrid collaboration research and see what we learned from putting hybrid collaboration prototype spaces to the test.

[steelcase.com/hybrid-prototypes](https://steelcase.com/hybrid-prototypes)





# The Future Is Flexible

As people return to offices it's clear they will expect the same flexibility and autonomy they enjoyed while working from home.

But hybrid work is not just about giving people flexible schedules. Flexibility must also be built into the workplace itself to meet the evolving needs of hybrid work — which, according to our research and observations from around the world, is constant.

But there's a problem. Traditionally, most workplaces are designed to be more fixed than fluid and don't give people much control at all.

And when conditions change, such as when a pandemic hits or the way we work changes, spaces can't adapt easily.

But they need to for two reasons:

1. People expect more individual control, especially when they can't find places for focus work or video calls, which have exploded.

2. Organizations need the flexibility to quickly and easily make bigger changes to their space, as they try to figure out what types of spaces their people will need for hybrid work.

## Individual Control

The ability for people to control their environment has become even more critical as fewer people have owned workspaces, compared to pre-pandemic. Places where people can find privacy will be among the most coveted in a hybrid neighborhood. According to our most recent research, three of the top four elements people value more now relate to private spaces. Without a dedicated workplace, flexible workspaces can help people reduce visual and acoustical distractions and achieve the level of privacy they need for focus work or video calls.

We have seen employees create spaces with varying levels of privacy by wrapping workspaces with freestanding privacy screens or mobile whiteboards. By adding elements to create visual privacy people are able to concentrate significantly better than sitting in completely open areas. They're also creating hybrid collaboration spaces by pulling together mobile tables, whiteboards and mobile carts that can house digital display devices in social spaces.

"If people make the effort to come into the office, they'll expect a better work experience — where, like at home, they are comfortable and have greater control over their environment," says Cherie Johnson, director, Global Design. "We've seen for ourselves just how differently people are working now and the types of spaces they're

seeking, especially for hybrid collaboration and privacy, and there just aren't enough. A lot of our spaces have been designed to be multi-modal to support more than one work mode. With the right flexible furniture elements, they can create the space they need on demand, without having to fill out a facilities change request."

One of the most versatile spaces at our Learning and Innovation Center in Grand Rapids is the Social Hub. It includes a range of settings with different privacy levels where different modes of work can happen simultaneously — collaboration, informal social interactions, learning and even focus work.

*"A lot of our spaces have been designed to be multi-modal to support more than one work mode."*

Cherie Johnson  
Director, Global Design

Tools such as accessible power, mobile whiteboards and digital collaboration devices make the spaces highly flexible.

## Organizational Control

No one knows exactly how the office needs to change for hybrid work and it will be different for every organization. The next couple of years will need to be an ongoing workplace experiment to understand what types of spaces best support hybrid work, and to be able to respond quickly, the workplace will need to be incredibly fluid and agile.

Adaptable architectural elements, such as Everwall adaptable architecture,

Orangebox Pods or less conventional privacy solutions like Steelcase Work Tents can help maximize real estate and give organizations the flexibility they need to respond to changing needs.

"These adaptable privacy solutions can be easily moved by facilities teams to add more private spaces quickly," says Johnson. "It's never been more important to have highly flexible furniture and architectural solutions that can easily allow spaces to transform as needs change. These types of solutions will be critical for building a resilient real estate strategy."





#### Webinars

Register for upcoming and on-demand webinars to hear expert panelists share new strategies and ideas for creating a better work experience anywhere work happens.

[steelcase.com/webinars](https://steelcase.com/webinars)

#### Research + Insights

Read our new workplace research, insights and inspiration about work, workers and the places where work happens.

[steelcase.com/research](https://steelcase.com/research)

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New Hybrid Work Research

## Steelcase Global Report

New insights from 5,000 employees in 11 countries provide you with a rich understanding of how work is fundamentally changing and why the workplace needs a new source of inspiration — community.

[steelcase.com/globalreport2022](https://steelcase.com/globalreport2022)

Spring | Summer 2022

## Explore What's New

Explore new products and solutions from our community of brands and partners to create a better hybrid workplace.

[steelcase.com/new22](https://steelcase.com/new22)

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