



AMICUS
INTERIORS

BRINGING WORKSPACES TO LIFE

ACTIVITY BASED
WORKPLACE
SURVEY REPORT

MAY 2014



KEY FINDINGS

Over 70% of respondents understand the concept of ABW, and mostly appreciate the benefits on staff productivity, However, as the survey shows, currently only 7% have this way of working (even though almost 50% of respondents have fitted out their offices in the last 2 years).

The majority (56%) of companies are still working in a combination of open plan plus offices, followed by open plan at 25% and only 5% still working in a closed office environment. The results show that 67% of companies are keen to adopt a more collaborative environment, and offer a more dynamic and energetic environment, and 80% truly believe that it would have a significant impact on the productivity of their organisation. Interestingly, One particular respondent stated that they do not see that changing our physical facilities will change the culture. As culture comes from behaviour, the core of ABW is that success requires the consideration of all facets of the work environment - Physical, behavioural and virtual.

A particular focus for Amicus Interiors is to guide and advise companies who think Activity Based Working is unsuitable for them. A common thought is that it's only the big players that are adopting this way of working and it cannot work for smaller companies, or that it doesn't lend itself to particular industries, or that their particular culture would be too hard to change. The survey confirmed many recent studies that there are 2 key matters that are the most important to employees across all industries, and that is Location, closely followed by an abundance of natural light. While the building a company chooses cannot be moved, there is an option to use clever planning and work methods to maximise the amount of natural light for different tasks.

ABW workstations tend to stick to a simple formula that the workstations and areas where most work is conducted are placed around the exterior of the building, with breakout areas and meeting rooms around the core. Access to an abundance of natural light is proven to maximise peoples productivity and well-being.

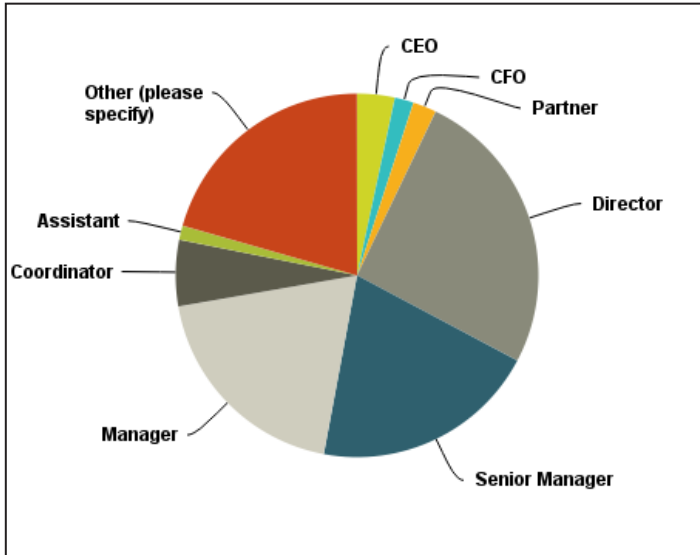
60% of those who answered the survey indicated that the reason for them not moving towards a more flexible working space was that they did not have the budget or did not intend to move. While these points appear to be a hurdle, there are changes that can be made to existing workspaces that will promote a more activity based approach, whether it be new items of breakout/collaboration furniture that can add to the number of spaces staff have to use for catch ups and meetings. By upgrading or installing wifi, this will allow people to work in settings away from their static desk.

If we are to look at companies that have no budget for a re-fit, it's worth considering studies that show that by adopting this way of working, it is likely that companies will retain more staff, decrease illness and absenteeism, therefore, there is a argument to say that weighing up this cost to a business every single year may offset the cost of a fit-out or update.

Another interesting statistic from the other side of things is that it is perceived by 18% of people the culture is too hard to change. A leadership team should strive to improve the working environment for their team, and consider their well-being in and out of the office. If you want to attract and retain the best people, we must give them a culture and environment to thrive in, that promotes productivity, collaboration and innovation.

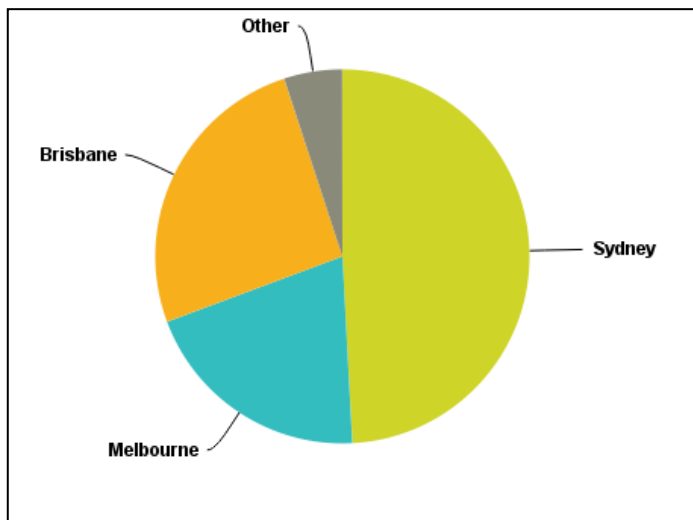
These changes can be supported by changes to the IT and communications within a company, and it is clear that an increase in social collaboration tools and integrated communications will improve both productivity and collaboration, and over 60% would like to see these improvements made.

TITLE



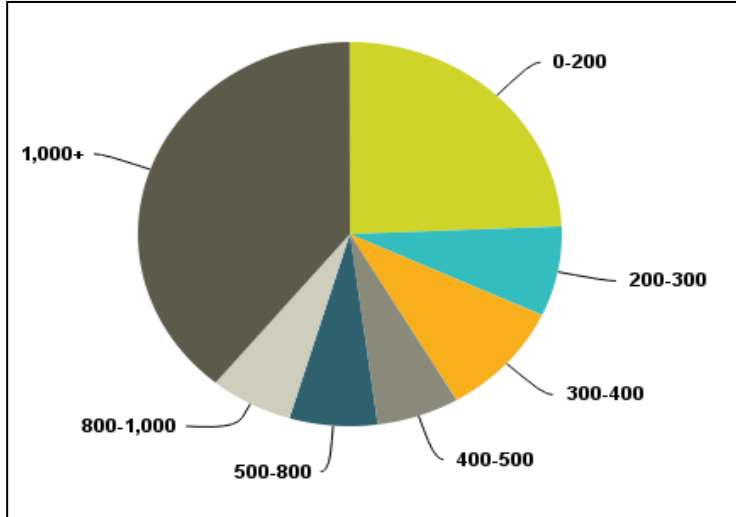
The majority of respondents (72%) are at Manager, Senior Manager or Director Level and above

LOCATION



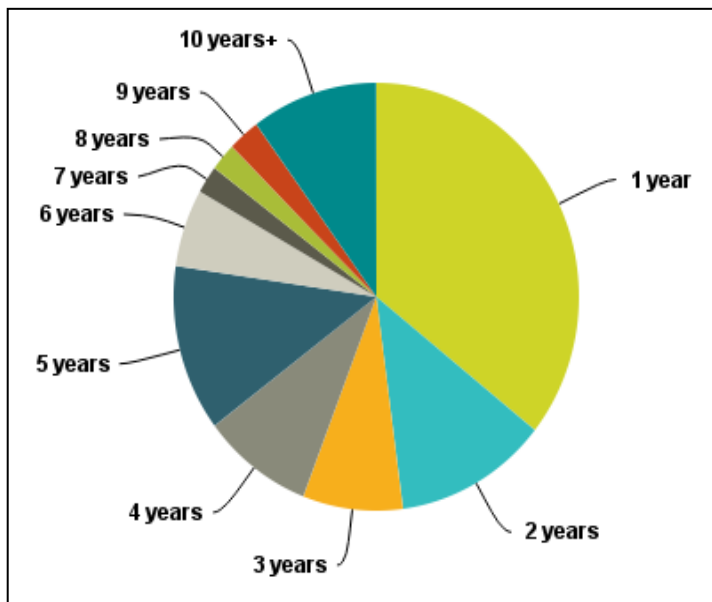
The majority of respondents were from the Sydney metropolitan area (49%) with a fairly even split between Melbourne & Brisbane.

HOW MANY SQM DO YOU OCCUPY?



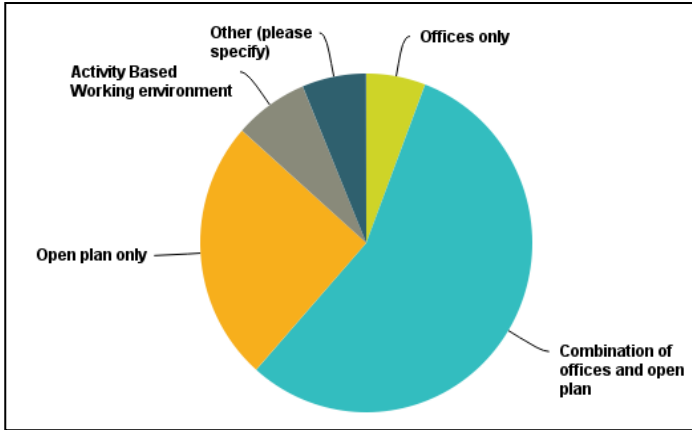
The majority of respondents were from large companies occupying more than 1,000sqm, and the opposite, occupying less than 200sqm

WHEN WAS YOUR LAST OFFICE FITOUT DONE?



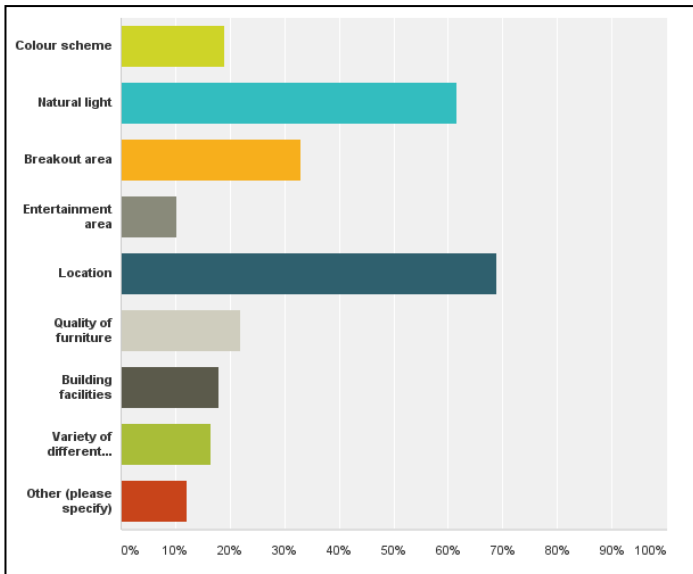
Almost 50% of respondent have been through an office fit-out in the last 2 years. 20% around 4-5 years ago and only 10% more than 10 years ago

WHAT IS THE CURRENT STYLE OF YOUR OFFICE ENVIRONMENT?



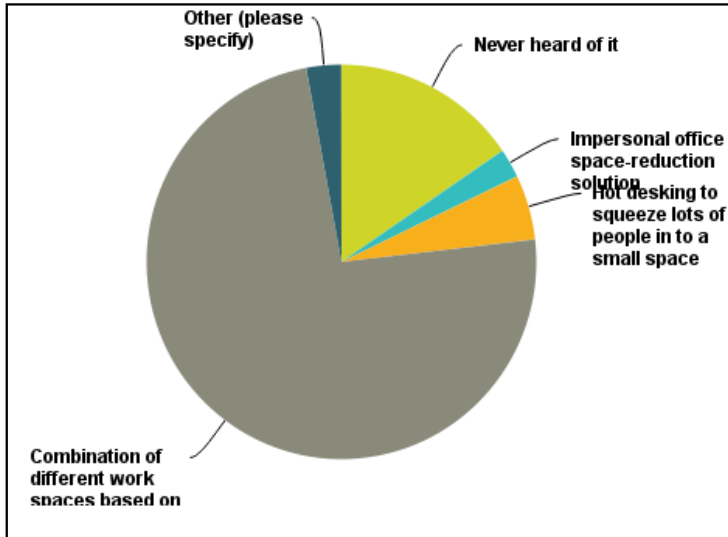
There is a definite lean towards open plan at 55%, but still not many have adopted ABW (just 7%)

WHAT DO YOUR STAFF LIKE ABOUT YOUR CURRENT OFFICE ENVIRONMENT?



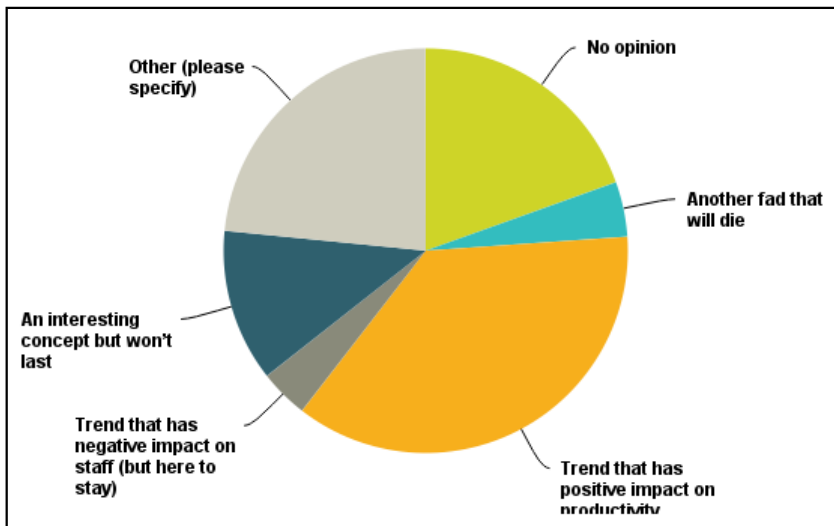
The most commonly appreciated office attribute is natural light and the building location.

WHICH OF THE FOLLOWING STATEMENTS WOULD YOU SAY MOST ACCURATELY DESCRIBES YOUR UNDERSTANDING OF WHAT ACTIVITY BASED WORKING - OR ABW- IS?



It appears that across industries, there is a fairly good understanding of ABW. Almost 74% able to recognise the term.

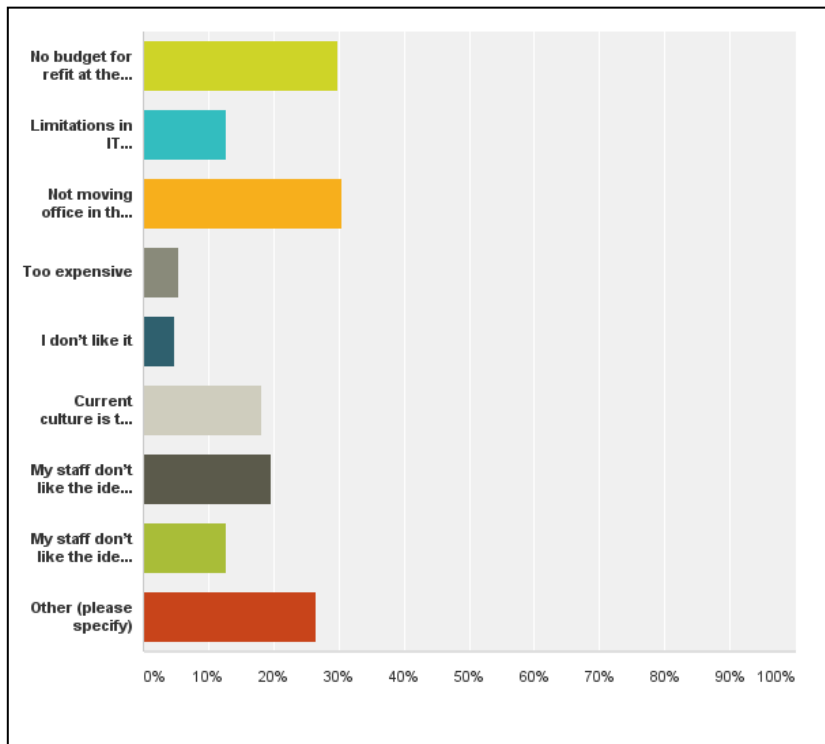
WHICH OF THE FOLLOWING STATEMENTS BEST OUTLINES YOUR PERSONAL VIEW OF ABW?



36.6% of respondents believe that Activity Based Working has a positive impact on productivity, although a split across the board are still unsure.



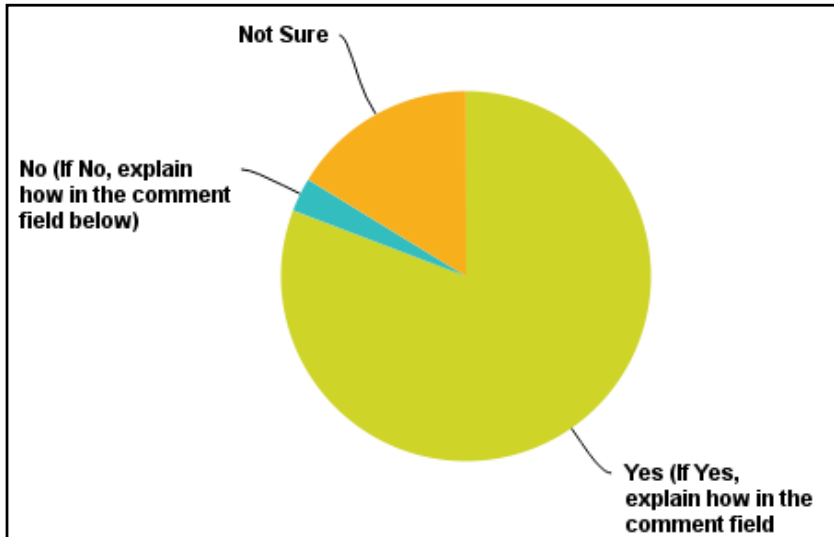
WHAT DO YOU SEE AS OBSTACLES TO MOVING YOUR OFFICE ENVIRONMENT TO AN ABW STYLE?



36% stated budget/expense as the main reason for not moving to an ABW environment with another 30% believing that if they aren't moving, it's not something they would consider. 37.8% state staff and culture as a sticking point.

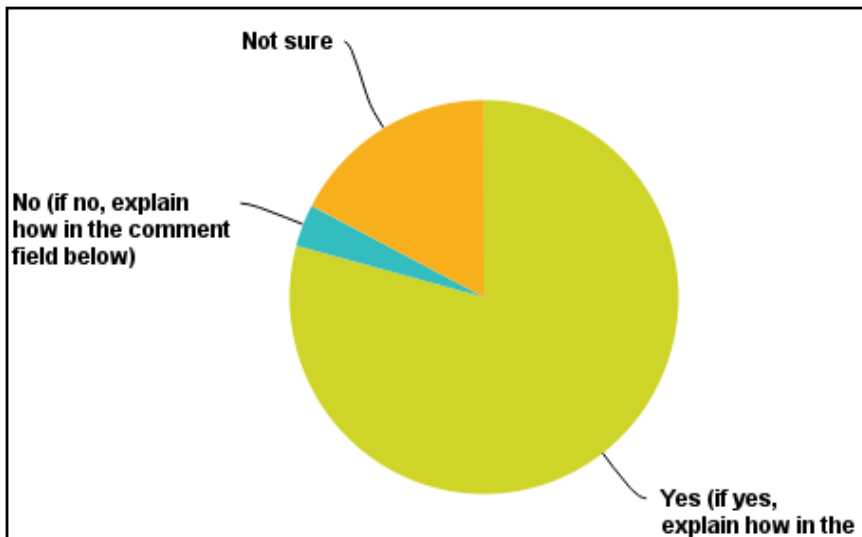


DO YOU THINK THE FITOUT OF AN OFFICE CAN HAVE AN IMPACT ON YOUR ORGANISATIONS PRODUCTIVITY?



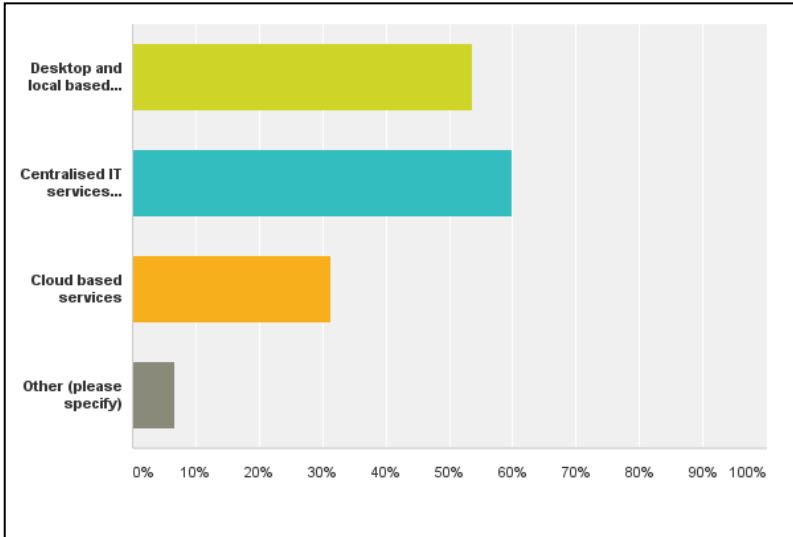
Over 80% of respondents believed that a change to a more agile environment would have a positive impact, stating that it would improve employee interaction, collaboration, therefore enabling them to make quicker decisions increasing productivity.

DO YOU THINK THE FITOUT OF AN OFFICE CAN HAVE AN IMPACT ON YOUR ORGANISATIONS CULTURE?



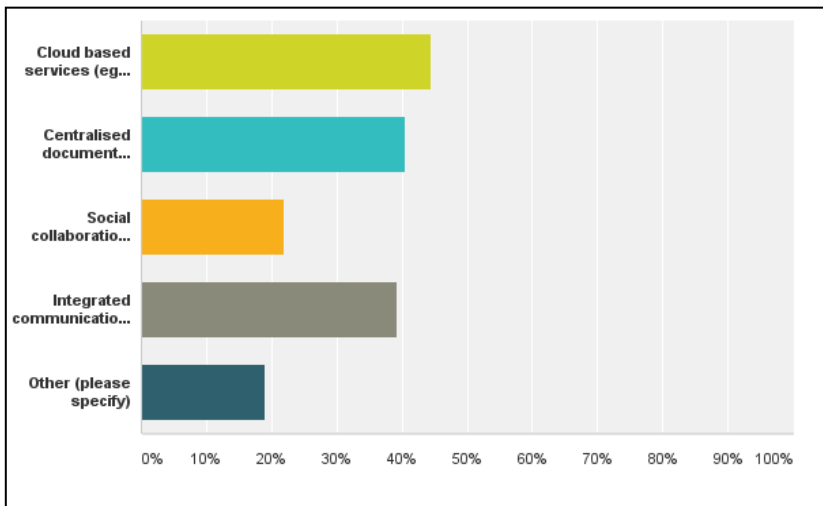
The culture within a company is increasingly important to attract and retain the best staff. 79.2% agreed that ABW improves culture by bringing people together, providing an attractive and enhanced environment. With different areas for break-out and work styles, staff are more connected and develop a sense of community.

WHAT TYPES OF TECHNOLOGY DOES YOUR ORGANISATION CURRENTLY USE ON A DAY TO DAY BASIS?



Desktop & local based services as well as centralised IT services are still the most commonly used. Less than 30% have moved to a cloud based service.

WHAT TECHNOLOGIES ARE YOU INTERESTED IN PROVIDING IN YOUR ORGANISATION IF CONSIDERING ABW?



Moving forward, 44% of companies would like to introduce cloud based services and are keen to implement further methods of social collaboration and communication across the company.