

## OFFICE DESIGN AS APPLIED MANAGEMENT: MYTHS AND REALITIES

### **Office Design as Applied Management: Myths and Realities** (one-hour course)

Subject Code Index: 2.5 Interior Design-Future Issues and 2.3 Design Trends

IIDA CEU Course #4865

AIA Course #HAW532; including health, safety, welfare

**Course Description:** This course defines and critically examines several assumptions currently prevalent in corporate office design. These assumptions include certain differences in employee needs and expectations about their workplace environment based on their generation, personality, and gender. The assumptions include the ability to concentrate in noisy environments, preference for and frequency of working together in groups or teams rather than alone, and ability to adjust to radical and rapid change within the workplace. Discover empirical evidence collected over the last decade from 1,500 incumbent office employees working in 25 different organizations throughout North America (with one sample from China). The implications from this evidence for successful change management strategies will also be included.

### **This course will cover the following objectives:**

- Examine several assumptions about work-style and workplace trends often employed in corporate office design (relating to employee needs and expectations within and across generations, personality, and gender)
- Discover empirical evidence relevant to several assumptions about these work-style and workplace trends (relating to employee needs and expectations within and across generations, personality, and gender)
- Understand the implications from these results for successful workplace change management

### **Course outline:**

1. Introduction:
  - Ideas about workplaces of the future
  - Trends in communication and collaboration
  - Trends across different generations of employees
  - Differences in needs and expectations across employee gender and personality
2. Development and assumptions:
  - Current and historical contexts, and why they provide a sense of urgency for change requirements.
  - Ideas about privacy, teaming, and generational differences in workplace needs and expectations related to recruitment and retention.
3. Empirical evidence and Illustration:
  - Summary of recent empirical information relevant to the assumptions outlined previously.
  - Includes specific research questions addressed by a database.
4. Summary and Conclusions: Implications of this information for both adequate and successful workplace change management.