



**Neocon 2011: Cary Johnson, Gensler, and Darrin Norbut, Panduit
The Adaptable Workplace for the Next Generation of Employees
and Technology**

Panduit World Headquarters: The New Headquarters Project as a
tool or "Change Agent"

- Changing the organization, its culture and processes,
using the new global Workplace Strategy as a *Change
Agent*.
- The project as an opportunity to extend physically and
psychologically, by serving as an inspiration and spawning
internal initiatives that support the organizational
change
- Setting up rewards and recognition for those that climb on
board and help make it happen
- Using the project and its Goals and Objectives as a
Catalyst for future Initiatives

General Change in the Workforce as a "Push" for change

- Currently four generations in the workforce - what do they
need to be productive and satisfied?
- What will the next, or 5th generation, need?
- Giving the employees something to be proud of . . .
 - o Healthy, comfortable and inspirational work
environment
 - o Sustainability story
 - o Mission and values of the company
 - o Work-life balance

Project related Tools and Processes

- Leadership visioning and workshops
- Full-scale mock-up of 32 workstations and offices, plus
support space
- Survey of occupants prior to project initiation and
several months after occupancy
- Brand the new *Mission: Innovation, Global Vision,
Sustainability, Collaboration*



Balancing the Perceived "Take Aways" with "Give Backs"

- Fewer private offices: Less privacy. Maybe?
- More open plan workstations with lower panels: More teaming and collaboration.
- Smaller, universal size open plan workstations with lower panels: Access to natural light and view.
- More space devoted to state-of-the art meeting and team rooms, cafés, employee amenities such as food service, fitness, outdoor amenities, etc.

Infrastructure Requirements that React to the Next Generation of Employees and their Technology Needs

- Video at the desktop
- Desktop technology access and latest computer and phone equipment, including mobility tools
- Wi-Fi wireless access for portability
- Virtual collaboration anywhere in the new facility
- Intelligent building with Unified Physical Infrastructure for Communications, Computing, Power, Control and Security