AL-01

MODULAR WORKSPACE SYSTEM

WORK, CULTURE AND DESIGN

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Accademia di Belle Arti di Verona - 2023/2024

WORK

activity involving mental or physical effort done in order to achieve a purpose or result.

Development Of Workspaces

Inevitable technological advancements extend human capabilities, enhance muscle power, refine senses, and amplify cognition. These advancements shape a civilization's essence through the work process, while a society's economic, political, and cultural traits also influence work processes and the status and role of workers within it.

Industrial Revolution and Office Work

The Industrial Revolution in the late 18th century introduced factories, centralizing machinery and labor, shifting workers from home-based production to centralized factories with long hours and poor conditions. In the 19th century, the expansion of commerce led to the creation of dedicated office spaces, organized hierarchically with managers in private offices and clerical staff in open areas.

In the 1960s, office design transitioned to the collaborative Burolandschaft concept, but by the 1980s, profit-driven cubicle culture took over. Technology and a focus on collaboration later revived the principles of flexible, social workspaces. The COVID-19 pandemic in 2020 accelerated remote work and videoconferencing, significantly changing work dynamics worldwide. Despite these shifts, the future of offices is seen not as obsolete but evolving into spaces for collaboration and mentorship rather than solitary work.

CULTURE

a: the customary beliefs, social forms, and material traits of a racial, religious, or social group

b: the set of shared attitudes, values, goals, and practices that characterizes an organization

Human life is deeply social, relying on constant communication. Culture, combining material tools and social ties, distinguishes societies by their lifestyles, beliefs, and work ethics. Corporate culture reflects a society's unique norms, values, and behaviors within its institutions. Effective management involves blending diverse employee cultures into a cohesive corporate culture, where a strong sense of belonging and viewing the organization's interests as personal indicate a strong corporate culture.

Problems at Work and How to Create a Work Culture That Brings Out the Best in Employees

When people are psychologically unsafe, unvalued etc. they become unhappy at work and they "check out": protesting quietly, stop trying as hard at work, act in ways that subtly undermine leadership or act against the organization's objectives, they become disengaged. To prevent employee disengagement, these key aspects should be addressed:

1. Open Communication: Encouraging a culture where everyone feels heard and valued. Actively inviting people to voice their opinions and concerns. This builds trust and prepares the groundwork for difficult conversations.

2. Action-Based Responsiveness: Listening isn't enough; take action. Addressing issues raised by employees through constructive dialogue. Resolving differences authentically rather than avoiding them, fostering genuine relationships.

3. Encouraging Full Engagement: Aiming for more than just preventing disengagement. Encourage employees to bring their whole selves to work—life experiences, strengths, and passions. Embrace diverse perspectives to generate innovative ideas.

Success involves facing challenges and addressing them constructively. Actively seeking employee feedback and respond to their concerns. This fosters a culture where individuals feel valued, leading to greater openness, innovation, and problem-solving.

Creating Sustainable Organizational Culture Change

- Five pillars for a thriving workplace:

1. **Shared Purpose:** Uniting everyone with a common goal, building trust and supportive teamwork.

2. **Effective Methodology:** Implementing strategies like communication psychology and group dynamics for clarity and better teamwork.

3. **Simplified Communication:** Fostering conflict-free dialogue by simplifying complex ideas and reinforcing the ideal work environment's values.

4. **Inclusive Identity:** Encouraging unity and excitement in collaborating toward a shared purpose, welcoming others to join.

5. **Supportive Culture:** Creating an environment where mutual support fosters personal growth, emphasizing individual accountability for higher personal standards, benefiting both individuals and the organization.

- Engaging employees requires more than top-down orders; a bottom-up approach, where workers contribute ideas and influence decisions, is essential. Trusting employees to understand and solve issues, and valuing their input, is key to problem-solving and innovation.
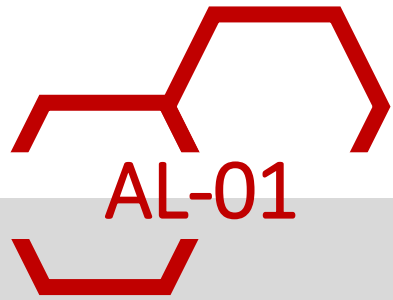
THE PROJECT

Culture and communication create each other. Lack of these two elements in the workspace creates an unhappy environment for employees. This project aims to create a work culture that does not see the workplace as just a place to sit and work, that will increase social connecting among employees and between employees and bosses, and where unity and creativity are born, away from hierarchy.

MOODBOARD

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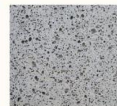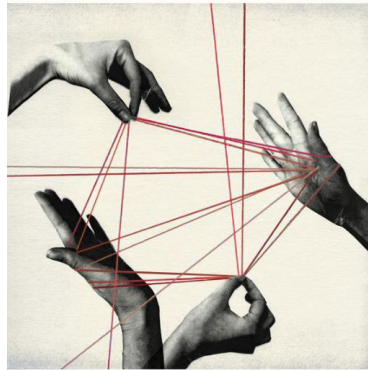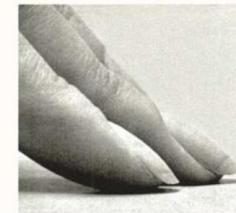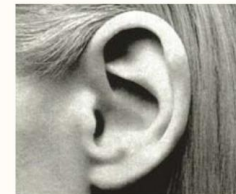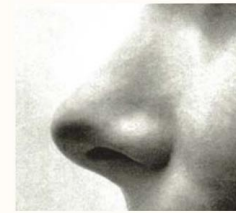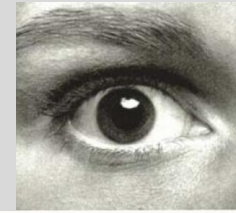
This workspace design responds to needs dynamically with its modular structure. Different modules, which includes partitions, office desks, storage units, lighting with scent diffusers, poufs, meeting areas, screens, and whiteboards that can be arranged according to the needs of the place and people. It is very practical for employees to jump from the desk where they are working and move to the sitting area for a quick meeting. The color red, incorporated into the design, represents energy, passion, strength, courage, physical activity and creativity. The red details of the design connect likewise the people within.
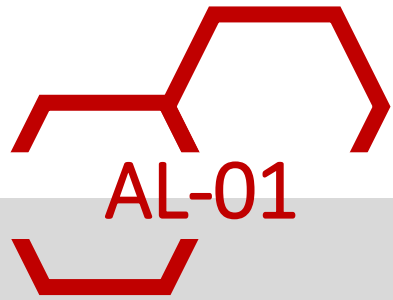
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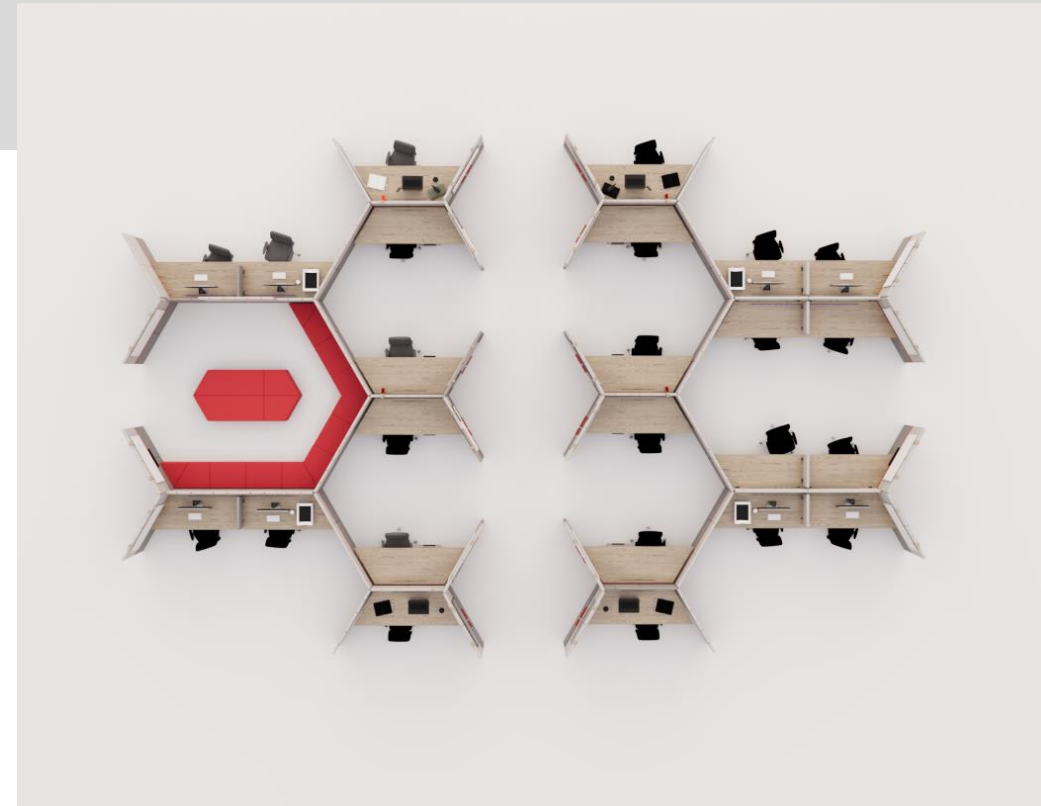
Thanks to engineered surfaces, the space can easily change function and create an art exhibition, survey space, workspace or even a competition environment. The screens will make it easier to share workplace-related complaints and requests with special software. Each screen comes with a directional sound module which focuses sound waves to the listener in the front, therefore reducing excess noise and keeping a silent work environment. Together with the scent diffuser lava stones, which are placed on the shelves underneath the screens, a themed exhibition can be created to inspire employees. In this way, employees will see beautiful artworks while doing activities as simple as walking among the office desks.

The mobile storage unit under the table, equipped with castors, offers space for bags, files, and other items. Its outer pockets provide quick access to documents.

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The partitions are connected on the floor using plastic connectors, available in 2-slot for straight connections and 3-slot for 120-degree angles, ensuring a tidy appearance and compatibility. These partitions include two hidden sockets at the top for powering a lighting element, with cables running inside the partition and beneath a red stripe to the desk's electrical system. The lighting element, attached to the partitions, is mounted on a metal rail system with wood covering to match the partitions' hangers, enabling vertical adjustment and electrical access.

Metal Feet Details with Plastic Connector

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In the office, versatile meeting areas can be quickly established with detachable partitions for both spontaneous and scheduled discussions. Poufs, designed with 60 and 120-degree angles, complement these partitions, offering four types to accommodate different setups. This flexibility ensures that individuals can comfortably gather, discuss, and brainstorm anywhere in the office.

Partitions designed for group work facilitate collaboration for four people at facing tables and can attach to the tables to create individual workspaces. Easily removable, they allow quick shifts between solo and group tasks, boosting productivity.

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In conclusion, this project seeks to redefine the workspace by creating environments that are both adaptable and culturally attuned, directly addressing the challenges of traditional office settings such as rigidity, poor communication, and neglect of employee well-being. By integrating flexible designs and stimulation of different senses with technology, art and communal elements, it aims to enhance productivity, foster a sense of community, and support the physical and psychological health of employees. Ultimately, this initiative not only aims to solve the immediate problems of modern workspaces but also to set a new standard for the future of work, emphasizing adaptability, engagement, and well-being.
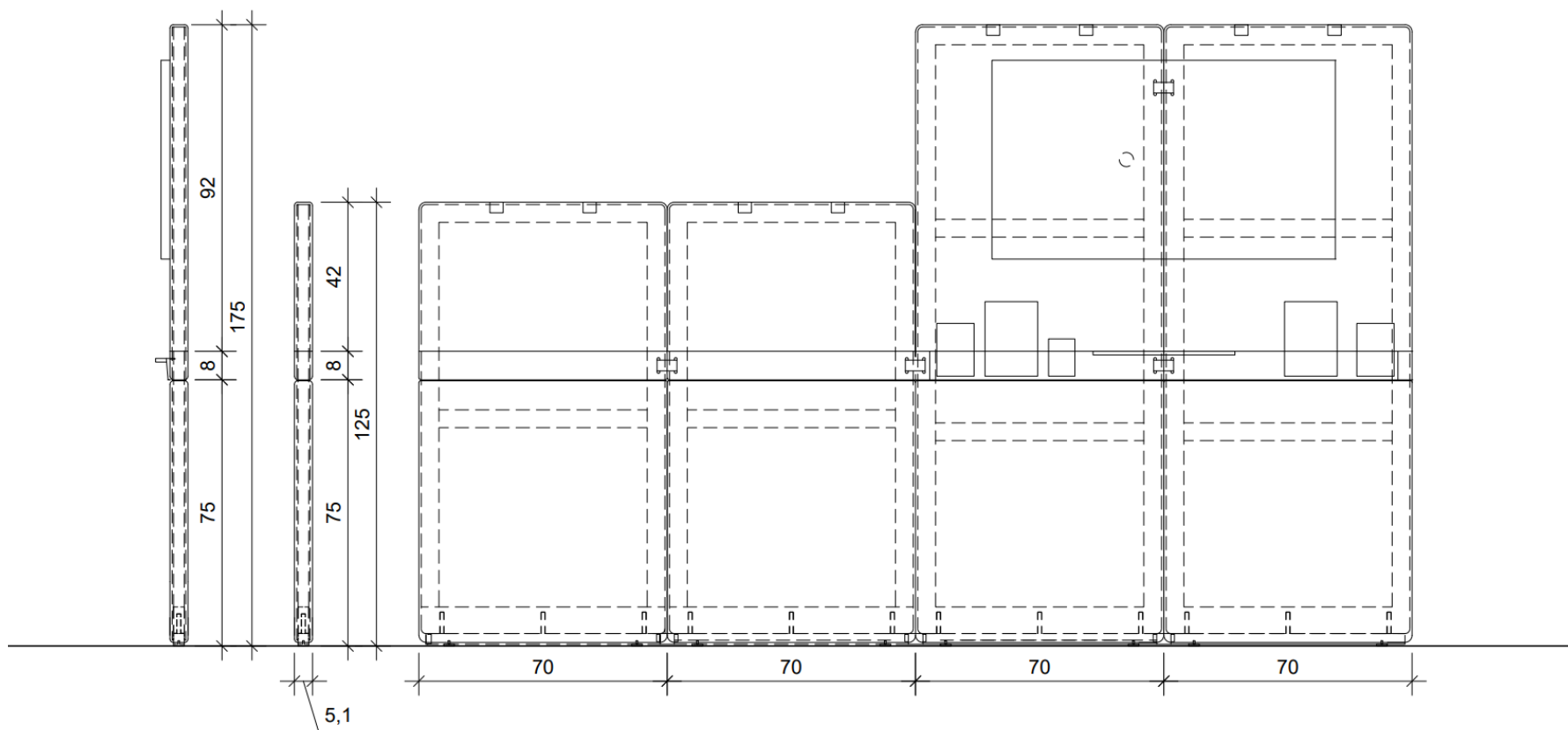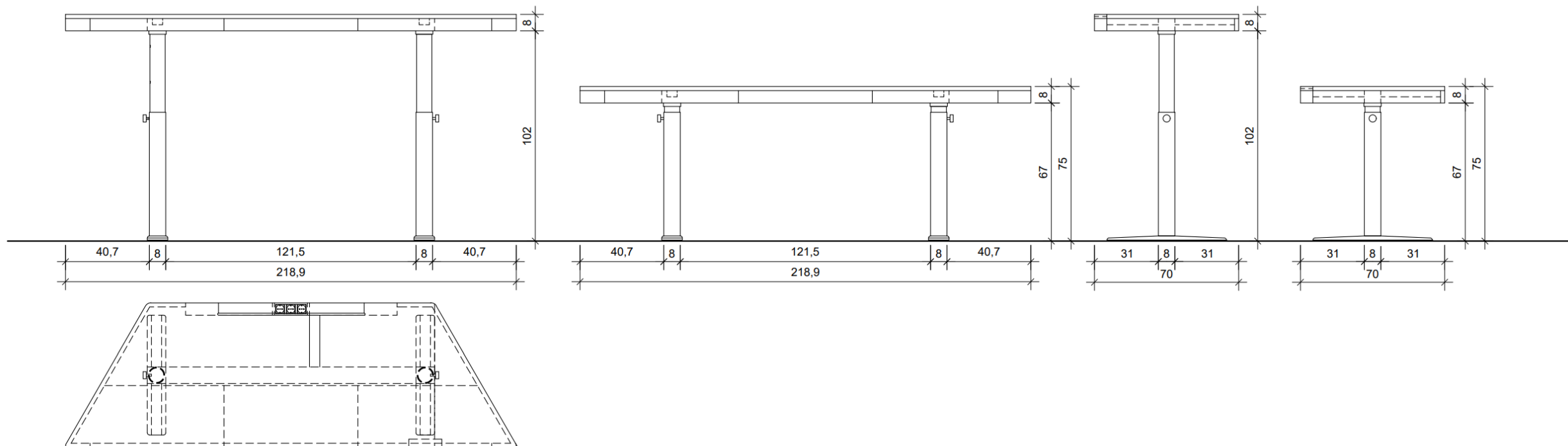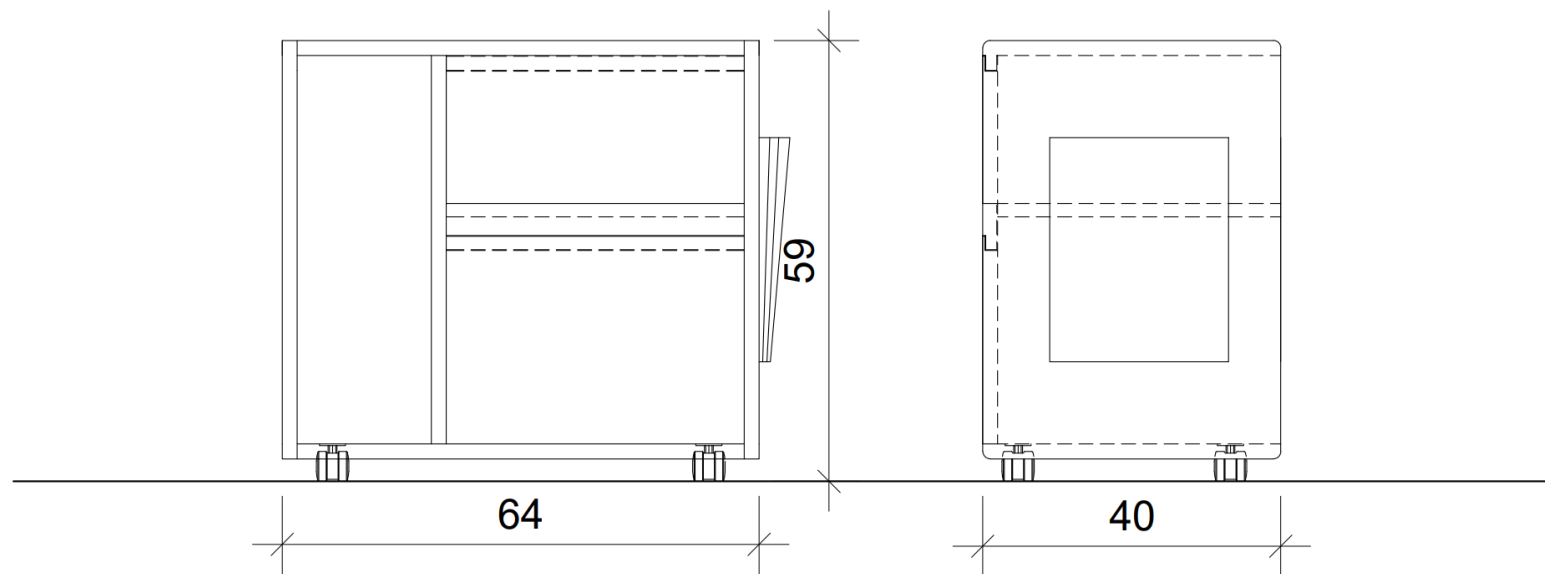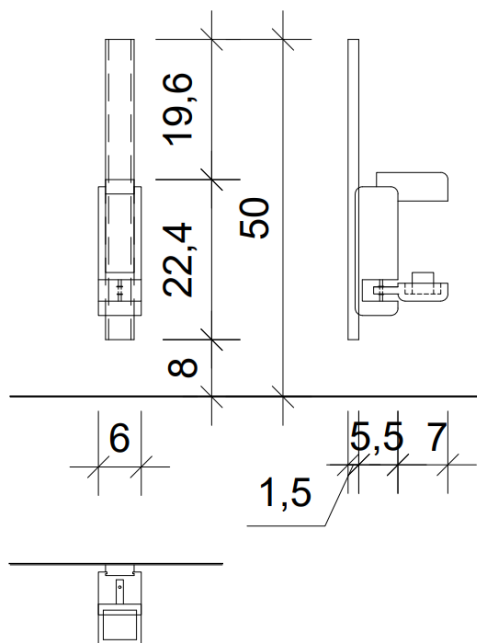
Workplace Module

Partitions

Table

Lighting Element and Storage Unit

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