

Why Large Open Plan?

Jean-Marc Lavoie

Let's check the rationals

→ ***Improve Communication***

Successful for Start-ups

Great for employees

Innovation

Save costs

Improve Communication ?

- *Face to Face communication dropped by 70%*
- *Electronic communication Up by 20-50%*

source:

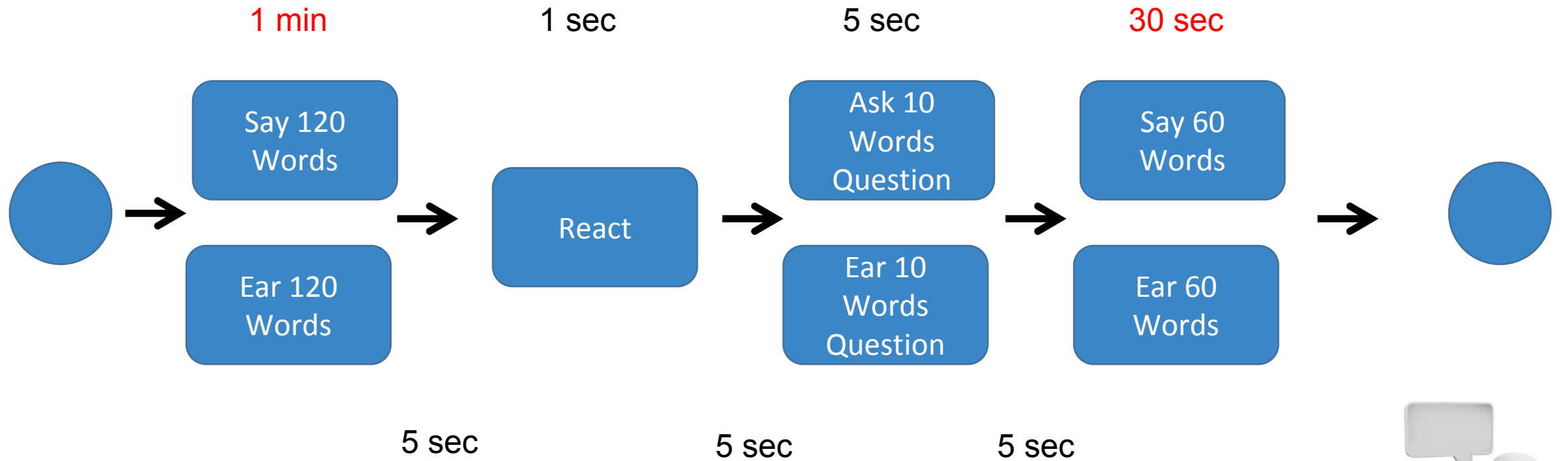
The impact of the 'open' workspace on human collaboration

Ethan S. Bernstein and Stephen Turban

<https://royalsocietypublishing.org/doi/full/10.1098/rstb.2017.0239>



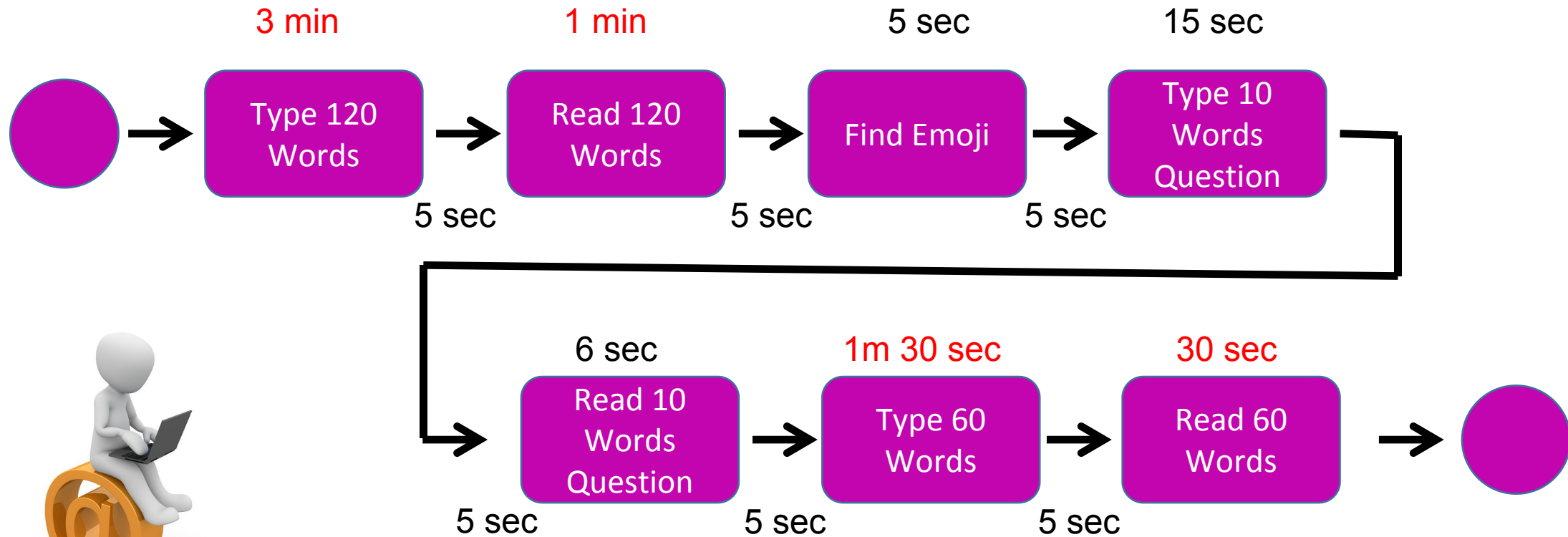
Communication Value Stream Mapping F2F



1m 50s



Communication Value Stream Mapping Virtual



Write: 40 words/min
Read: 120 words/min

6m 56s

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Successful for Start-ups ?

- **44% of US start-ups fails in 5 first years**

source: <https://smallbiztrends.com/2019/03/startup-statistics-small-business.html>

- **57% of Canadian startups fails in 10 first years**

source: <https://smallbiztrends.com/2019/03/startup-statistics-small-business.html>



Successful for Start-ups ?

*“They were so loud, because there were no drop ceilings. It was painful for everybody. But [dotcom startups] were doing it because **they had literally no choice.**”*

Joel Spolsky, cofounder of Stack Overflow

source: <https://www.fastcompany.com/90285582/everyone-hates-open-plan-offices-heres-why-they-still-exist>



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✗ *Successful for Start-ups*

→ *Great for employees*

Innovation

Save costs

Great for employees ?

- ***High levels of noise, stress, conflict, high blood pressure, and a high staff turnover.***

source: <https://web.archive.org/web/20090218071604/http://www.news.qut.edu.au/cgi-bin/WebObjects/News.woa/wa/goNewsPage?newsEventID=23175>

- ***32% decrease in well being***

source: <https://business.linkedin.com/talent-solutions/blog/hr/2016/open-office-plans-are-a-lot-less-cost-effective-than-you-may-think>



Let's check the rationals

✗ *Improve Communication*

✗ *Successful for Start-ups*

✗ *Great for employees*

→ *Innovation*

Save costs

Innovation ?

1906



Innovation ?

1939



Innovation ?

1960s



Innovation ?

1906



2006



<https://good.co/blog/rise-fall-triumphant-return-open-plan-office/>

<https://www.jotform.com/blog/kill-your-open-office/>

Let's check the rationals

✗ *Improve Communication*

✗ *Successful for Start-ups*

✗ *Great for employees*

✗ *Innovation*

✔ *Vogue, Trendy*

→ *Save costs*



Save costs ?

- **3x -5x more employee/square feet**
- **15% productivity loss**
- **Calculation, 100 employe**
 - **\$172,000 saving on space**
 - **\$578,000 lost on productivity**

source: <https://business.linkedin.com/talent-solutions/blog/hr/2016/open-office-plans-are-a-lot-less-cost-effective-than-you-may-think>

- **For 15% loss... what about 66%?**

https://www.ted.com/talks/julian_treasure_the_4_ways_sound_affects_us/transcript?language=en#t-327439

Let's check the rationals

✗ *Improve Communication*

✗ *Successful for Start-ups*

✗ *Great for employees*

✗ *Innovation*

✔ *Vogue, Trendy*

✗ *Save costs*

So Why?

- *This is*
 - *A trendy response to the office space problem*
 - *that is usually ineffective*
 - *and risks being highly counterproductive*

This is an Anti-Pattern

Visit <https://devopsantipatterns.ninja/>

Solution

- *Design for a balance between*
 - *collaboration,*
 - *team*
 - *and privacy*

<https://www.gensler.com/introduction-to-the-us-workplace-survey-2019>

<https://www.steelcase.com/research/articles/privacy-crisis/>

Solution

- *Need a mix of space boundaries:*
 - *open*
 - *shielded*
 - *enclosed*

<https://www.steelcase.com/research/articles/privacy-crisis/>

Solution - Open



Solution - Shielded

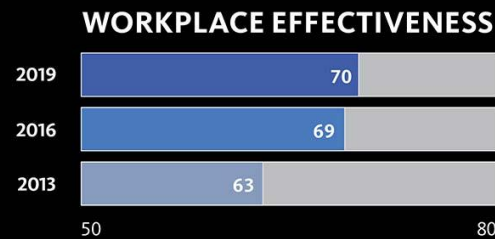


Solution - Enclosed



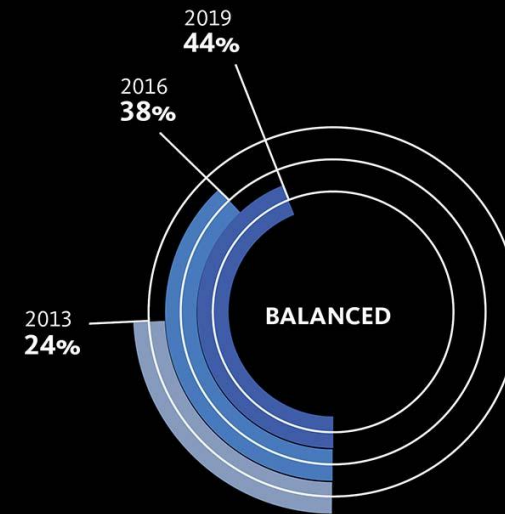
Industry Trend

The U.S. workplace has improved in recent years



WORKPLACE EFFECTIVENESS

Workplace effectiveness by year, as measured by Gensler's Workplace Performance Index (WPI) score.



BALANCE

Percent of respondents who work in balanced workplaces, defined as those that effectively prioritize both individual and collaborative work.

<https://www.gensler.com/introduction-to-the-us-workplace-survey-2019>