

***Workspace,
place and the
spatial turn***

@ianellison

15 February 2017

For educational purposes only

Not to be reproduced

Images may be subject to copyright



Worth a listen...?!

natural scientist | social scientist | sociologist
accidental FM for \approx 10 years | in house/outsourced
researcher | facilitator | change leader





**your
business**

**our
expertise**

**research
& wisdom**



#WorkplaceMatters



iTunes | Acast | @WpMpodcast

<http://stoddartreview.com>
@stoddartreview | #workplaceadvantage





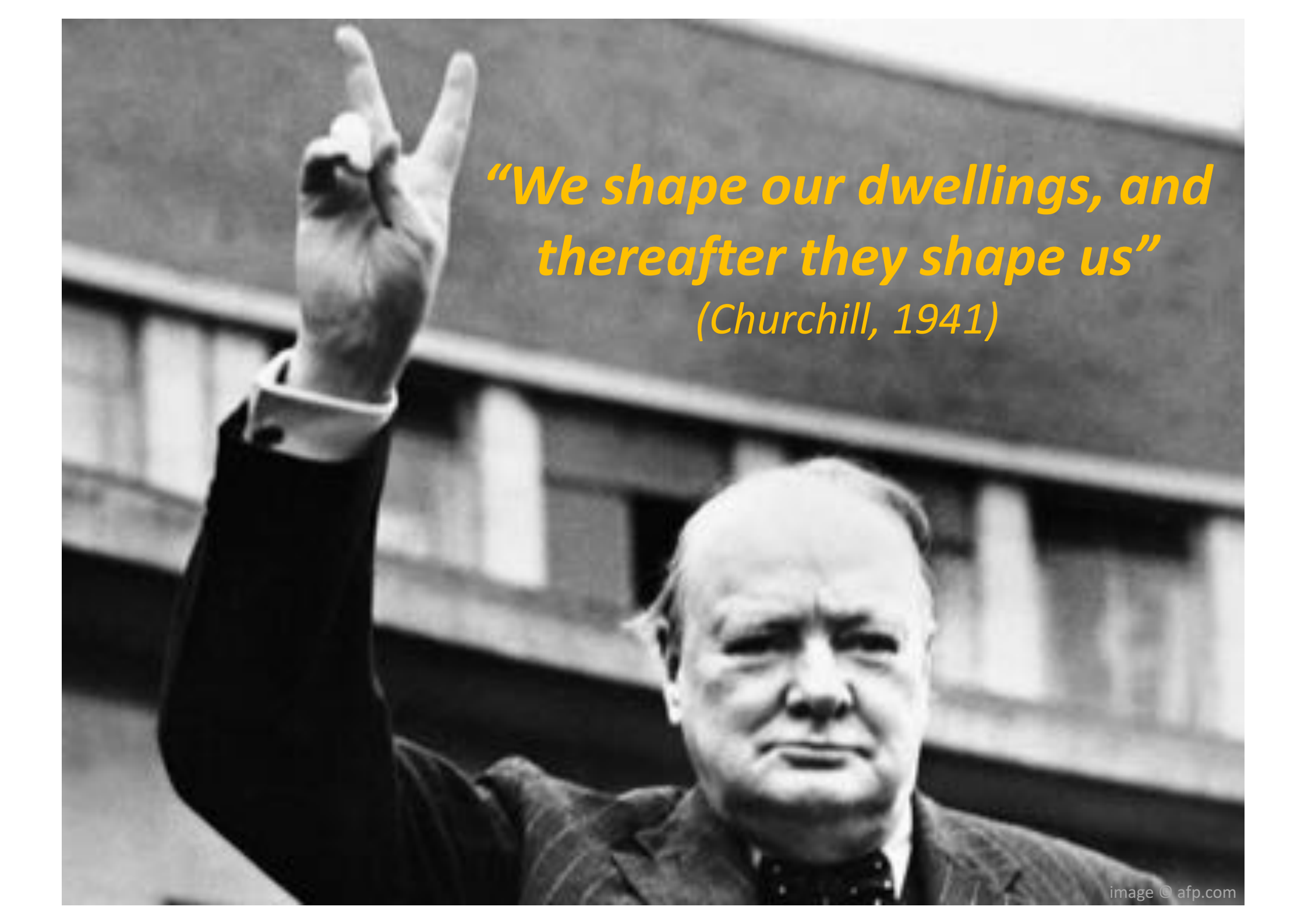
“What matters to people about workspace?”



- 
- An aerial photograph of a river delta, likely the Colorado River Delta, showing a dense network of channels. The image has a color gradient from red on the left to green on the right, possibly representing different sediment types or vegetation. The text is overlaid in white on the left side of the image.
- 1. Context**
 - 2. Approach**
 - 3. Findings**
 - 4. Implications?**

An aerial photograph of a coral reef. The image shows a dense network of coral structures. The color of the coral varies from a deep red on the left side to a bright green on the right side, indicating different stages of coral growth or health. The background is a dark blue, representing the deep ocean water.

1. Context

A black and white photograph of Winston Churchill. He is shown from the chest up, wearing a dark suit jacket, a white shirt, and a dark tie. He is making the V-sign gesture with his right hand, with his index and middle fingers pointing upwards. The background is a blurred building with windows. Overlaid on the right side of the image is a quote in yellow text.

***“We shape our dwellings, and
thereafter they shape us”
(Churchill, 1941)***





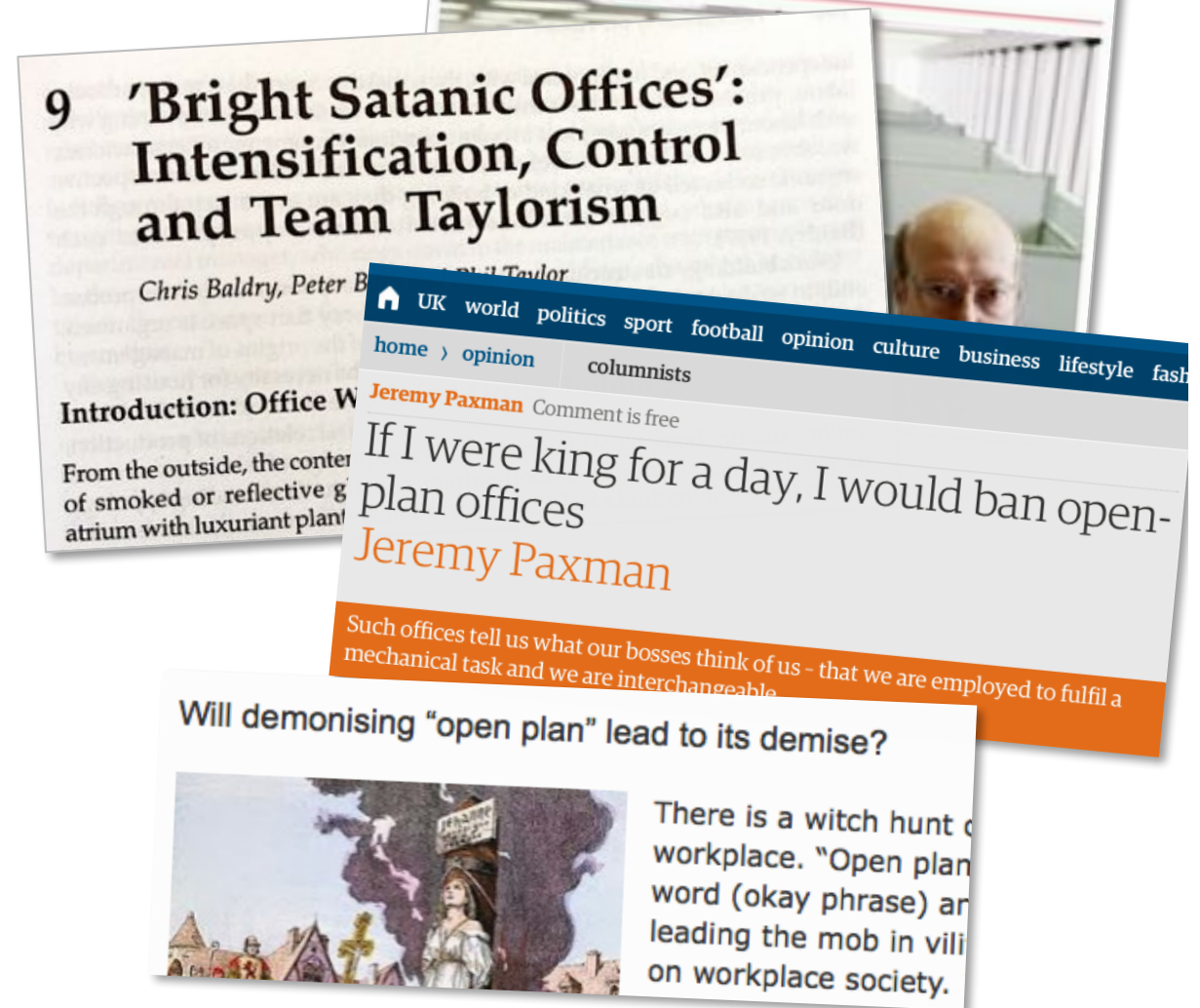
Space
matters!





Workspace matters

- Industry, organisations, academics, media
- Oliver Burkeman
- **Satan**
- Jeremy Paxman
- Nigel Oseland
- **Everyone...**



The collage consists of three overlapping news snippets:

- Top snippet:** A Guardian article titled "Open-plan offices were devised by Satan in the deepest caverns of hell". The sub-headline reads: "They're bad for concentration, motivation, stress – and they don't even make it easier for employees to communicate, new research indicates". The author is Oliver Burkeman. It includes social media follow buttons for @Gollverburkeman and @GuardianUS, the URL theguardian.com, the date Monday 18 November 2013 15:00 GMT, and a link to "Jump to comments (256)".
- Middle snippet:** A Guardian article titled "9 'Bright Satanic Offices': Intensification, Control and Team Taylorism" by Chris Baldry, Peter B... and... Taylor. It features a small portrait of a man. The snippet shows the navigation bar (UK, world, politics, sport, football, opinion, culture, business, lifestyle, fast) and the "opinion" section. The author is Jeremy Paxman, and it says "Comment is free". The main headline is "If I were king for a day, I would ban open-plan offices" by Jeremy Paxman. A sub-headline reads: "Such offices tell us what our bosses think of us - that we are employed to fulfil a mechanical task and we are interchangeable".
- Bottom snippet:** A snippet titled "Will demonising 'open plan' lead to its demise?". It features an illustration of a witch and a man. The text reads: "There is a witch hunt of workplace. 'Open plan' word (okay phrase) are leading the mob in vilification on workplace society."



But space
is not place...



**(work)space
+ culture
= (work)place**

The *duality* of space and place

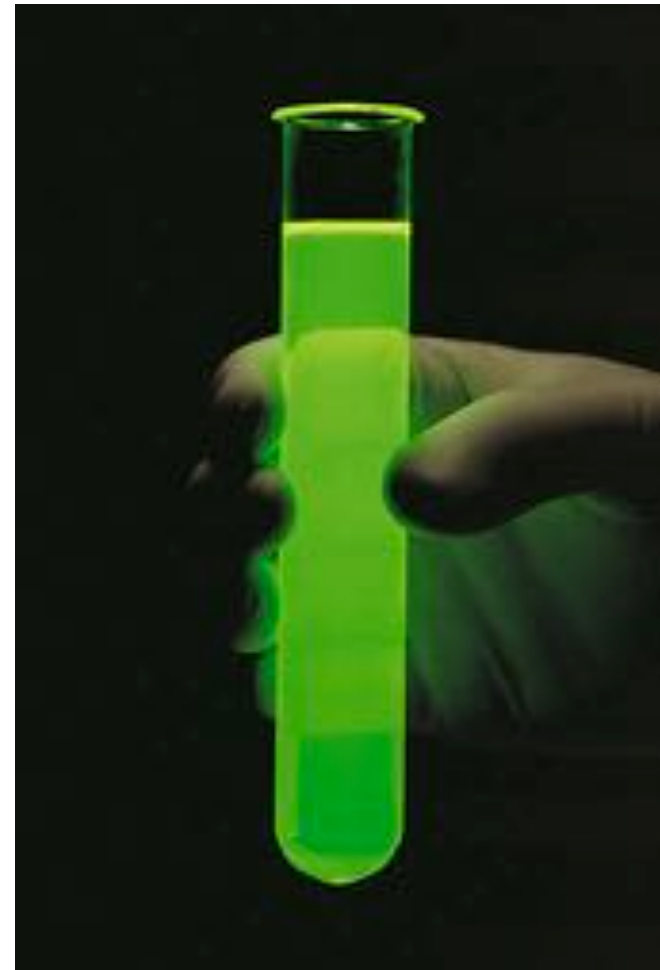
A black and white photograph of a man in a dark suit and a bowler hat, seen from behind. He is standing on a skateboard that is balanced on top of a large, three-dimensional Möbius strip. The Möbius strip is a continuous loop that twists and connects to itself, creating a complex geometric shape. The background is a soft, out-of-focus landscape with a horizon line.

*“The physical environment is not purely physical ... physical and social environments contain one another, frame one another, influence ... one another – but they are **not** as one” (Cairns, 2002, p.818)*

*...socially
producing...*

*...socially
produced...*

Reflection or catalyst?



What are we designing to achieve?




- **Control**
 - Visibility
- **Commodity**
 - Resource, brand
- **Change**
 - Flexibility, empowerment
- **Community**
 - Serendipity, participation

*“I am the wisest man alive, for I know one thing,
and that is that I know nothing...”*



The Death of Socrates by Jacques-Louis David, 1787

Open scope
Widely informed
...Leap into the unknown?

An aerial photograph of a river delta, showing a complex network of channels. The water is colored in shades of orange, red, and blue, likely due to sediment and water chemistry. The channels are densely packed and flow from the top left towards the bottom right.

2. Research approach



“What matters to people about workspace?”



What matters...?

- Helps, hinders...
- Delights, disgusts...
- Within workspace...
- Beyond workspace...
- Tangible, functional...
- Symbolic, meaningful...



What I need you to do...

1. Ponder



2. Capture

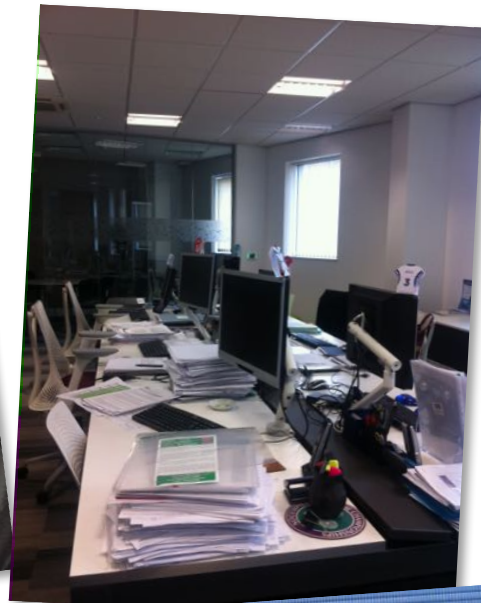


3. Discuss



4. Confirm



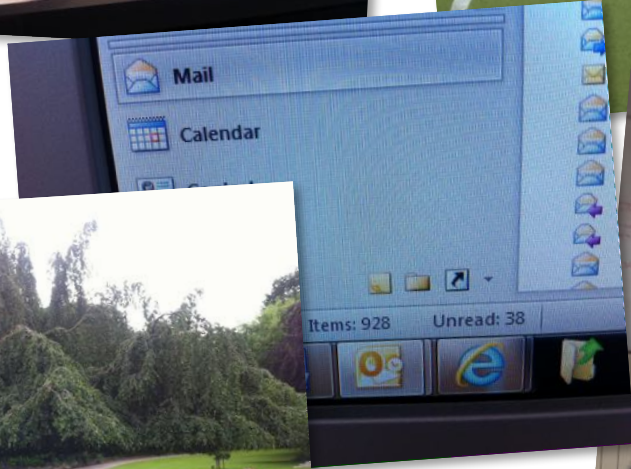


Arundel House Facilities Working Group
 Meeting 5: Monday 7th July 2014
 12pm - 1.30pm, Cantor Room 9228

Agenda


12pm	Apologies for Absence	SOT
12:05pm	Minutes of meeting 4 held on 5 th June 2014	SOT
	Shared on AHFWG Sharepoint site - to be agreed	SOT
	Feedback from Project Board on items discussed in meeting 4	SOT
12:10pm	"Floor Communities"	

sh *⊗ Team Talk*
How good



Narratives about...

	Provider	both	User
Sole-occupancy	<p>conventional workspace wisdom & its challenges</p>	<p>brand affinity team & client socialising hierarchy spatial arrangement change consultation agile working pros, cons & protocols</p>	<p>responses to achieve collective & individual identities</p>
both	<p>location, entrance sequence & brand for user experience tensions and trade-offs with workspace in-use spatial generosity and permissiveness</p>	<p>location choice & autonomy social affordances of food & drink health, nature & wellbeing work-life boundary social responsibility</p>	<p>(mis)perceived workspace intentions & alternatives storage solution use & symbolism</p>
Co-working	<p>holistic socio-spatial design tolerance, experimentation & learning behavioural nudges</p>	<p>achieving & belonging to a community selfless versus selfish behaviour</p>	<p>opportunity & inspiration through connectivity visual tools knowledge facilities</p>

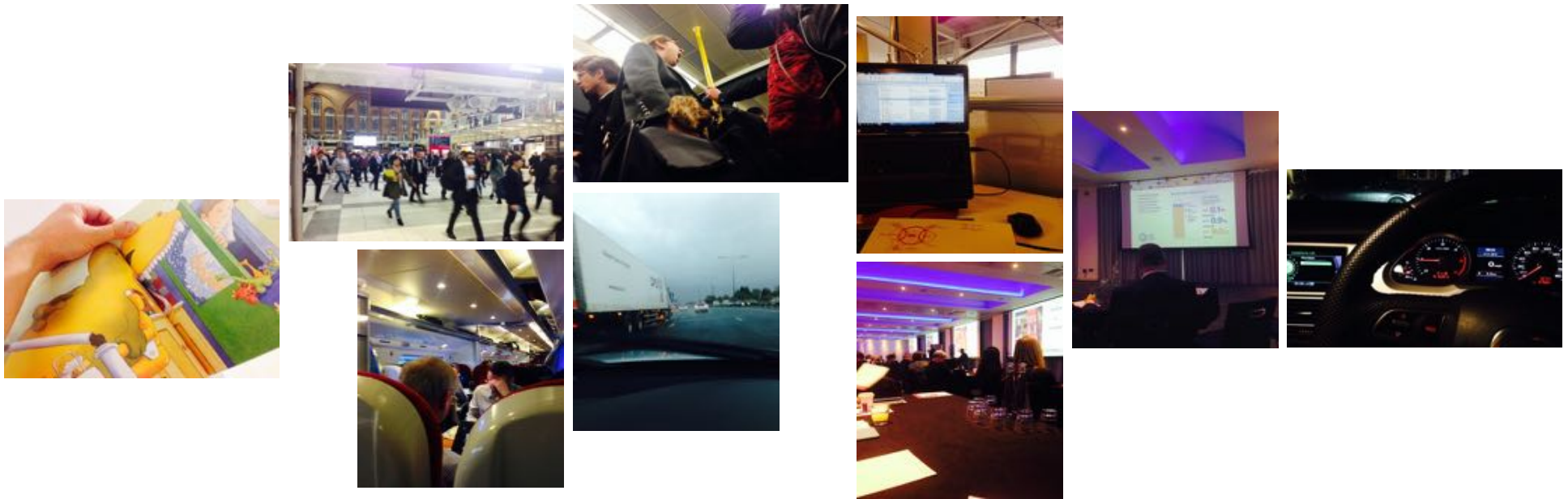
An aerial photograph of a river delta, likely the Colorado River Delta, showing a complex network of orange and blue water channels. The text is overlaid in the center.

3. Three key findings for today

1(a) How we *conceive* space (as providers)



1(b) ...isn't quite how we *(all) live* it

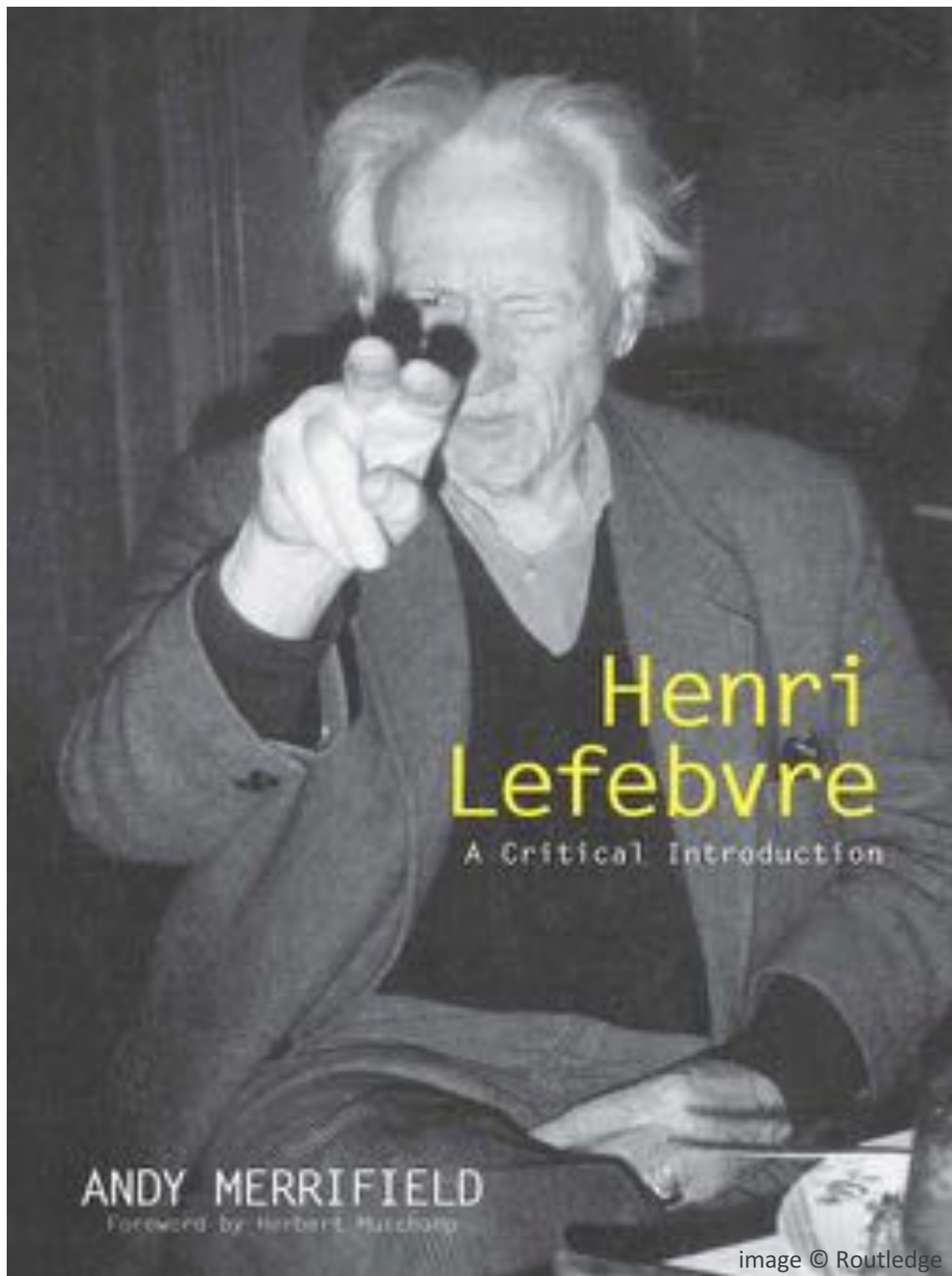


“trying to almost capture a day in the life ... one that caught, effectively the facets of work and life ... it’s life exaggerated”

“this immersive experience that we try and create ... actually touches my life, and most people’s lives, for moments”

2. Different ways to 'do workspace'

- *'Space-making'* versus *'Place-making'*
- See **Work&Place issue #7** for more about this...



Could a comparatively obscure French Marxist philosopher prove to be the key that unlocks the great puzzle of workplace design and management

Ian Ellison

OFFICE DESIGN • FACILITIES MANAGEMENT • HUMAN RESOURCES

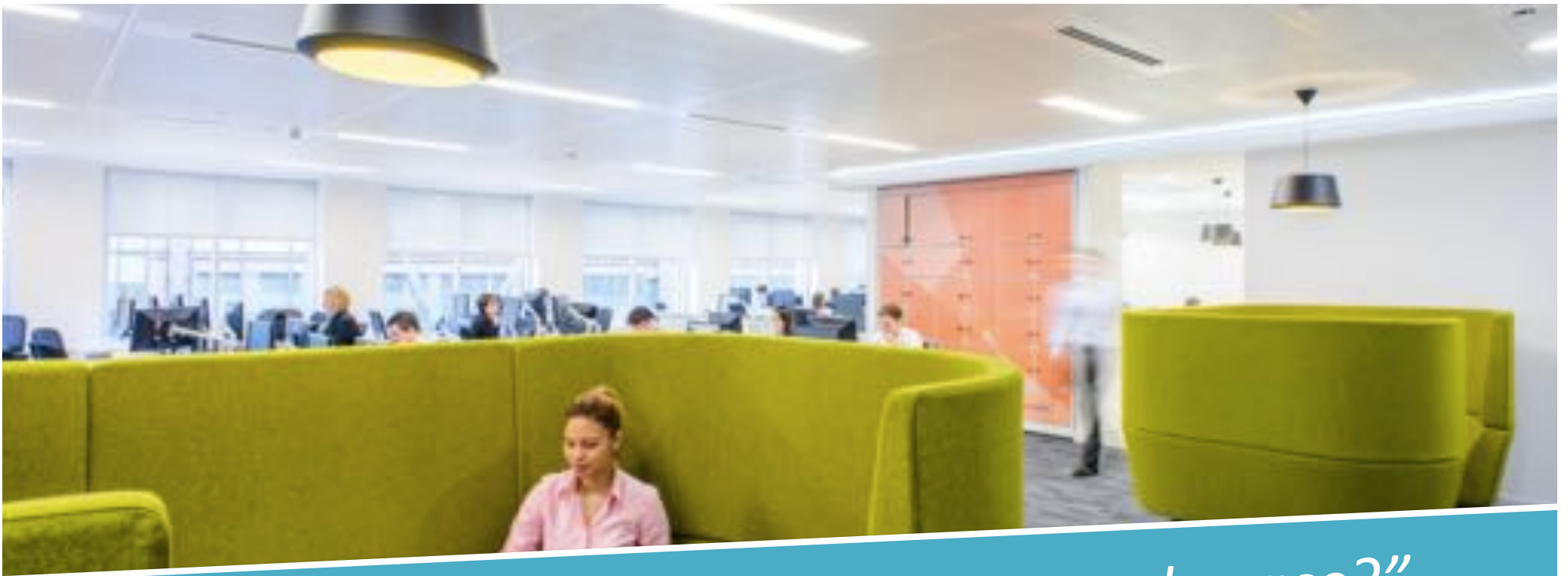
The missing piece of the workplace conundrum?

Work&Place

What are we designing to achieve?



- **Control**
 - Visibility
- **Commodity**
 - Resource, brand
- **Change**
 - Flexibility, empowerment
- **Community**
 - Serendipity, participation



“What matters to people about workspace?”



The background of the slide is a grid of window panes. Each pane shows a different view of a sunset or sunrise, with warm orange and yellow light transitioning into a darker blue sky. The grid lines are dark, creating a pattern of rectangular frames.

'Space-making':
managing facilities
or
'Place-making':
enabling communities

3. What does everyone talk about...?

	Provider	both	User
Sole-occupancy	<p>conventional workspace wisdom & its challenges</p>	<p>brand affinity team & client socialising hierarchy spatial arrangement change consultation agile working pros, cons & protocols</p>	<p>responses to achieve collective & individual identities</p>
both	<p>location, entrance sequence & brand for user experience tensions and trade-offs with workspace in-use spatial generosity and permissiveness</p>	<p>location choice & autonomy social affordances of food & drink health, nature & wellbeing work-life boundary social responsibility</p>	<p>(mis)perceive workspace intentions & alternatives storage solution use & symbolism</p>
Co-working	<p>holistic socio-spatial design tolerance, experimentation & learning behavioural nudges</p>	<p>achieving & belonging to a community selfless versus selfish behaviour</p>	<p>opportunity & inspiration through connectivity visual tools knowledge facilities</p>

Comfortable, healthy, happy?

- > Choice of location + autonomy to choose
- > The social affordances of food and drink
 - >> The importance of health and nature for individual and collective well-being
 - >>> Negotiating the work-life boundary
 - >>> Engaging in socially responsible activity

An aerial photograph of a river delta system. The channels are color-coded, with orange and red channels on the left and green and yellow channels on the right. The background is a mix of blue and green, representing water and land respectively. The text "4. Implications?" is overlaid in the center in a large, white, sans-serif font.

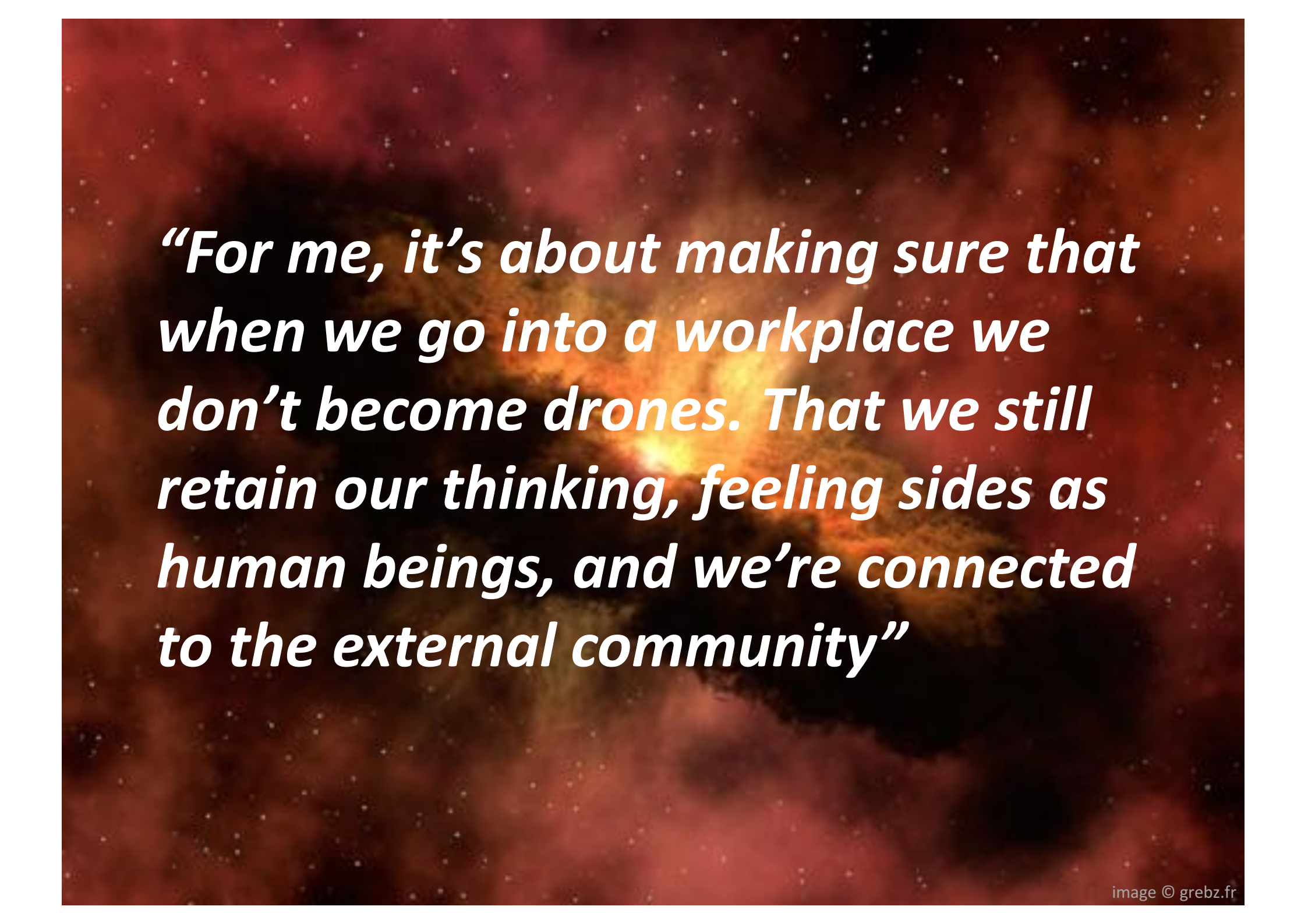
4. Implications?

Within
workspace:
essential





image © Wikimedia Commons



“For me, it’s about making sure that when we go into a workplace we don’t become drones. That we still retain our thinking, feeling sides as human beings, and we’re connected to the external community”

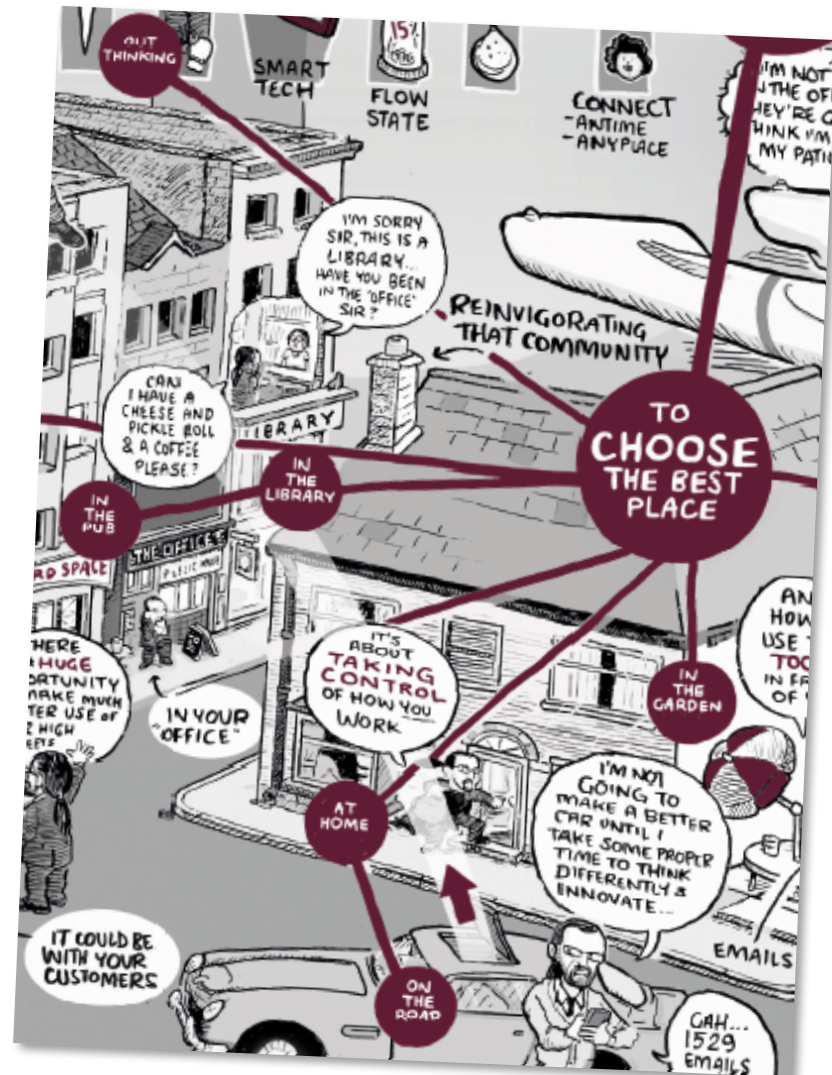
A lit pencil stands upright in a vast, sandy desert landscape under a clear blue sky. The pencil is positioned vertically, with its tip pointing upwards. A distinct shadow is cast by the pencil onto the sand, extending towards the bottom right. The background shows rolling sand dunes and a clear horizon line.

Beyond workspace:
aspirational

“Workspace is just not the office at all ... I don’t do any of my genuine work here ... I guess I consider real work when I am solving problems or using my brain, and here I’m not, I am probably writing up what I have already thought”

‘Workscapes’ (Felstead et al, 2005)

- Working in ‘collective’ offices
- Working from home
- Working on the move
- ...and various others
- Unique, bespoke, *meaningful* networks
- more than ‘mobility’





We need to do far *better*...

“The power is with us, the proles”



One last thought

“The first revolution is when you change your mind about how you look at things, and see there might be another way to look at it that you have not been shown. What you see later on is the results of that...”

Gil Scott-Heron (1982) from
The Revolution Will Not Be Televised (live)



#powerofplace

#WorkplaceMatters



iTunes | Acast | @WpMpodcast

Shelf development

Baldry, C. (1999). Space: The Final Frontier. *Sociology*, 33 (3), 535-553.

Cairns, G. (2002). Aesthetics, Morality and Power: Design as Espoused Freedom and Implicit Control. *Human Relations*, 55 (7), 799-820.

Coplin, D. (2013) *RSA Animate – Re-imagining Work*, <https://youtu.be/G11t6XAlce0>

Donald, I. (1994). Management and change in office environments. *Journal of Environmental Psychology*, 14, 21-30.

Dourish, P. (2006, November). Re-space-ing place: place and space ten years on. In *Proceedings of the 2006 20th anniversary conference on Computer supported cooperative work* (pp. 299-308). ACM.

Ellison (2016) Work&Place Lefebvre article. Available at: <http://workplaceinsight.net/wp-content/uploads/2016/04/WorkPlace7-1.pdf>

Felstead, A., Jewson, N. & Walters, S. (2005). *Changing Places of Work*. Palgrave Macmillan.

Harrison, S., & Dourish, P. (1996, November). Re-place-ing space: the roles of place and space in collaborative systems. In *Proceedings of the 1996 ACM conference on Computer supported cooperative work* (pp. 67-76). ACM.



Thank you :)



@ianellison

ian.ellison@3edges.co.uk

07595 933 219 | @wpmpodcast