

The Thriving Workplace

Fresh thinking on
workplace planning



Knoll

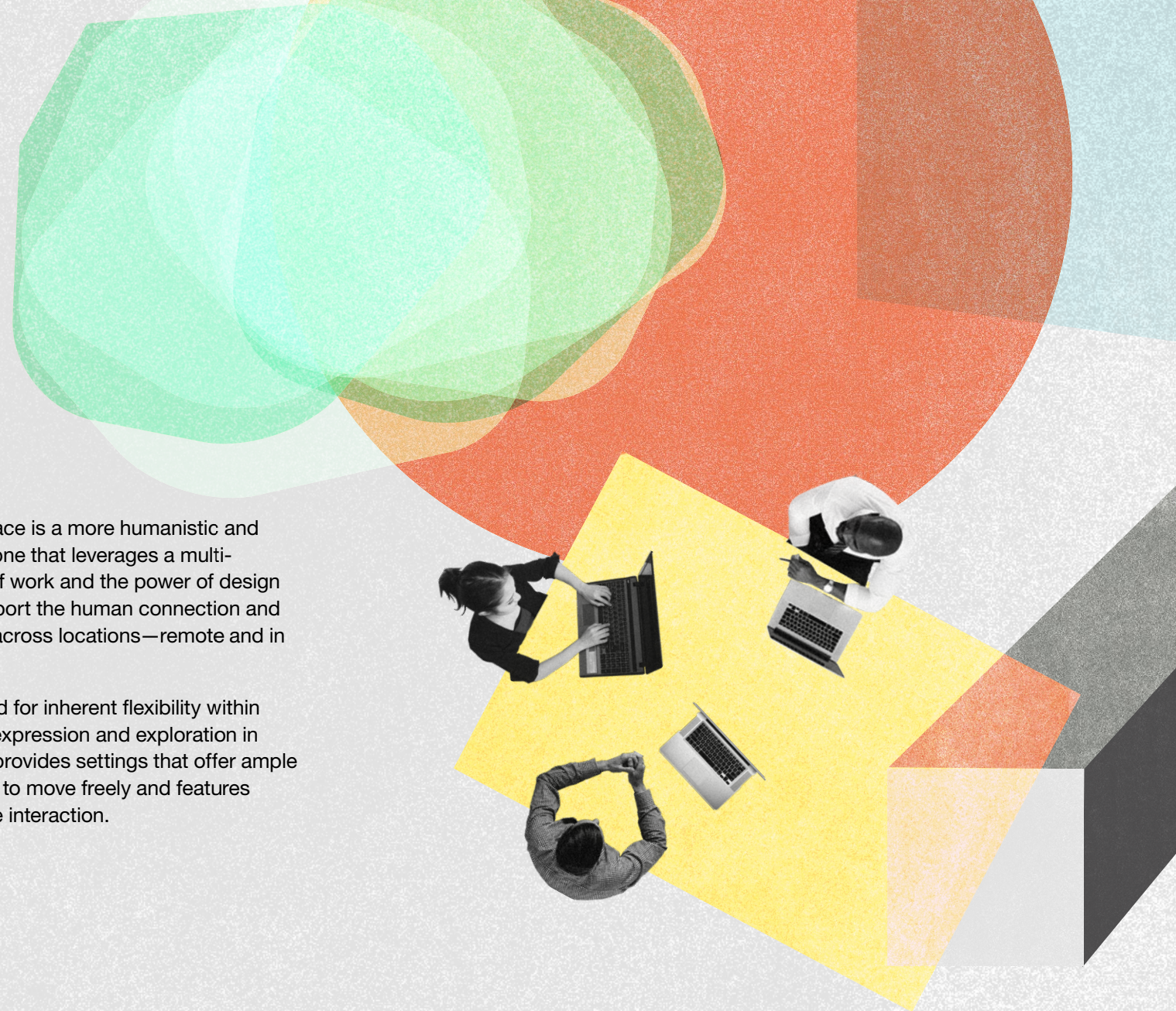
Reimagining the Workplace

At Knoll, we've learned that people don't want to merely survive post-pandemic. They want to thrive. Now is the time for organizations to reimagine, recalibrate and reinvent the way they work and do business.

The concepts behind the Thriving Workplace represent the range of insights we've gained from our ongoing research into work, workplace and new ways to meet and collaborate. Supplemented with discoveries from our continuing client engagements, our findings provide fresh thinking on workplace planning and present opportunities for organizations to reshape and improve the way we work.

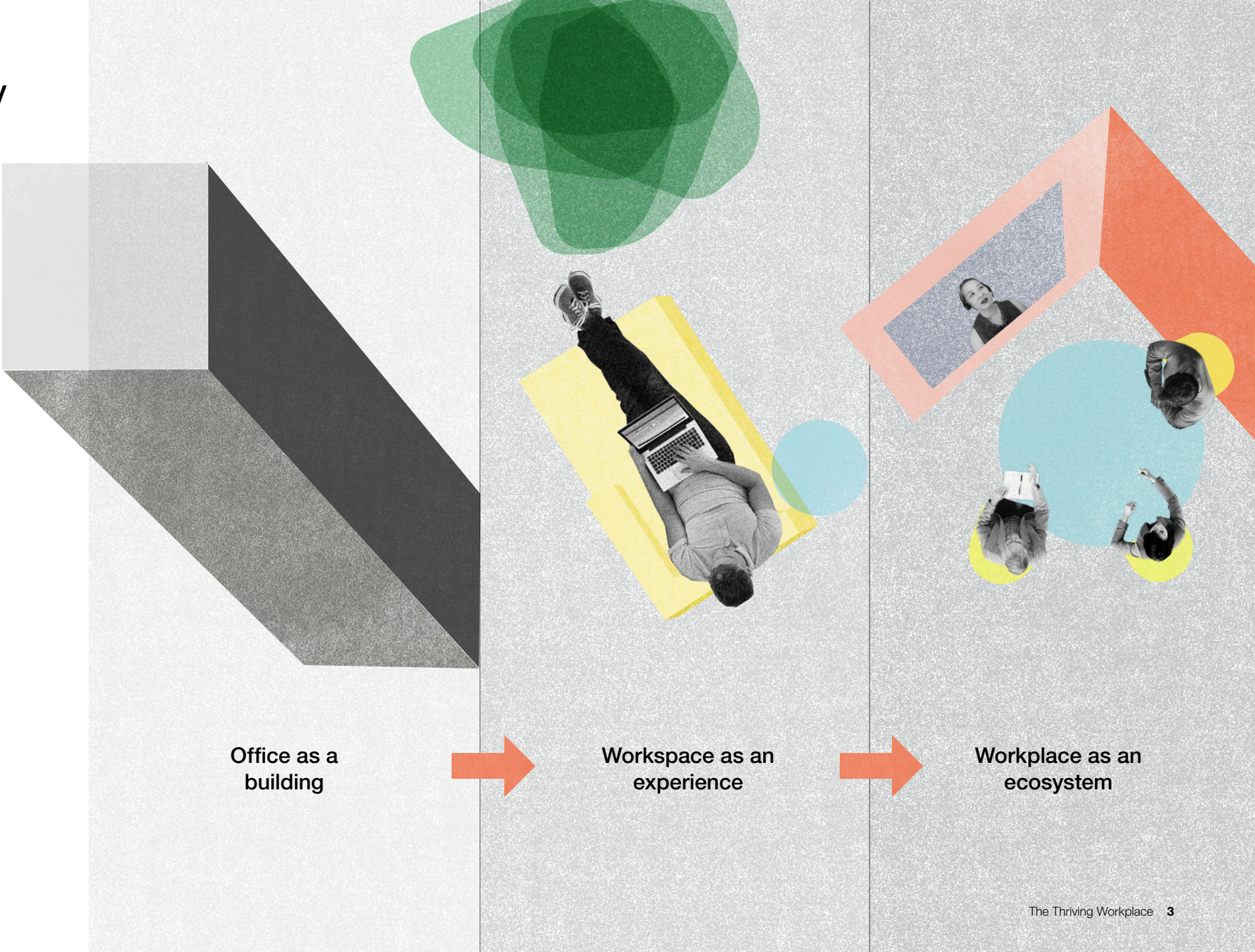
The Thriving Workplace is a more humanistic and resilient workplace, one that leverages a multi-layered ecosystem of work and the power of design to forge culture, support the human connection and foster collaboration across locations—remote and in person.

It addresses the need for inherent flexibility within a space that allows expression and exploration in different directions, provides settings that offer ample space for individuals to move freely and features furnishings that invite interaction.



An Evolution is Underway

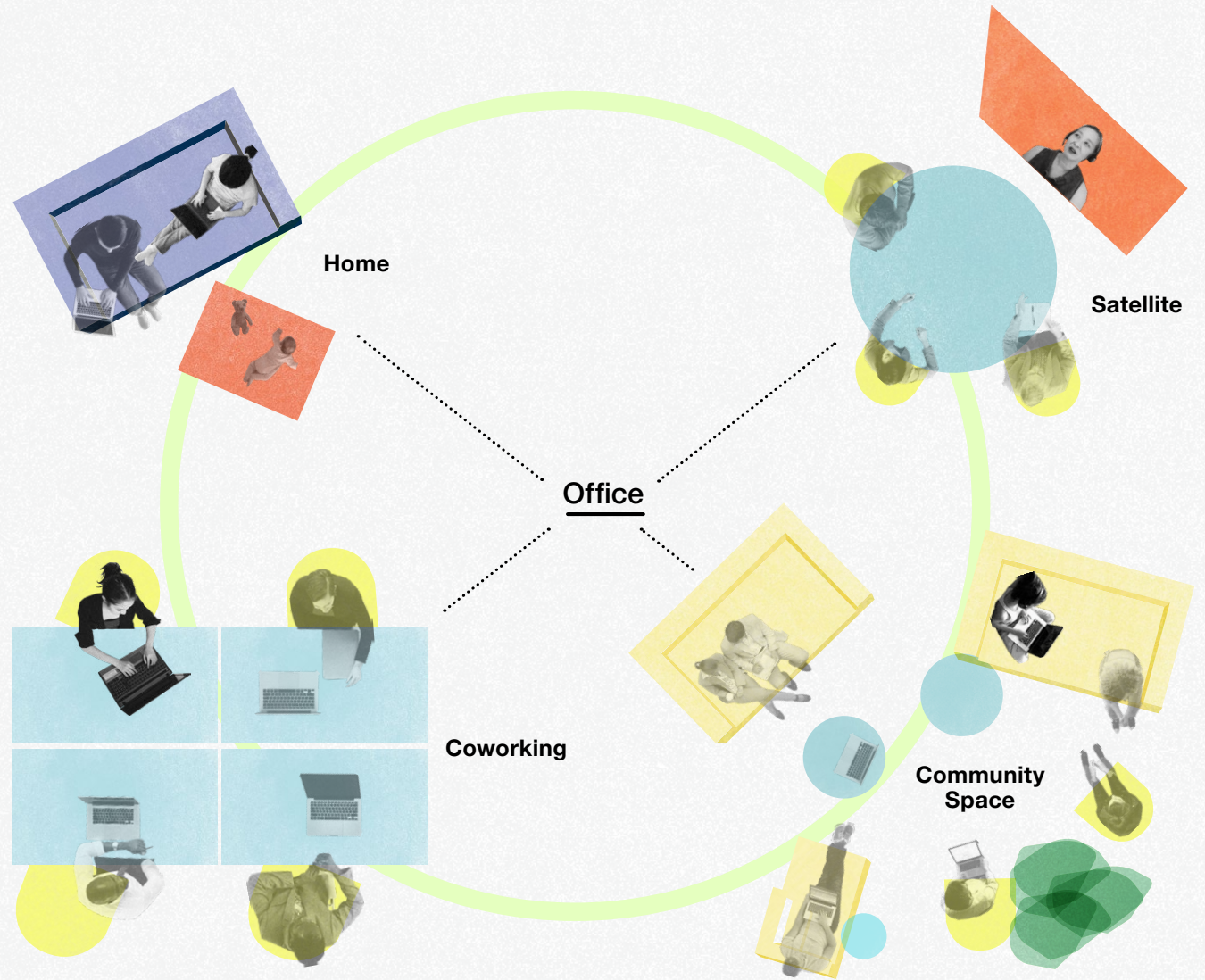
Over the last decade, changing workstyles, coworking and the influence of startup culture reshaped the role of the workplace from a static building to a highly interactive experience. Now we are entering a new era: workplace as an ecosystem.



Discovering the Thriving Workplace

Our research suggests we are on the brink of transformative change. The Thriving Workplace is an opportunity to build a new, more resilient environment that:

- + Powers the workplace ecosystem
- + Delivers a cultural hub
- + Embraces flexibility
- + Offers a variety of choice
- + Leverages technology
- + Encompasses holistic well-being



The Holistic Workplace Experience

The Thriving Workplace supports the whole person—the personal, the communal, the mental and the physical. Four people-centric characteristics embody that holistic experience and are expressed in the Thriving Workplace environment.

Togetherness

Environments that have a sense of belonging, providing opportunities for people to facilitate conversation, join together to solve problems, share content, be social and enjoy the benefits of learning from one another.

Equity

Planning optimized to support a broad range of diversity and inclusion, creating a more respectful place built on empathy and fairness across a breadth of physical and virtual engagements.

Restoration

Thoughtful settings that feed and restore people, away from hectic noise, with access to fresh air, near natural light, surrounded by nature and with products that ergonomically support their work.

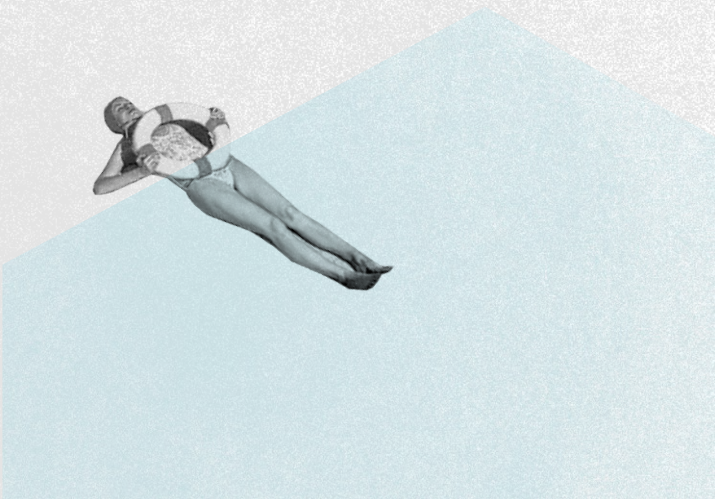
Latitude

Settings that offer ample space for individuals and teams to move freely through different interactions and activities over the course of time, and with furnishings that respond and adapt.

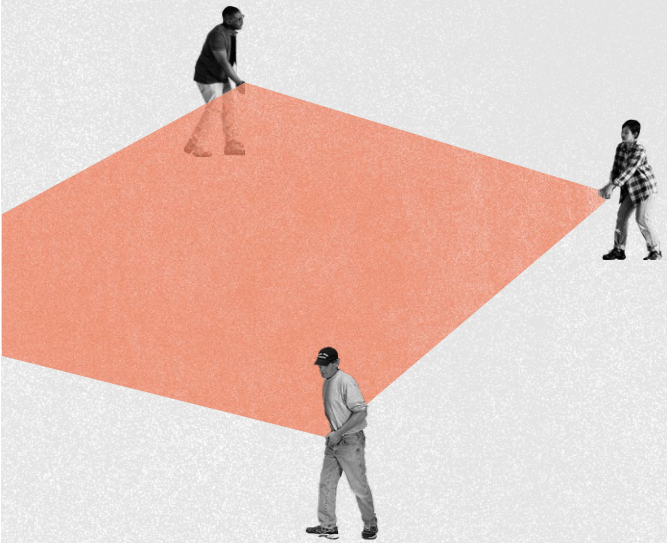
Togetherness



Restoration



Equity



Latitude



Four Modes of Collaborative Work

At its heart, a Thriving Workplace supports the ebb and flow of the user experience (UX) of collaborative work (i.e., the coming together and breaking apart) and synchronous and asynchronous learning and exchange. Through our research, we have identified four archetypes of collaborative work as a shorthand way of capturing distinct work patterns and periods.

Organizations of all sizes and complexity will need to plan their workplaces to accommodate a shifting mixture of all four based on their unique business goals and culture. We refer to these four modes of collaborative work as BIGS.

Build

When small teams immerse deeply in their work to create or grow something.

Gather

When teams coming together for learning, group problem-solving, mentoring and sharing knowledge.

Ideate

The interactive group process of generating and exchanging new ideas and processes.

Study

Concentrative behaviors for individuals to pause and reflect away from the larger group.

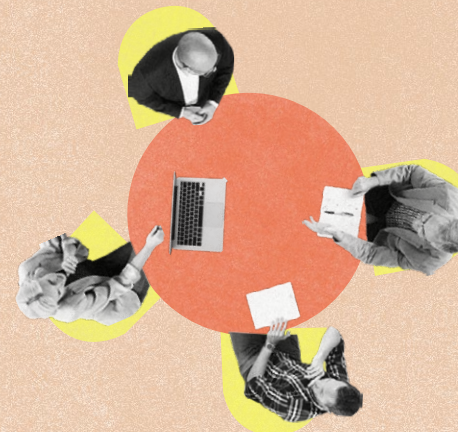
Build



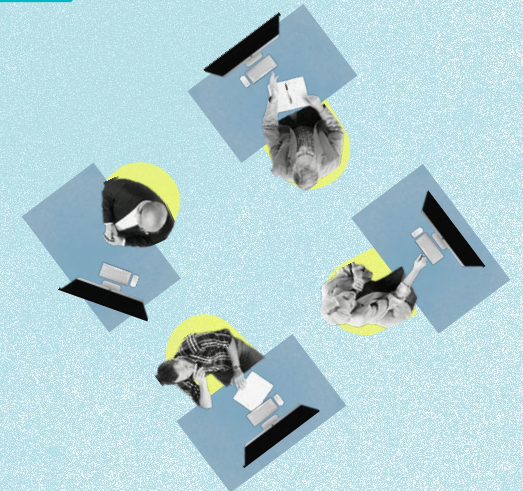
Ideate



Gather



Study

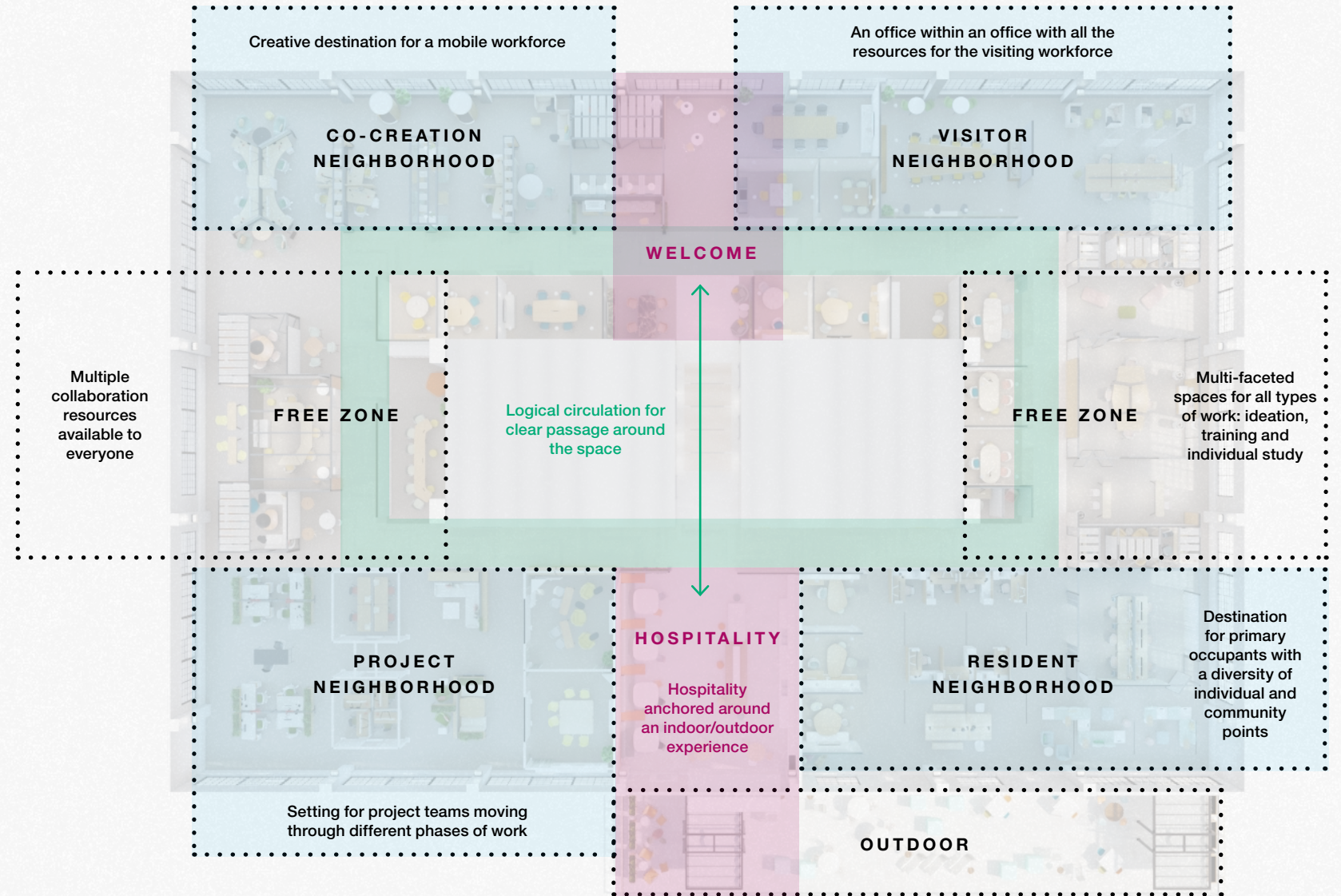


Designing a Thriving Workplace

Rather than a single large, dense, open floor plate, a Thriving Workplace supports scalable planning—a range of zones, neighborhoods and settings that can be sized up or down to meet changing needs.

Each Thriving Workplace will be distinct, tailored to match an organization's business goals, mission, brand, team sizes, work modes and culture characteristics.

The possibilities are infinite. What follows are some considerations.





THRIVING STRATEGY

Inviting and open entry conveys a sense of belonging and greets visitors and employees with vistas in all directions.

CONSIDERATIONS

- + Comfortable lounge chairs deliver a relaxed spot for casual exchanges
- + Collaborative meeting space with display supports inclusive and equitable gatherings between residents, guests and remote participants
- + Acoustic wall panel controls sound and layers in color and pattern

FEATURED PRODUCTS

Grasshopper table; Muuto Fiber chairs; Florence Knoll credenza; FilzFelt Scale wall panels; HOLLY HUNT Sumo lounge chair.



THRIVING STRATEGY

Welcome area centered on providing a hosted experience with access to amenities, and offering visitors a place to touch down.

CONSIDERATIONS

- + A central refreshment provides a place to socialize and come together over coffee
- + Getaway spaces deliver sanctuaries for private conversations or heads-down study
- + Rich materials and textures give a sense of warmth and welcome

FEATURED PRODUCTS

Above: Rockwell Unscripted Creative Wall and modular lounge; Muuto Relate tables and Rime pendant lamps; Bertoia barstool; Pixel table; Muuto Ambit pendant lamp.

Left: Reff Profiles credenza with Rockwell Unscripted Creative Wall; Bertoia barstool; Antenna Workspaces wood planter.



THRIVING STRATEGY

Tech-forward meeting spaces support hybrid meetings of various sizes in new measures of togetherness.

CONSIDERATIONS

- + High-tech tools allow in-person participants to come together with remote members for group problem-solving
- + A V-shaped table paired with tiered seating provides optimum viewing by everyone in the space
- + Wall and window coverings control glare and minimize noise

FEATURED PRODUCTS

Above: DatesWeiser Custom Highline conference table; Life chairs; DatesWeiser Highline 25 credenza.

Right: DatesWeiser JD table and Highline 50 credenza; Pollock chairs; KnollTextiles Traverse wallcovering.

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THRIVING STRATEGY

A mix of adjoining space types allows teams to move from ideating to building all within the same dynamic neighborhood.

CONSIDERATIONS

- + Big tables offer teams the opportunity to freely move from ideation to building
- + Refuge rooms and high-back seating create a more intimate and enclosed place where individuals can pause, study and rejuvenate
- + Acoustical ceiling treatments dampen noise and bring down the scale of the space

FEATURED PRODUCTS

Rockwell Unscripted Sawhorse Workbench; Ollo light task chair with knit back; Quoin mobile cart; Rockwell Unscripted Creative Wall Enclosures.



THRIVING STRATEGY

A place for teammates focusing on their latest build, or full-time residents seeking some focused work away from the larger group.

CONSIDERATIONS

- + Soft boundary elements define space and provide separation for teams and individuals
- + Height-adjustability and ergonomic seating supports a diverse population of workers, while offering personalized control and physical well-being
- + Dual monitors allow individuals to easily view and share content with both local and remote colleagues

FEATURED PRODUCTS

Rockwell Unscripted Creative Wall Frames, k. bench height-adjustable benching; Ollo light task chair with knit back; Quoin mobile cart; Muuto Tip table lamp.

THRIVING STRATEGY

Space delineation and enclosure paired with open settings support the full range of collaborative work.

CONSIDERATIONS

- + A mix of space types from which to choose promotes movement and multiple seating postures
- + Freestanding walls offer space delineation, privacy and a pin-up area for ideation and brainstorming
- + Mobile tables and freestanding desks provide flexibility and allow easy reconfiguration, along with places for individuals to study

FEATURED PRODUCTS

Antenna Power Beam with Ladder and accessories; Tone height-adjustable tables; Anchor tray top mobile pedestals; Generation by Knoll work chairs; Rockwell Unscripted Creative Wall; Muuto Base table; Bertoia Molded Shell barstool; KnollTextiles Traverse wallcovering.





THRIVING STRATEGY

Productive individual settings offer resident workers concentrative workpoints for focus and study.

CONSIDERATIONS

- + Private offices that can double as both small team and study areas support concentrative work and collaboration
- + Low horizon workstations and glass front offices give clear sightlines, promoting a sense of belonging and inclusion
- + Ergonomic task seating offers residents workers long-term comfort and the ability to easily move from task to task

FEATURED PRODUCTS

Dividends Horizon panels, gallery panels, and glass add-up panels; k. base height-adjustable tables; Anchor storage; ReGeneration by Knoll work chairs.



THRIVING STRATEGY

Lounge-based meeting spaces offer places for workers to come together and connect with their surroundings for restoration and tranquility.

CONSIDERATIONS

- + Reconfigurable lounge furniture offers a place to sit with easy access to power integrated into the low tables
- + Pull-up tables provide a surface to work and place for electronic devices
- + Close proximity between worktables and collaborative lounge seating grants teams the ability to change postures and easily move through different modes of collaborative work

FEATURED PRODUCTS

Pixel Lounge; Rockwell Unscripted Upholstered seats; Muuto Relate side table; Muuto Linear Wood System series.



THRIVING STRATEGY

Flexible hybrid areas power everything from virtual ideation workshops to mini theaters gatherings.

CONSIDERATIONS

- + Standing height tables with stools create a refreshing alternative to traditional meeting rooms
- + Scalable spaces closed off with drapery provide optional division, while still maintaining an inviting environment
- + Analog and digital communication tools allow users the ability to exchange ideas

FEATURED PRODUCTS

Above: Rockwell Unscripted Creative Wall; Ollo light task chair with knit back; Pixel Trapezoid Tables, Muuto Still tables, and Pixel credenza; KnollTextiles upholstery.

Right: Rockwell Unscripted Creative Wall, Backdrop and Tall Tables; Bertolia Molded Shell barstools; Anchor storage; KnollTextiles Traverse wallcovering.

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THRIVING STRATEGY

A range of collaboration resources for small teams to build, study and generate new ideas.

CONSIDERATIONS

- + Integrated and movable whiteboards gives teams a blank canvas to easily share and ideate
- + Light task seating provides ergonomic support for short duration engagements
- + A range of materials offers acoustic dampening and visual interest

FEATURED PRODUCTS

Rockwell Unscripted Creative Wall; Islands Collection by Knoll tables; Saarinen Executive barstool; MultiGeneration by Knoll chairs; Muuto Under the Bell pendant lamp.



THRIVING STRATEGY

A neighborhood that inspires co-creation activities while providing workers the latitude to choose from a number of work settings.

CONSIDERATIONS

- + 120° configurations offer organic space planning opportunities, providing a more laidback atmosphere
- + Overhead canopies deliver a more humanistic and intimate scale within a large environment
- + Phone booths offer users an escape to sneak into for a phone conversation

FEATURED PRODUCTS

Above: Rockwell Unscripted Creative Wall, Pixel Lounge; Muuto Strand pendant lamp and Relate side table; Spinneybeck Silent Silo; KnollTextiles Tempest and Feeling Plaid upholstery.

Right: Antenna Power Beam 120° planning with center screens and add-ups; Tone height-adjustable tables; Generation by Knoll work chairs; Quoin storage; KN01 lounge chairs; Antenna Workspaces Y-base table.

THRIVING STRATEGY

Adjoining hospitality and outdoor zones offer access to amenities, natural light and the outdoors.

CONSIDERATIONS

- + Outdoor spaces extend the hospitality area so groups can connect and socialize surrounded by nature
- + Clear zones with a wide range of seating options offer latitude for individuals and teams to both work and relax
- + Lounge areas deliver informal settings where workers can unwind and enjoy the outdoors

FEATURED PRODUCTS

Muuto Linear Steel collection; Richard Schultz 1966 rockers; Saarinen outdoor dining tables; Adjaye Skeleton chairs.



At Knoll, we make creative, inspiring places where people love to be. Understanding what drives you allows us to bring your workplace vision to life.

Whether you are a commercial, educational, healthcare or government organization, we can help you achieve your workplace goals. We believe in places that offer people across all generations a fluid experience, from intimate to shared spaces for small groups and teams. We make this possible because our constellation of brands works together to build unique workplaces across a range of budgets and price points.

Our hands-on approach prioritizes your brand values and company culture, and leverages our workplace experience; our team brings research and an innovative mindset to every engagement. We will work through the specific challenges of your organization to develop the right workplace planning strategy. Our dealers' expertise in areas like space planning, specification development, project management and logistics, combined with their global reach, ensures that your project evolves smoothly every step of the way.

Let us show you why we love workspaces that inspire people to do their best work.

To learn more about the Thriving Workplace, visit knoll.com/thriving-workplace.