THE NEW NORMAL OF WORKPLACE WELLBEING

Introduction

The New Normal

The Way Forward!

Conclusion
China Sneezed, and the World Caught a Cold!

Over the past two months, Covid-19, as it rages around the Globe, has caused the world’s largest shift in thoughts about workplace practices and workplace protocols. Some characteristics & features of traditional workplaces, currently defined by social proximity, interactivity & shared resources, are likely to see a paradigm shift induced by Social Distancing norms.

“There is no such thing as work-life balance – it is all life. The balance has to be within you!”

Sadhguru Jaggi Vasudev

- In-person Collaboration & social interaction to virtual collaboration in the human sphere, and isolated workstations
- Ever densifying layouts with shared desk concepts & flexibility to de-densified
- Focus on Fun in the workplace to Health, Wellness and Safety in the workplace
- Wellness to be at the core of workplace design, as a 'Must Have' criteria
Multi-themed workplaces with Wellbeing at its core to emerge

As the world locks down, we are at present, being driven towards a behavioural characteristic not inherent to humans - to be asocial. However, we are likely to emerge out of the current state with a distinctive perspective and possibly see our workplace in an entirely new light. We, as a group, feel that it is time to return Back to Basics.

Let Nature Nourish
Going beyond ecological sustainability, to extend even to native landscape practices

Going Local
Using materials that wouldn’t endanger micro-locations

Cultural Sensitivity
Embracing native habits that balance & improve ecology

Back to Basics!
The New Normal!

Change in human behaviour, social practices and their apprehensions to push Workplaces to become more ‘Human-Centric’

“Our built environment will likely be a large carrier of Covid-19, through air-borne viral load, common contact surfaces and social-proximity. Most employees will likely face uncertainty, stress, anxiety and fear, and it is important to ensure that their journey back is made as safe, smooth and comfortable as possible. Effective communication, and a well-designed ‘Human centric’ environment is essential to overcome these issues and build confidence to return to the workplace and to a new normal.”

Yuval Noah Harari
Strategies for The New Normal

‘Short Term’ Strategies

- De-densification | Physical Distancing | Air Filtration & Ventilation |
- Increased Virtual Collaboration | Contactless Design Solutions | Addition of natural living walls/plants |
- Refurbishment using anti-microbial material |
- Use of Traditional Copper & Brass ware | Push for Healthy Foods |
- Larger Focus on Physical Fitness & Mental Comfort

‘Long Term’ design & lifestyle factors

- Flexible Layout Solutions | Circadian lighting design solutions |
- Zero Landfill, circular design-build solutions |
- Air Filtration & Ventilation systems |
- AI enabled, app based, contactless BMS solutions |
- Working with Biomimicry experts |
- Increase ‘Nature connect’ opportunities |
- Yoga & Meditation |
- Being minimalistic in our personal & professional habits |
- Think Global, Act Local
With health & safety protocols being of utmost importance, there will be certain measures which will be devised and implemented to control and minimize the exposure to the virus.

Key recommendations include:

**Individual Level Precautions and Safety Measures**
- Frequent hand washing
- Avoid touching face and eyes
- Sneezing and Coughing Etiquette
- Physical distance
- WFH if Sick
- Avoid contact with sick

**Workplace Precaution and Safety Measures**
- PPE & Safety Kits
- Respirators & Gowns
- Ensure Cleaning Protocols
- 6FT Gap b/w Workstations
- Signage Policy
- Restrict Gatherings
- Sustainable Practices
- Counselling & Support
In Conclusion!
The pandemic has led to a shift in the human mindset towards health, wellbeing and environment, which will lead to a newer & better world.

The Positive Side
The pandemic has led to a global, societal awakening, with an increased focus on health and well-being of ourselves, our communities, and our ecosystems.

The Inescapable Imperative
Focus on Health and Wellbeing will soon be an inescapable imperative for Landlords of commercial properties, to remain relevant and profitable going forward.

The Topmost Priority
Improving the indoor & outdoor environment will be the biggest priority for organizations, making Employee Wellness a critical agenda for all organizations globally.

The Far-Reaching Benefits
This shift will likely lead to better outcomes in engagement and productivity on the professional, personal & societal fronts.
Workplace wellbeing has, to date, been considered as an isolated issue, pertaining to the contribution that can be made within the physical estate. It has even been divorced in many instances from organisational design and management culture and ethos. While comprising important initiatives and works, its impact has therefore been highly limited. From here, to be relevant it will have to be seen as a contributory part of a whole environmental system, within and outside the organisation and its estate. By acknowledging where workplace wellbeing can contribute within such a framework, the ideas and efforts can be more beneficially targeted.
MEET THE TEAM
From left to right in alphabetical order

- Akshay Rajagopalan | L&T Realty
- Amit Lall | Sodexo India
- Fancy George | KGD Architecture
- Kanwal Kumar | American Express
- Kaustuv Roy | Savills
- Nisha Sharma | L&T Realty
- Pallavi Shrivastava | Cushman & Wakefield
- Ravi Ahuja | L&T Realty
THANK YOU