Workplace Wellbeing
Team: 26
Sponsor: WeWork
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Agenda & Overview

1. The Invisible Enemy
2. Workplace Wellbeing Defined
3. Guiding Principles for Implementing New Strategies
4. Policies for Phased Re-entry
5. Practice and Program Enhancements
6. Future-Proofing for Workplace Wellbeing
1. The Challenge: An Invisible Enemy

Highly infectious
• Over 250,000 deaths
• Spread through respiratory droplets
• Various theories
• Inconclusive data
• Re-occurrence likely
• Prevention protocols
• No vaccine

Disruption
• Mental health – isolation & suspicion
• Economic
• Societal
• Political
2. Workplace Wellbeing Defined

Workplace
  ● Anywhere work is done

Pre COVID-19 Definition
  ● Corporate office, home office
  & “third” space

Post COVID-19 Definition
  ● Corporate office
  ● Home office
  ● “Third” space, AND
  ● Digital space w/ collaborative tools enabling agile workforce but creating conditions for continuous engagement, i.e. “Always on”
2. Workplace Wellbeing Defined

Pre COVID-19 focus
- Focused on employee physical health
- Some offered holistic approach, e.g. Maslow’s Hierarchy of Needs

Post COVID-19 focus
- Psychological, physiological & Safety
- Productivity - Work-life balance & flexibility

Challenge
- Effective implementation that supports the business
3. New Strategies – Guiding Principles

Redefined workplace wellbeing needs effective deployment and adoption

Focus Areas
- Health & Safety
- Intentional Sustainability
- Resiliency
- Behavior
- Viability
- Data governance

CRE’s Role
- Data & analytics
- Repositioning Portfolio
- Workplace Standards
- Flexible Working Options

Implementation
- Change management
- Executive buy-in
- Stakeholder engagement
- Empower small teams
4. Policies for Phased Re-entry

**New Policies**
- Work from Home
- Cleaning & Health
- Guest & Visitors
- Travel
- Seating & Occupancy
- Phased workforce scheduling

**Low-Tech Solutions**
- Removing furniture & closing conference rooms
- Limiting occupancy of elevators and cafeterias
- Providing PPEs, hand sanitizers, etc.
- “One-way street” signage

**High-Tech Solutions**
- Improving digital/remote workplace capacity
- IAQ monitoring
- Real-time occupancy and social distancing floor maps
- Smart cleaning reports
5. Practice & Program Enhancements

Technology and Systems
- Innovation in HVAC Products & protocols
- Smart Building Technology
- Touchless interface

Culture and Behavior
- Virtual Workplace
- Workplace protocols
- Amenity & special space protocols

Materials
- Self-cleaning materials
- Adapt medical grade materials for office use
- Responsibly disposable materials

Operational Policies
- Cleaning policies
- Technology interface
6. Future-Proofing Workplace Wellbeing

Healthier workplace pays off
- Higher retention
- Increased productivity
- Marketing advantage

Who pays?
- Shifting of cost & liability
- Reflected in legal docs

No such thing as “zero risk”
- Hierarchy of controls to minimize risk
Using a hierarchy of controls as a response framework, companies can take a range of actions to combat COVID-19 in their workplaces to protect and enhance wellbeing.