

WORKPLACE OF THE FUTURE

STRATEGIES FOR A REIMAGINED OFFICE

MARIELA BUENDIA-CORROCHANO
PRINCIPAL



LISTENING TO OUR CLIENTS

450+

Roundtables & One-on-One
Workshops

80,000+

People from Client Firms
Engaged in the Dialogue

180+

Blogs & Articles Published by our
Practice Area Leaders

**OUR FUTURE
OFFICE MUST BRING
PEOPLE, WORK,
AND TECHNOLOGY
TOGETHER.**

**HEALTH &
WELLNESS IS
A PRIORITY.**

**VIRTUAL IS NOT REAL;
RECORDED IS NOT LIVE.
WE REALLY NEED LIVE
EXPERIENCES.**

**HOW CAN THE OFFICE OF THE
FUTURE ATTRACT TALENT?**

**ONE SIZE
DOES NOT
FIT ALL**

**OUR PHYSICAL SPACE IS
OUR CULTURE'S TOWN
SQUARE, MAIN STREET AND
COMMUNITY CENTER.**

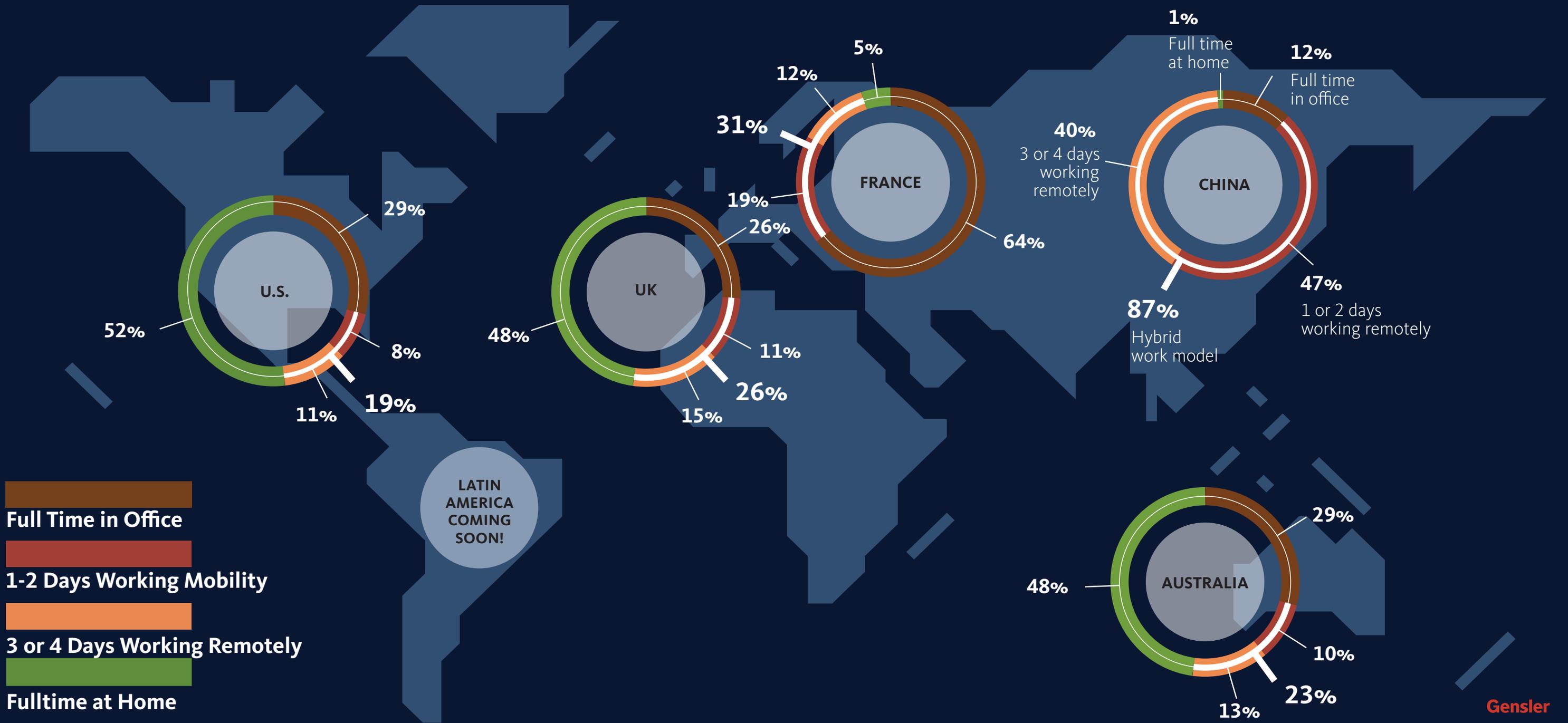
**TECHNOLOGY
NEEDS TO BE
INTEGRATED
THROUGHOUT
FOR SEAMLESS
COLLABORATION**

**THIRD SPACE
IS ESSENTIAL
TO EFFECTIVE
WORKPLACES.**

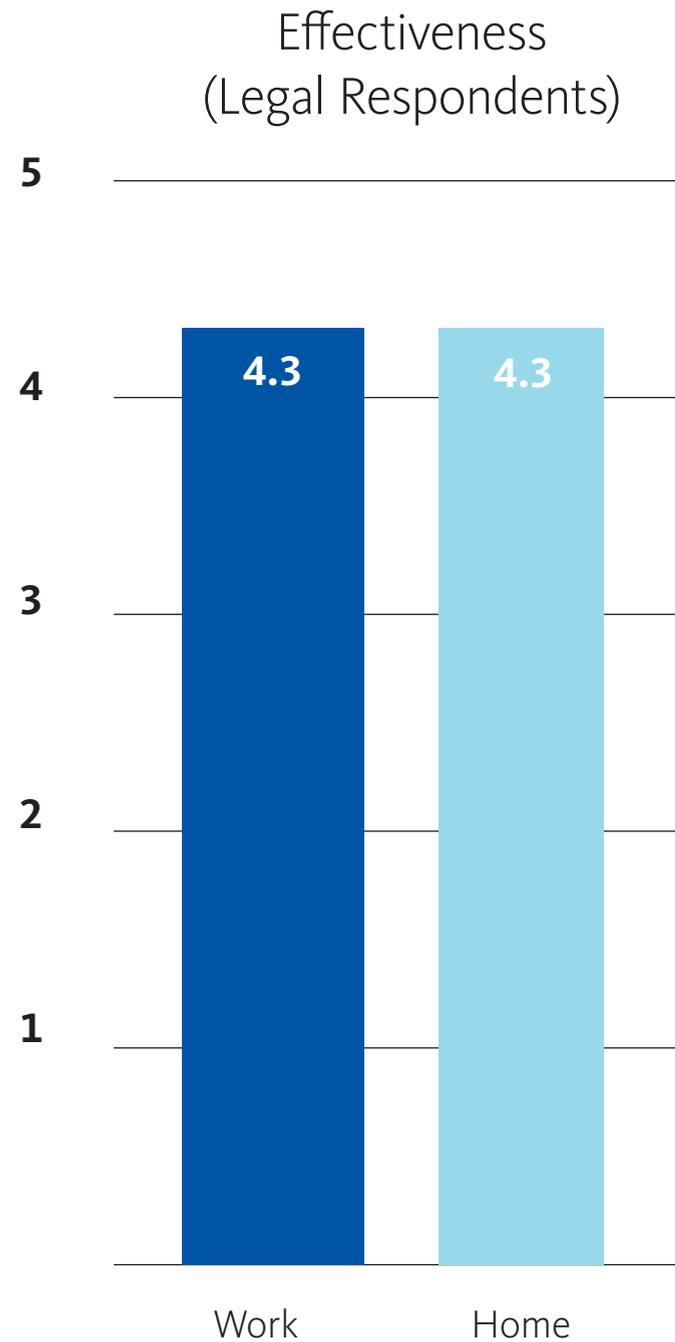
**ACCESS TO
OUTDOOR
SPACES IS
ESSENTIAL.**

**WORKPLACE MUST
RESPOND TO OUR
CHANGING NEEDS.**

GLOBAL WORK TRENDS



PEOPLE CAN BE PRODUCTIVE FROM JUST ABOUT ANYWHERE



LAWYERS & LEGAL STAFF WANT TO RETURN TO THE OFFICE WITH FLEXIBILITY & OPTIONS

25% FULL TIME
IN OFFICE

34% 1 OR 2 DAYS
AT HOME

22% 3 OR 4 DAYS
AT HOME

19% FULL TIME
AT HOME

56% OF LAWYERS WOULD PREFER A
HYBRID WORK MODEL

TOP RANKED REASONS TO COME TO THE OFFICE

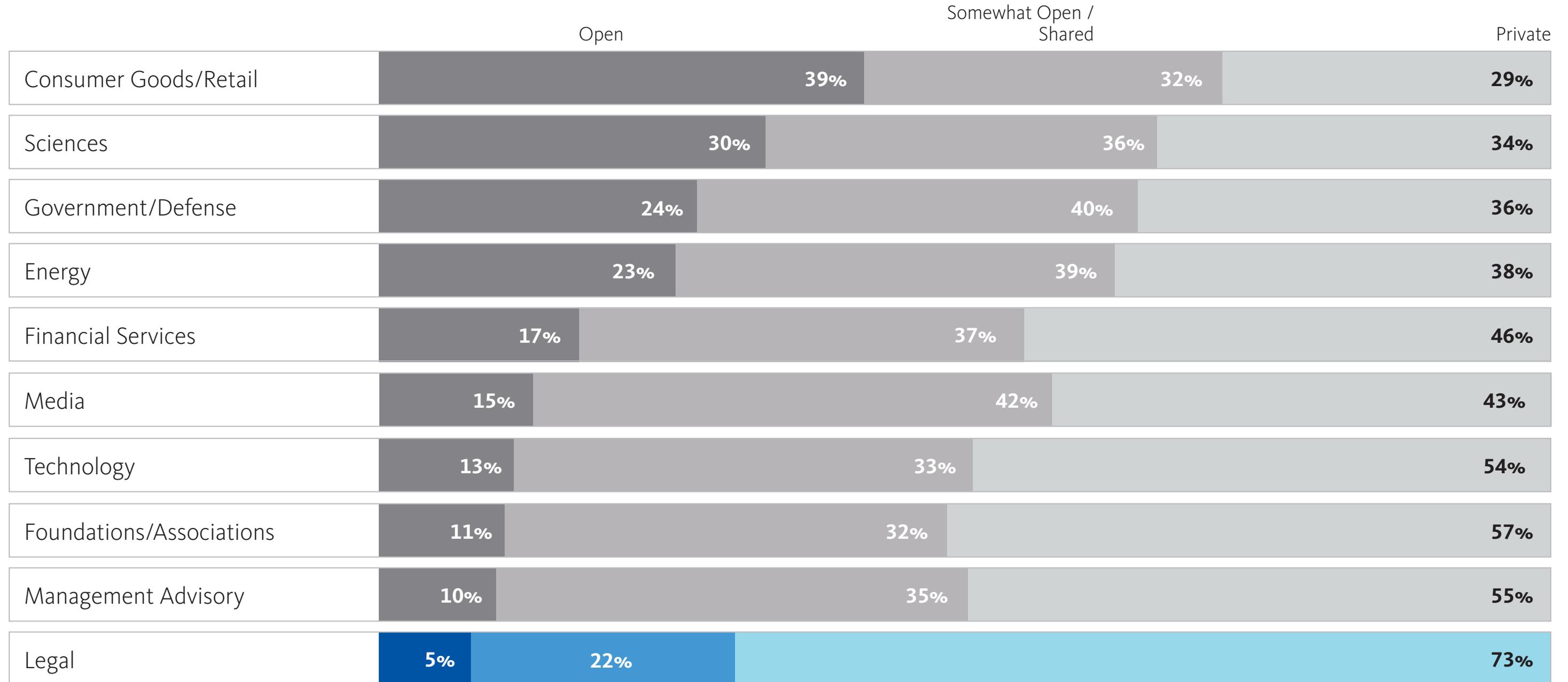
RANK	UNITED STATES	UNITED KINGDOM	FRANCE	AUSTRALIA
01	Working in-person with my team/colleagues	Working in-person with my team/colleagues	Working in-person with my team/colleagues	Working in-person with my team/colleagues
02	Impromptu, face-to-face connections	Socializing with colleagues	Socializing with colleagues	Socializing with colleagues
03	Socializing with colleagues	To focus on my work	To focus on my work	Impromptu, face-to-face connections
04	To focus on my work	Impromptu, face-to-face connections	Access to specialized technology and support	To focus on my work
05	Brainstorming/ideating with colleagues	Brainstorming/ideating with colleagues	Brainstorming/ideating with colleagues	Brainstorming/ideating with colleagues
06	Access to daily technology and support	To be part of the community	Scheduled, in-person meetings with clients/customers	Learning/teaching/mentorship
07	Scheduled, in-person meetings with clients/customers	Scheduled, in-person meetings with clients/customers	To be part of the community	To be part of the community
08	To be part of the community	Access to daily technology and support	Access to daily technology and support	Access to daily technology and support

YOUNGER GENERATIONS HAVE A BROADER CONCEPTION OF THE OFFICE'S VALUE

IN YOUR OPINION, THE PRIMARY PURPOSE OF THE OFFICE IS TO...

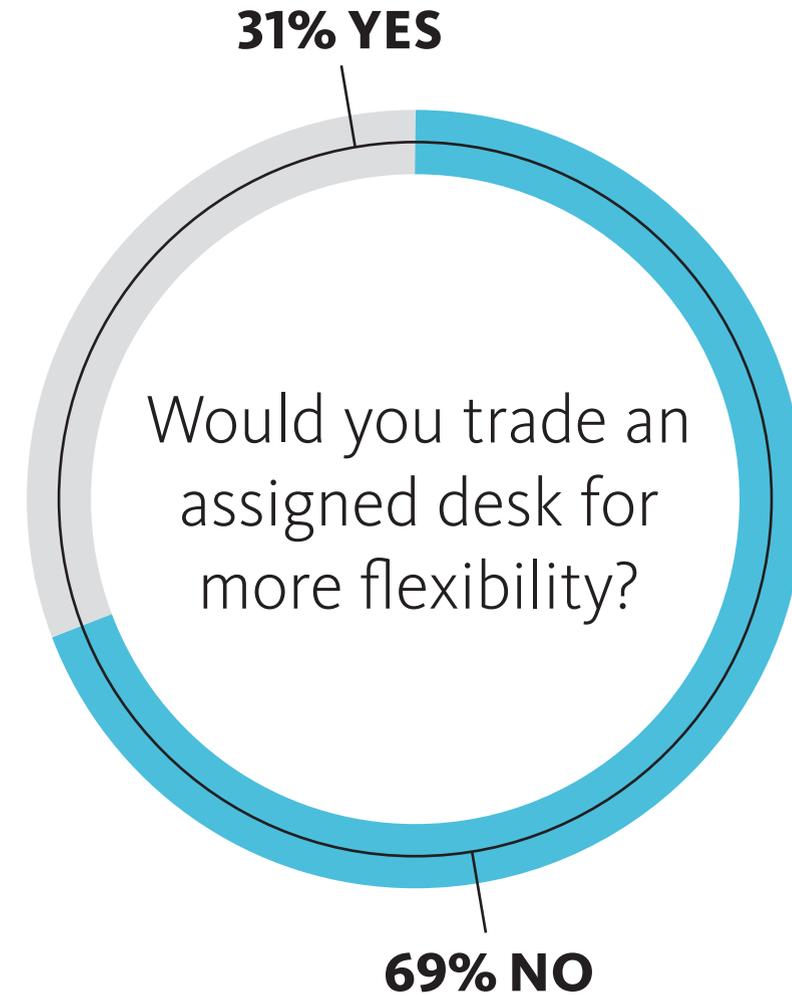
	GEN Z	MILLENNIAL	GEN X	BOOMER
RANK 01	Collaborate with my team			
02	Meet with clients	Foster professional & personal relationships	Foster professional & personal relationships	Share knowledge & best practices
03	Maximize individual productivity	Share knowledge & best practices	Meet with clients	Access specific spaces, materials or resources
04	Be visible to be promoted	Maximize individual productivity	Build social connections & fostering camaraderie	Foster professional & personal relationships
05	Inspire creativity & innovation	Meet with clients	Access specific spaces, materials or resources	Maximize individual productivity
06	Build social connections & fostering camaraderie	Access the latest technology & tools	Share knowledge & best practices	Meet with clients
07	Communicate shared mission, values, & culture	Build social connections & fostering camaraderie	Maximize individual productivity	Build social connections & fostering camaraderie
08	Access to senior leaders/decision makers	Access specific spaces, materials or resources	Communicate shared mission, values, & culture	Access the latest technology & tools
09	Access specific spaces, materials or resources	Inspire creativity and innovation	Access the latest technology & tools	Communicate shared mission, values, & culture
10	Foster professional & personal relationships	Communicate shared mission, values, & culture	Access to senior leaders/decision makers	Access to senior leaders/decision makers

PREFERENCE FOR PRIVATE ENVIRONMENTS



RECEPTIVITY TO UNASSIGNED SEATING

LAWYERS



WE'VE LEARNED A LOT AND EXPECTATIONS HAVE CHANGED

WHAT WE'VE GAINED

I can plan work needs around home needs

CAREGIVING

I need time away from my family

There is less stress without a commute

COMMUTING

My commute was "me time"

I find it easy to collaborate through virtual platforms

COLLABORATION

I could quickly ask a question of a peer

I have more time for my hobbies and exercise

HEALTH & WELLNESS

There were more opportunities to move during the day

I can focus better at home because it's a controlled environment

FOCUS & FLOW

The ability to focus at the office without kids, pets, or family distracting me

I feel empowered to learn new skills that I need for my work

LEARNING & GROWTH

I was able to identify and shadow mentors

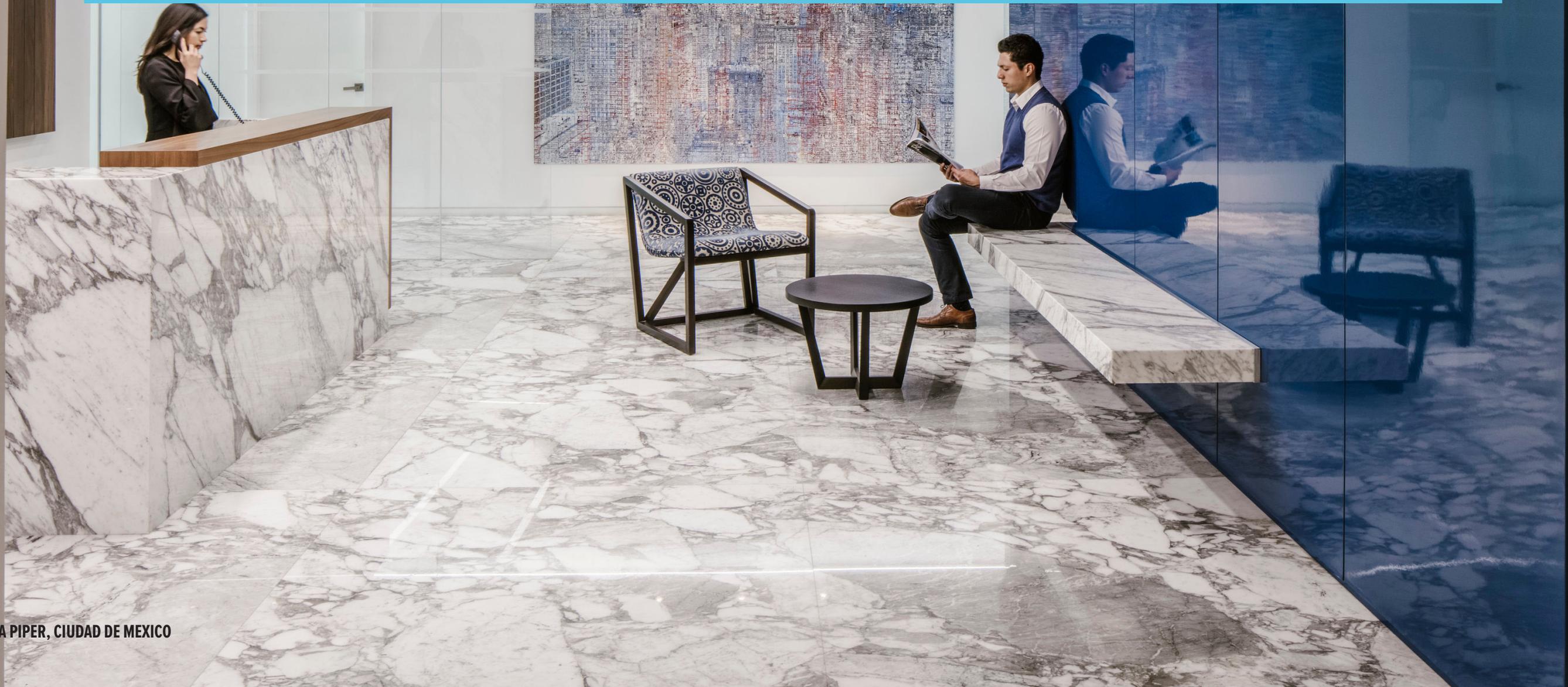
I have deeper connections with my immediate team

SOCIAL & CULTURE

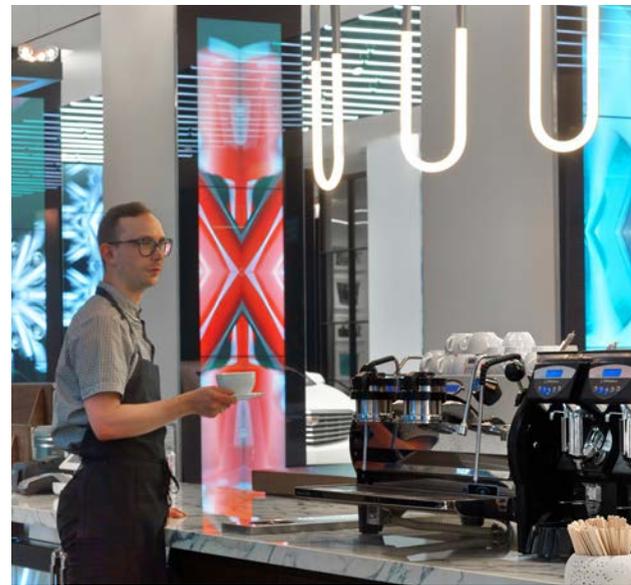
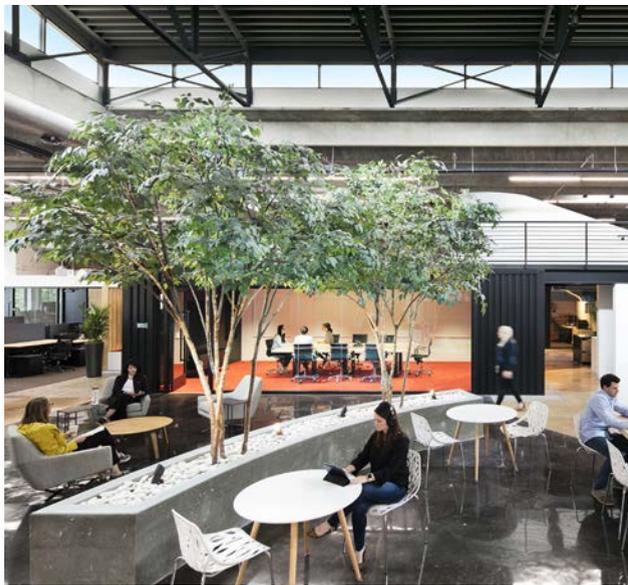
I feel detached from colleagues not on my team

WHAT WE'VE LOST

DESIGN FOR THE HUMAN EXPERIENCE HAS NEVER BEEN MORE IMPORTANT



THE WORKPLACE IS THE MOST POWERFUL PLATFORM TO DRIVE CULTURE & INNOVATION



THE REIMAGINED FUTURE

RECRUITMENT & RETENTION
AMENITIES AT ALL SCALES
FLEXIBILITY & CHOICE

TALENT IS THE NEW CURRENCY

By 2030, there will be a global talent shortage of more than 85 million people. Workplaces that provide for workers' needs will gain an advantage.



Source: <https://www.kornferry.com/insights/this-week-in-leadership/talent-crunch-future-of-work>

THE REIMAGINED FUTURE

RECRUITMENT & RETENTION

43%

LESS THAN HALF OF WORKERS
HAVE PARTICIPATED IN
COACHING & MENTORING
DURING THE PANDEMIC

Gensler Research Institute

FOCUS ON MENTORSHIP



BARTLIT BECK | CHICAGO, IL



SFERA LEGAL, ESCAZÚ, SAN JOSÉ, COSTA RICA

OFFICE AS THE CULTURAL HEART



COLLEGIAL CONNECTIONS



THE REIMAGINED FUTURE

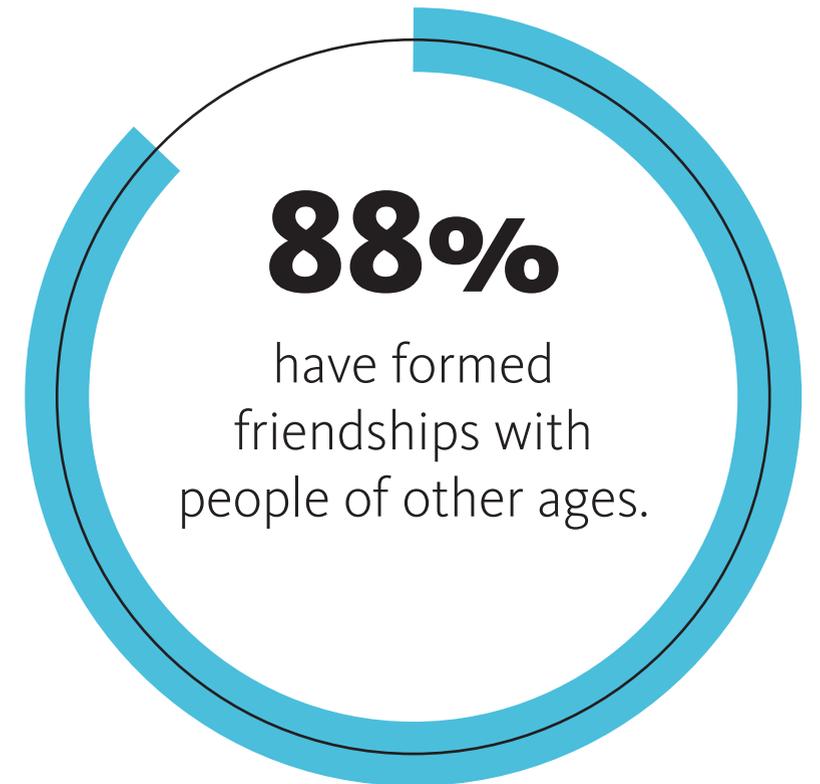
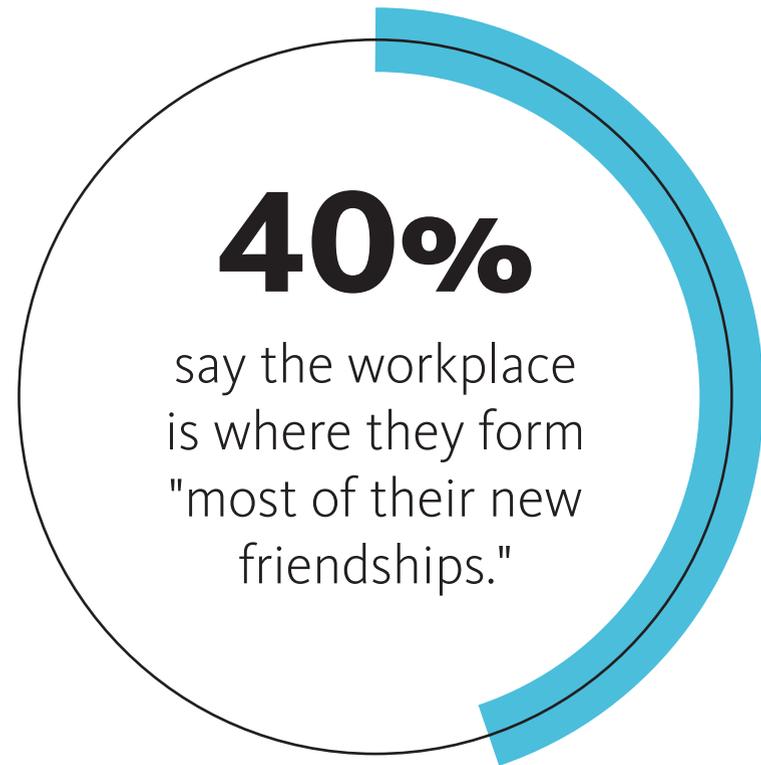
AMENITIES AT ALL SCALES

AMENITIES ARE SPECIALTY SPACES CURATED TO SUPPORT THE WORK, THE WORKFORCE, AND THE ORGANIZATION'S MISSION



AMENITIES ARE WHERE FRIENDSHIPS ARE FORMED

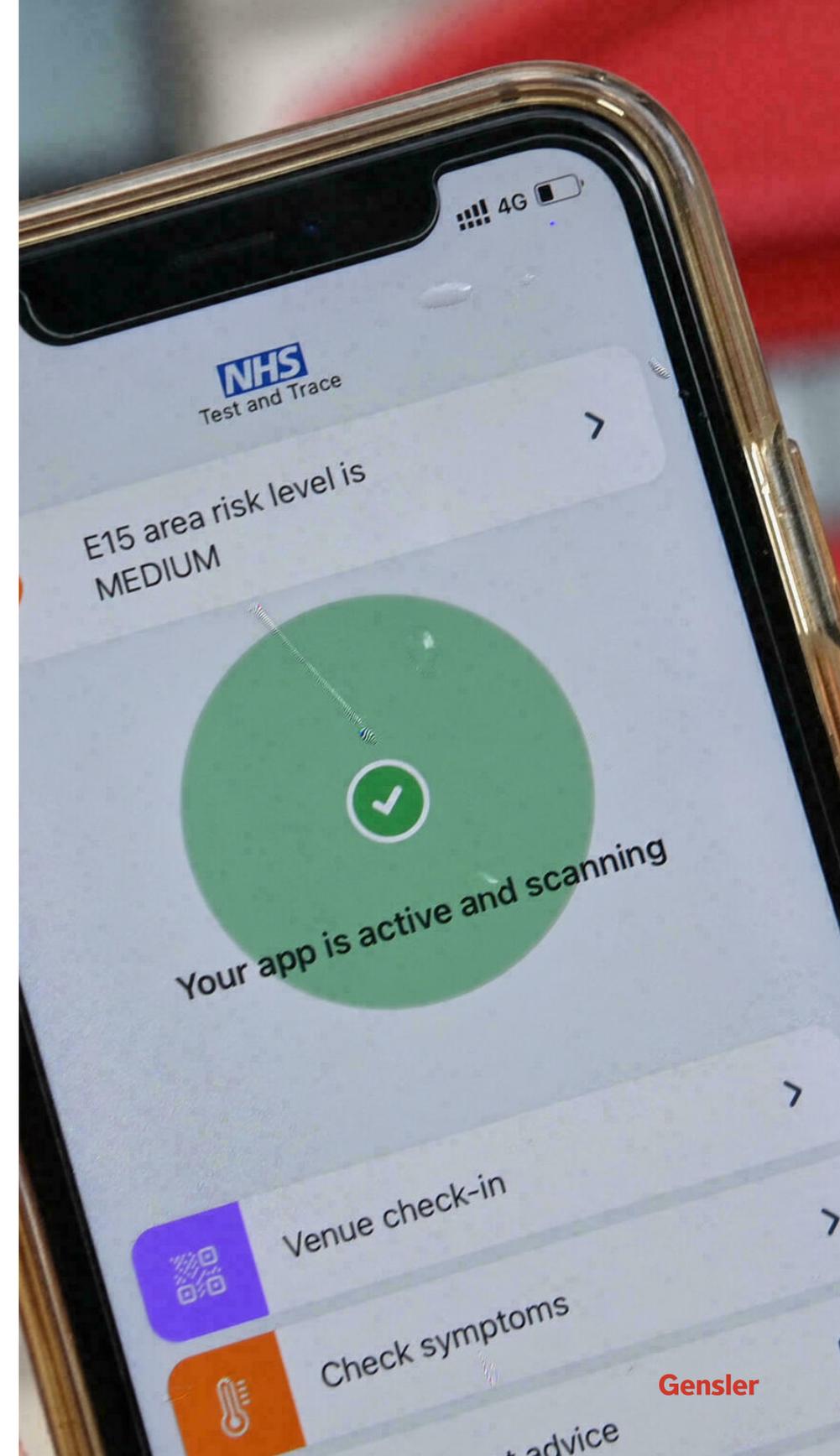
LAWYERS



BUILDING AMENITIES



SILVER LAKE | NEW YORK, NY



Gensler

CONFERENCE & HOSPITALITY



INDOOR/OUTDOOR CONNECTION



FOOD & BEVERAGE



HEALTH & WELLNESS



THE REIMAGINED FUTURE

FLEXIBILITY & CHOICE

THE FUTURE WORKPLACE MUST DEAL WITH THE COMPETING PRESSURES OF INCREASING FLEXIBILITY WHILE ALSO PROVIDING FOCUS SPACE.

EQUITABLE HYBRID ENVIRONMENTS



EQUITABLE HYBRID ENVIRONMENTS



FULLY IMMERSIVE FLEXIBLE MEETINGS



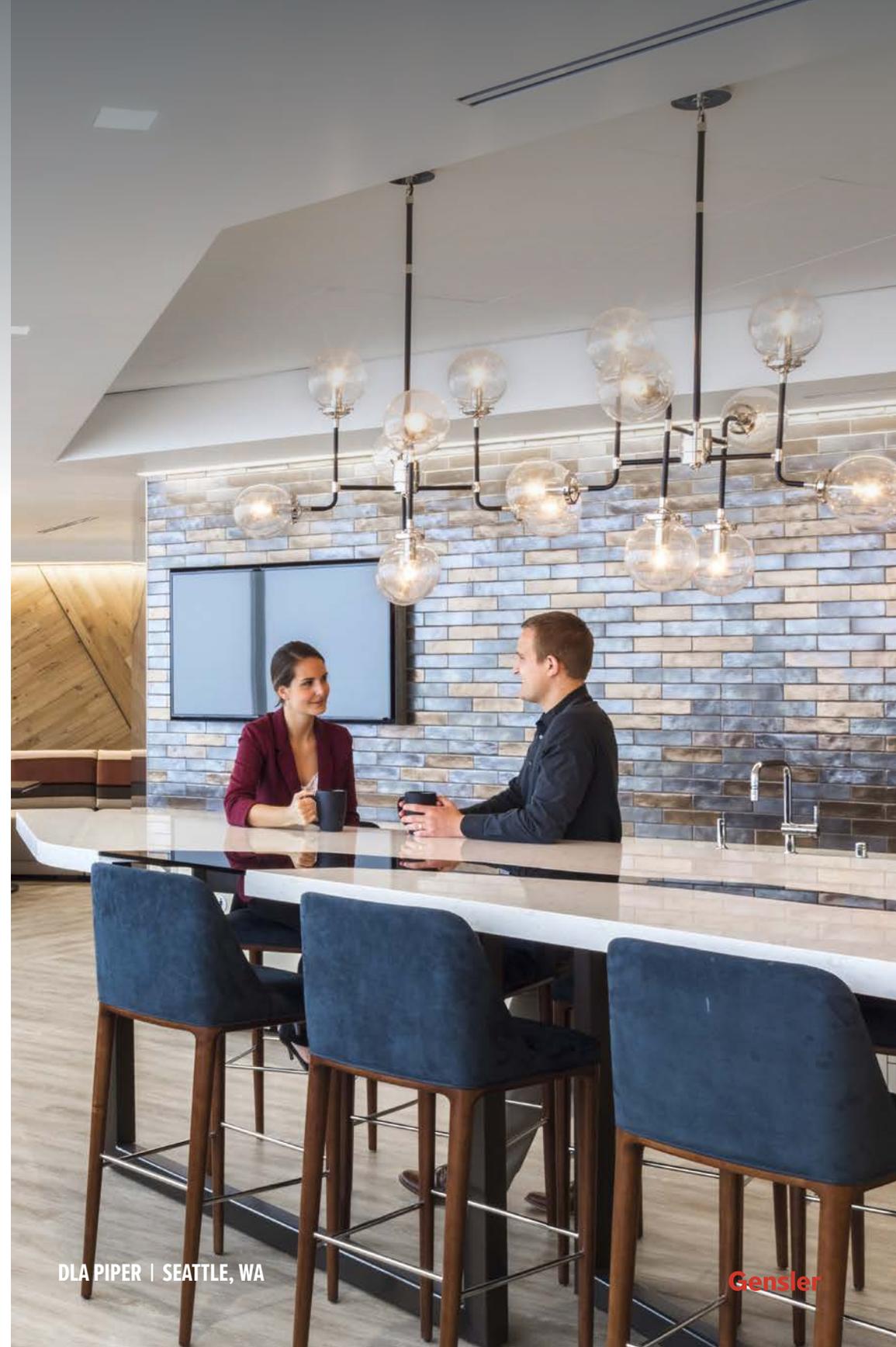
FOCUS ROOMS



AGILE OFFICES BOOST PRODUCTIVITY & SATISFACTION



REED SMITH | CHICAGO, IL



DLA PIPER | SEATTLE, WA

CLIENT EXPERIENCE



LATHAM & WATKINS | WASHINGTON, DC



HOGAN LOVELLS | LONDON, UK

LET'S CHAT

The office of the future and the impact of the pandemic – what will, or should, a “Law Office” look like, based in the model adopted, remote, in person, or hybrid?

Retention and attraction of talent

Diversity, equity, and inclusion

Preserving a law firm's unique culture