

SPACE



SPACE: TRENDS

SPACE: TRENDS ON THE FUTURE OF WORK

THE TEAM

- Work will be comprised of multiple specific project assignments, with defined responsibilities, goals, targets and work plans the norm
- Consultants will far outnumber permanent employees managing toward completion of project assignments
- The work week will become an obsolete measurement replaced by assignment hours; weekly, quarterly, annually
- The independent consultants will fuel the next generation start up businesses
- Corporations will eliminate health care benefits, shifting responsibility to the individual
- Professional contract service agencies expand for the placement of consultant professionals
- Consultant professionals will work from home and from "Office Collectives"; centers for shared physical, social and networking resources
- The key corporate amenity will be continued professional development
- Project management skills will be in high demand
- Environmental responsibility will as relevant as financial accountability

INTEGRATING EMERGING TECHNOLOGIES

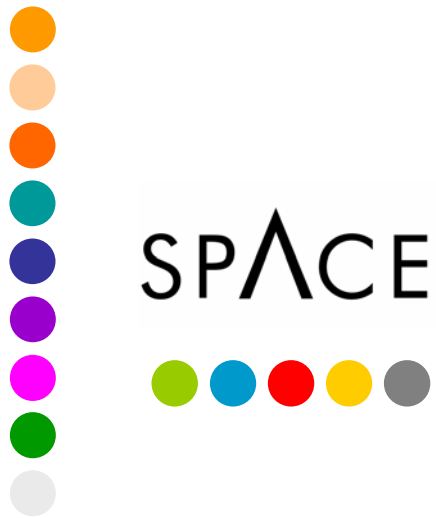
- Resource tracking and scheduling tools will be commonplace
- Wireless technologies will be widespread, with a single mobile communication/data contact number
- Security will be personalized
- At any point in time we will know who and what is where
- More knowledge will put creativity in the most highly regarded positions

WORK PROCESSES

- Globalization of operations will require 24 hour core team operations
- Longer work days will emerge, with office and home both fully engaged as the workplace
- Extended life expectancy will result in multiple careers and an ongoing need for reeducation
- Corporations will adopt a more significant role in education to assure talent
- More senior professionals will reenter the workforce

RESULTING WORKPLACE EVOLUTION

- Corporate headquarters will be where key strategic leadership assemble
- Regionalization will capture varied labor and wage opportunities, and local market knowledge base
- Corporate headquarters will evolve to a university environment with skill work centers and social and learning centers
- Work at home only employees will diminish due to isolation and separatism
- Numerous relocations with shift in occupancy
- Less dedicated space per person reduced, more shared space for insourced, outsourced, and consultant teams
- Solutions for support resources for the insource/outsource/consultant team will vary by business and be more diverse in solution
- Real estate and facilities will be seen of increased value as a business tool
- Space, technology and corporate services will be integrated into a single corporate unit
- Live/work spaces will become part of a commercial real estate portfolio
- Leases will move to many more smaller spaces for a shorter duration
- Interactive customer work space will be common within workplace
- The quality of work life issues will drive a renewed interest in ownership
- This quality of work life will also encompass environmental actions to be a better global citizens
- The next generation workplace will be evaluated by how well people are able to work.
- Organizations will use the workplace to display values and bring full circle the balance of work and play



Anticipation is Key to Success
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