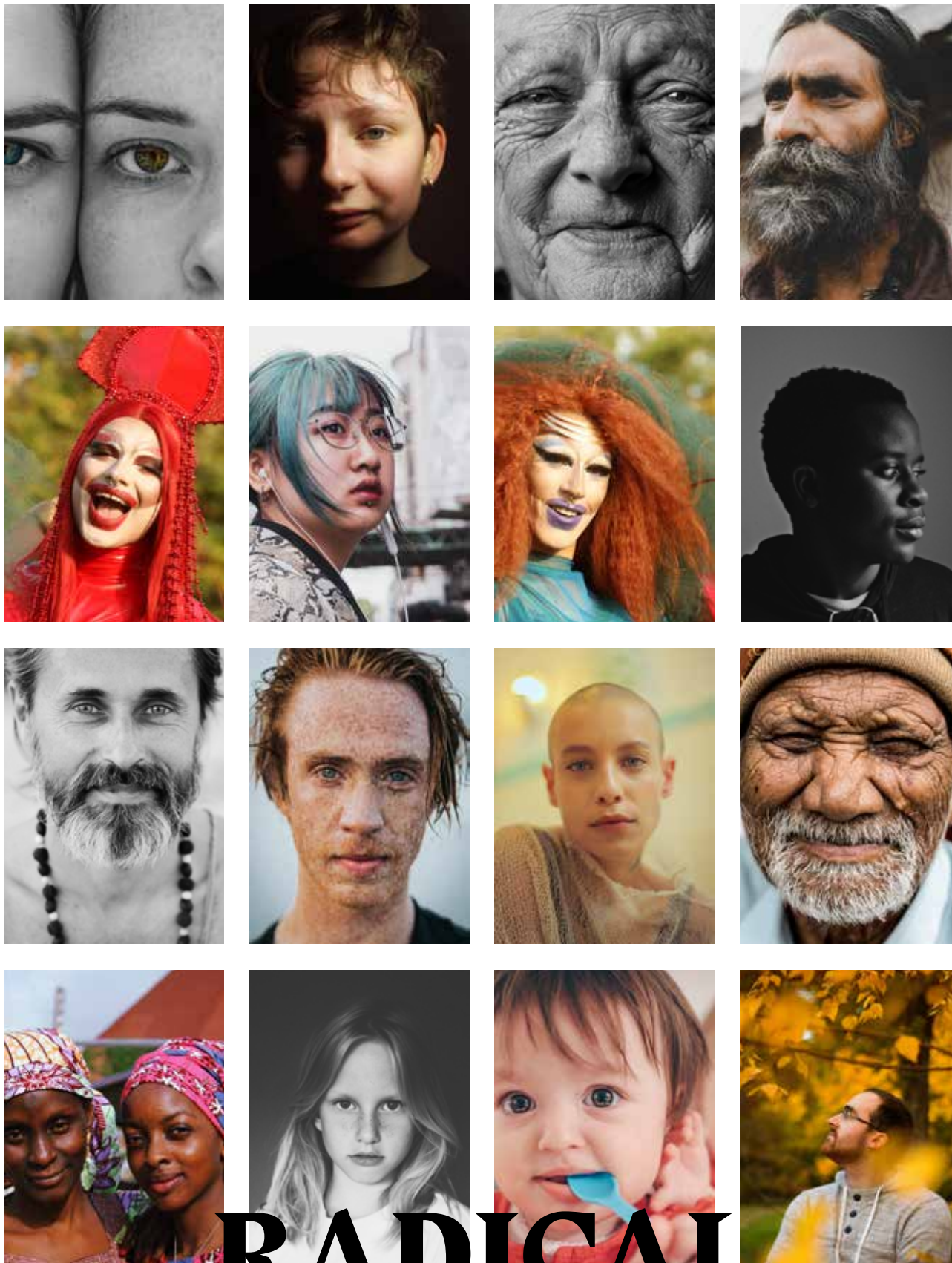


Workplace Design Journal



# RADICAL INCLUSION

PERKINS AND WILL



# Imagination per square foot



## Workplace Design Journal

Insights, viewpoints and design ideas from leading architecture and interior design studios who are shaping the future workplace environment.

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At 22 Bishopsgate we aim to bring the best of new ideas in workplace design and innovation to our occupiers, to London and to the eyes of the world. We want 22 to be a beacon of human imagination, ingenuity, creativity and flair, supporting the dynamically shifting demands of the 21st century knowledge economy in which all organisations now operate.

To help us expand our thinking, we asked five design firms to explore ways in which our office space could be shaped and transformed. We collaborated with the Royal College of Art's Professor Jeremy Myerson and workplace expert Despina Katsikakis to devise a brief for each of the five studios; a specific 'big theme' as a platform to explore new ideas in learning, creativity, wellbeing, inclusion and sustainability.

The results, presented here in our series of Workplace Design Journals, reflect the changing parameters of the future workplace and the exciting potential that 22 seeks to harness.

In this issue, global architecture and design firm Perkins and Will examines the growing diversity in the workforce and how a much wider range of people in terms of age, ability and gender sharing the office environment in the future will be key considerations for workspace design. Not only will the demographic span stretch from digitally-savvy new entrants to older workers who will remain in the workplace for longer, but cognitive differences will be respected too.

Design Director Mijail Gutierrez and his team respond to our 'Radical Inclusion' thematic with a flexible landscape for all. Set against a background of shifts in technology and organisational structure to empower people, rather than command them in a hierarchy, their inclusive concept shows how workspace design can flex and adapt to these changes and the needs of the individual.



# The age of exclusive design is over



Mijail Gutierrez, Design Director, Associate Principal, Perkins and Will

We live in a world of infinite choices. The rise of new technologies and hyper connectivity has empowered people to demand experiences aligned with their individual needs, sense of purpose and values, shaping a culture of customisation rooted in the celebration of individuality and uniqueness.

Despite advances in technology, the workplace of today is still focused, to a great extent, on the idea of an established, predetermined set of rules and spaces designed for a generic user; working environments placing the desk at the heart of their landscape may achieve efficiencies of planning, but fail to create engaging environments that empower talent to innovate and do their best work.

In the current shifting landscape, talent attraction, retention and motivation is key and businesses must respond to the demands of an evolving and diverse workforce with a multitude of cultural backgrounds, beliefs and physical and cognitive needs. People are at the heart of business success and drive innovation. Generic design solutions are no longer the answer.

Now more than ever the world needs design solutions that encourage social integration and diversity, both of people and ideas. We need this approach to access the infinite creativity and imagination held by talented individuals of all backgrounds often excluded by traditional business cultures and inhibited by current workplace design, to resolve the environmental and cultural challenges of our time and drive innovation. The age of exclusive design is over.

The radically inclusive workplace places people at its core and addresses the fundamental human needs of belonging, pride and solitude, offering the user choice, autonomy and self-organisation for every experience and interaction.

By considering people's individual experience and choices, the radical planning and design strategies challenge the conventional usage of real estate, shifting its emphasis from capacity to connection, from segregation to integration. Its relatively low-tech approach aims to redefine the dialogue between technological isolation and social integration, creating a human centric place for people and communities to work, learn and thrive.

# Inclusive Design

Designing for all requires listening to an array of views and perspectives. For this project we assembled a diverse team and embraced our design thinking process with a group discussion on inclusion, the future of work and the role of humans in the workplace. These infographics illustrate some of the topics discussed and explored.

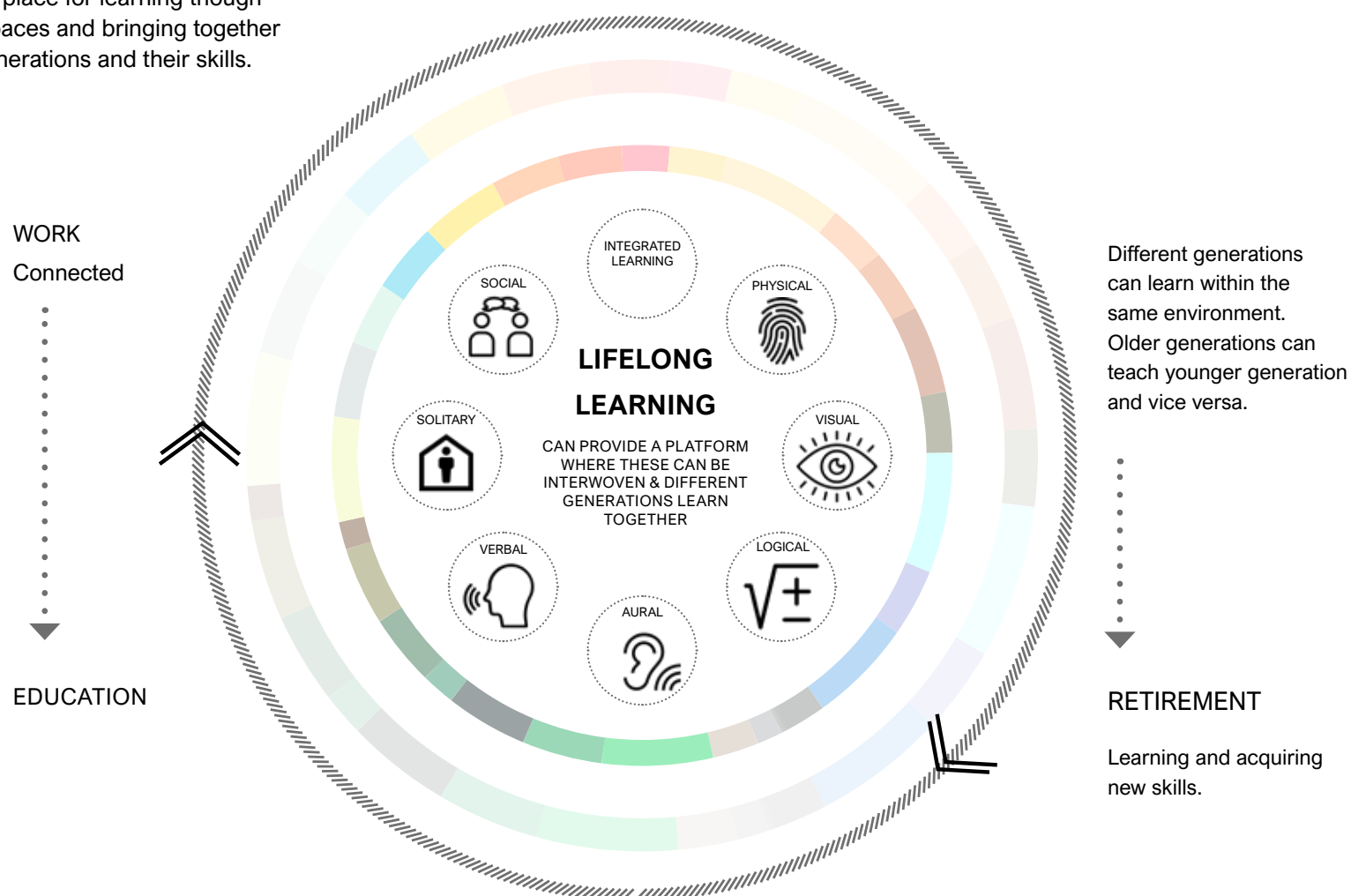
## TECHNOLOGICAL ADVANCES

Using technology to enhance the user experience.



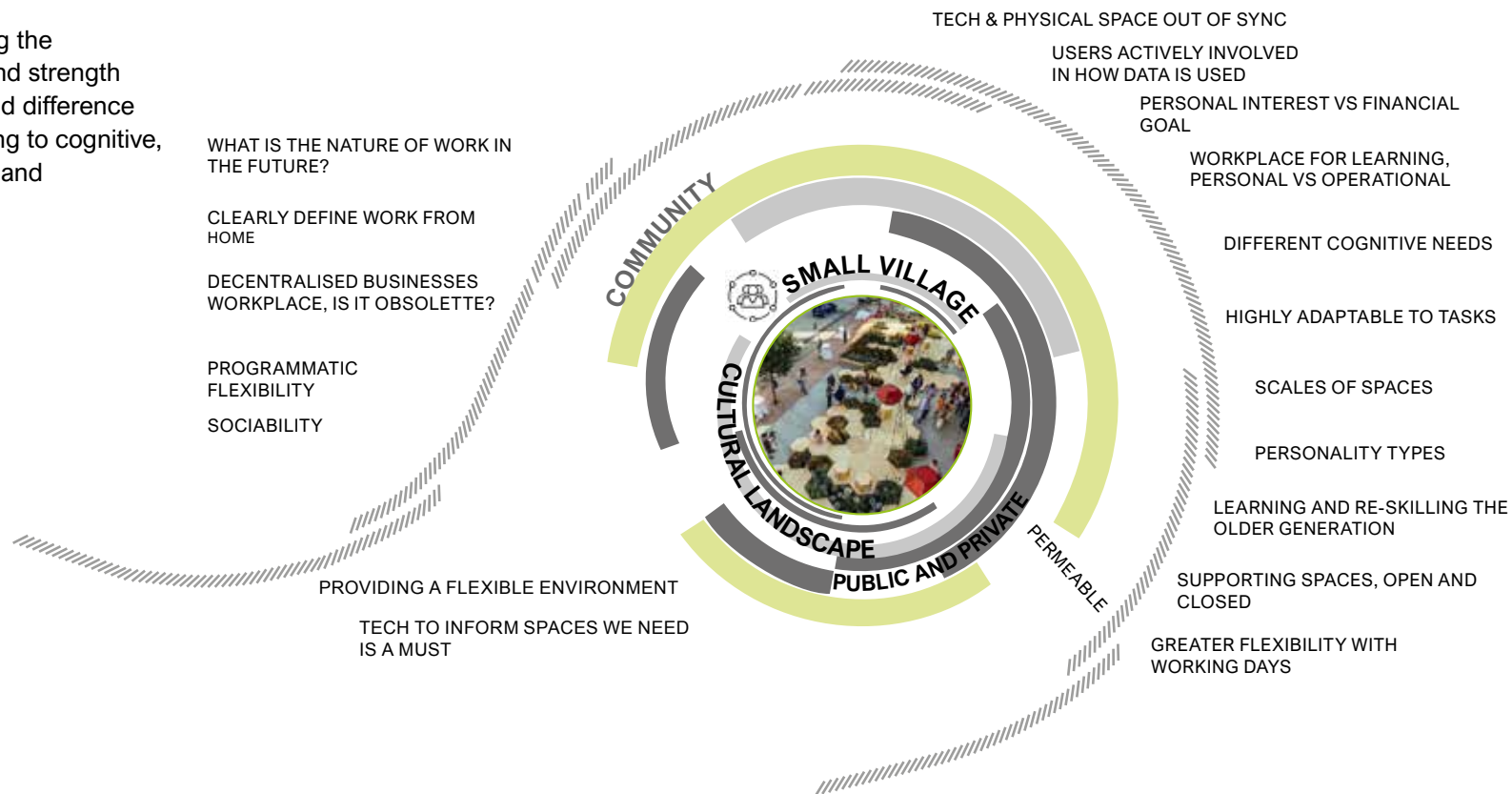
## BEYOND WORK

Considering the workplace as a community place for learning through inclusive spaces and bringing together multiple generations and their skills.



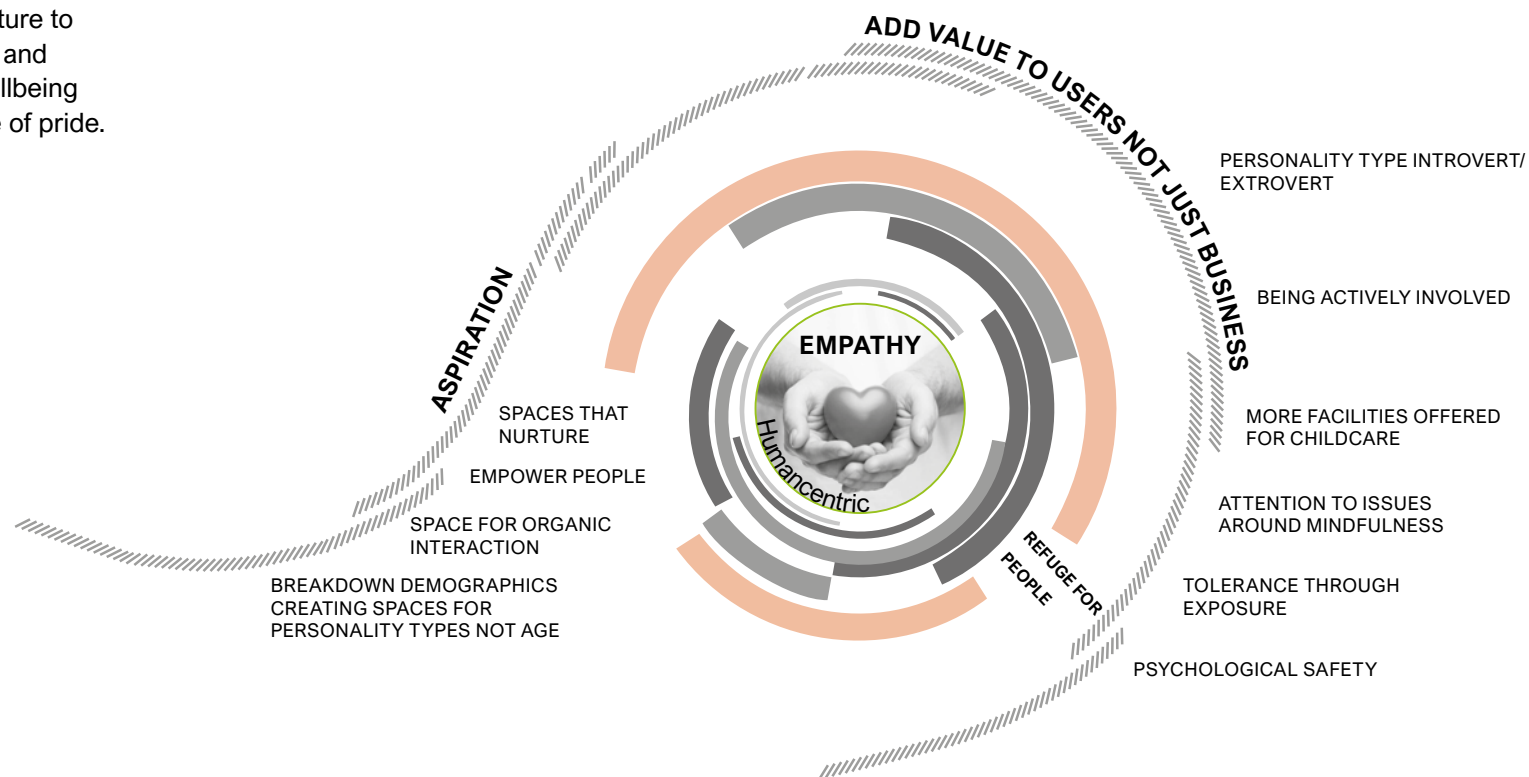
## DEFINING THE RADICALLY INCLUSIVE WORKPLACE

Understanding the importance and strength of diversity and difference and responding to cognitive, technological and spatial needs.



## THE HUMAN APPROACH

Layering the user experience onto the architecture to address physical and psychological wellbeing and instil a sense of pride.



# A landscape for all

Welcome to our inclusive arena, a human-centric place for people and communities to work, learn and thrive.

Inspired by the inclusive nature of public parks and conceived as a universal solution for the choices of individuals, this non-hierarchical, free address environment challenges traditional notions of work, and the workplace as a process-centred destination by offering a choice of activity points and experiences to suit the needs of the users.

Users of this arena will have access to spaces supporting interactions and solitude across the floor. At the heart of the floor plate users experience The Collective, a fluid and organic zone surrounding the existing core, which acts as the main artery to this community. This vibrant connecting area offers a choice of highly flexible spaces, open and closed, to suit individual preferences.

Enclosed spaces, The Retreats, provide respite from the buzz of open community areas. Technology allows individuals to customise The Retreats with their preferred lighting, sound, temperature and privacy through their mobile, wearable devices and touchless gesture interactions. Movable partitions provide flexibility and adaptability.

On arrival visitors enter the forum, a community space dedicated to lifelong learning and knowledge sharing. Curated programmes cater for curiosity and bring innovative thinking to the forefront.

While navigating The Collective the user can explore working areas of various scales and degrees of interaction and reach three key destinations of the journey: The Allotment, a working environment connected to nature; The Sanctuary, a space supporting mental and physical wellbeing through meditation, mindfulness and bodywork; and The Market a community place for collaboration, online shopping, community outreach initiatives and pop-up events.

This inclusive arena offers empowerment through choice, encourages interaction and inclusion and promotes lifelong learning for all. It creates a truly caring, human centric experience where everyone is welcome and included.

Enjoy exploring this future thinking, adaptable, high-performance destination where everyone excels and thrives.



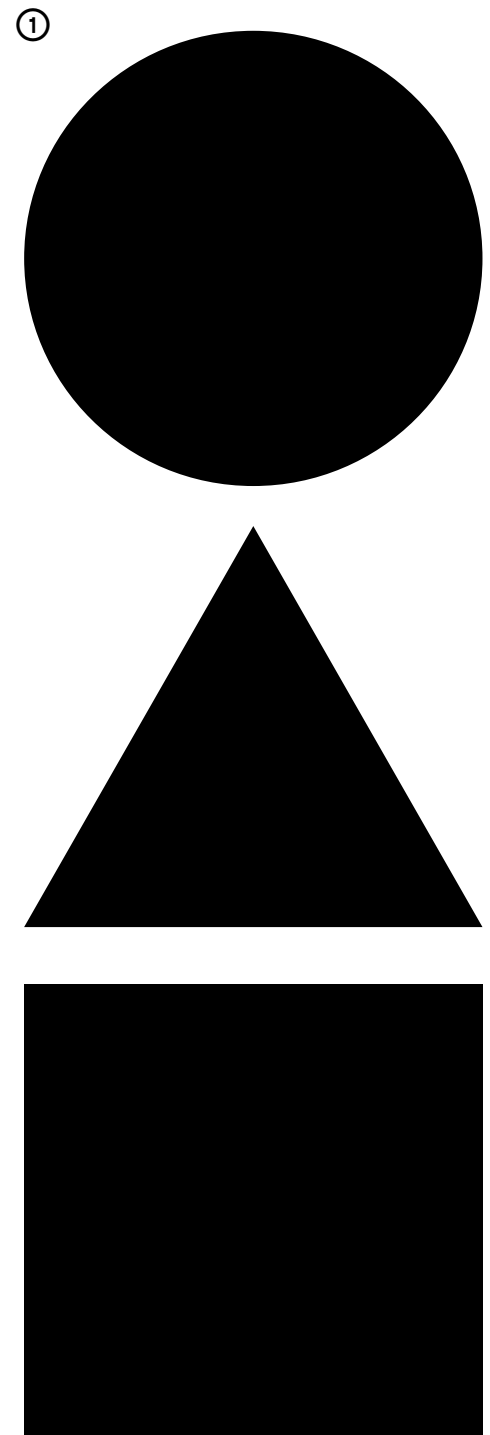


# Design Language

The design language of the radically inclusive workplace is intuitive, simple and timeless. Architectural components ranging from two and three dimensional geometries to finishes and materials are applied throughout the design to create an experience that is inclusive for all.

## KEY AREAS

- ① Nonhierarchical geometry
- ② Technology for customisable experiences
- ③ Friendly design detailing
- ④ Accessible design



## NONHIERARCHICAL GEOMETRY

Spaces and patterns across the design follow simple, nonhierarchical geometries to signify equality and inclusion; The circle is used as a symbol of embracement and togetherness, the square, equal on all sides, as a model of stability and the equilateral triangle as a representation of democratic distribution and dynamic connections.

②



### **TECHNOLOGY FOR CUSTOMISABLE EXPERIENCES**

In the human-centric inclusive workplace technology will be used to enrich and enhance the user experience. Digital companions will aid work, multilingual communication and way-finding, while robotics will be of assistance to those with specific physiological need, from prosthetics providing physical strength and enabling mobility to AR supporting those with visual impairment.

③



### **FRIENDLY DESIGN DETAILING**

Biophilia through the use of natural materials and greenery creates a timeless palette that responds to our human need for connections with nature. Textures and patterns are applied to engage the senses, provide tactile and visual definition and support the visually impaired. Sharp corners and geometries are replaced with softer shapes and transitions making the design user-friendly and appropriate for everyone.

④



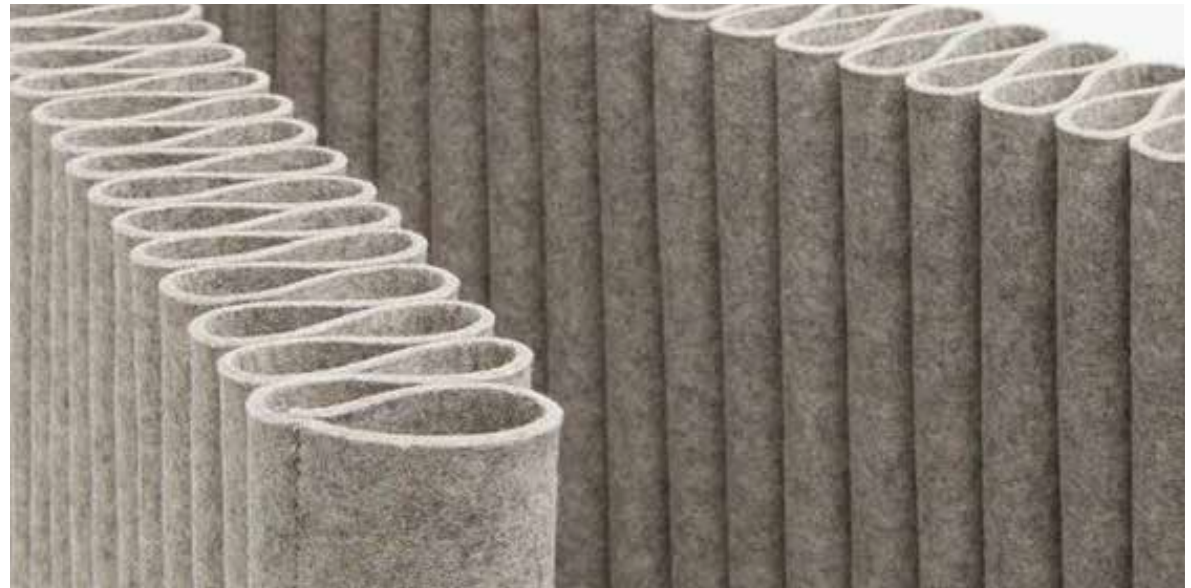
### **ACCESSIBLE DESIGN**

Environments will be fully accessible addressing the needs of those with mobility, sensory, mental and neurological issues. Large scale graphics, and sound pieces will aid navigation and state of the art technology will modulate and control detrimental environmental conditions such as excessive noise and glare.

# Materiality

Healthy, sustainable materials are applied throughout. User-friendly materials and engaging textures create a timeless backdrop that can evolve over time while appealing to a range of aesthetic preferences. Digital information will add an additional layer of colour to spaces.





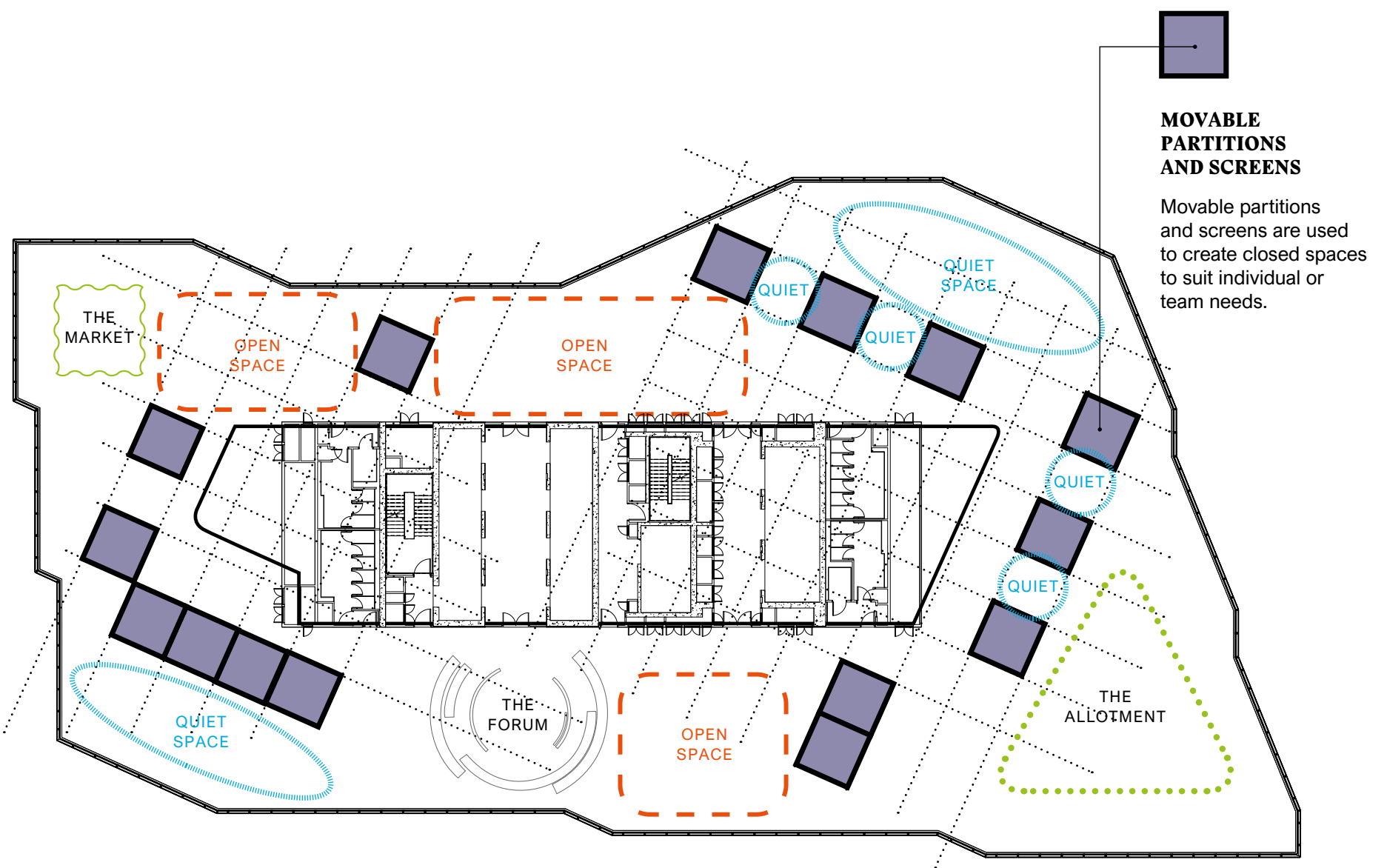
**KEY DESIGN  
AESTHETICS**

Sustainable, healthy materials aid wayfinding. Textures are use to articulate spaces and support navigation for the visually impaired.



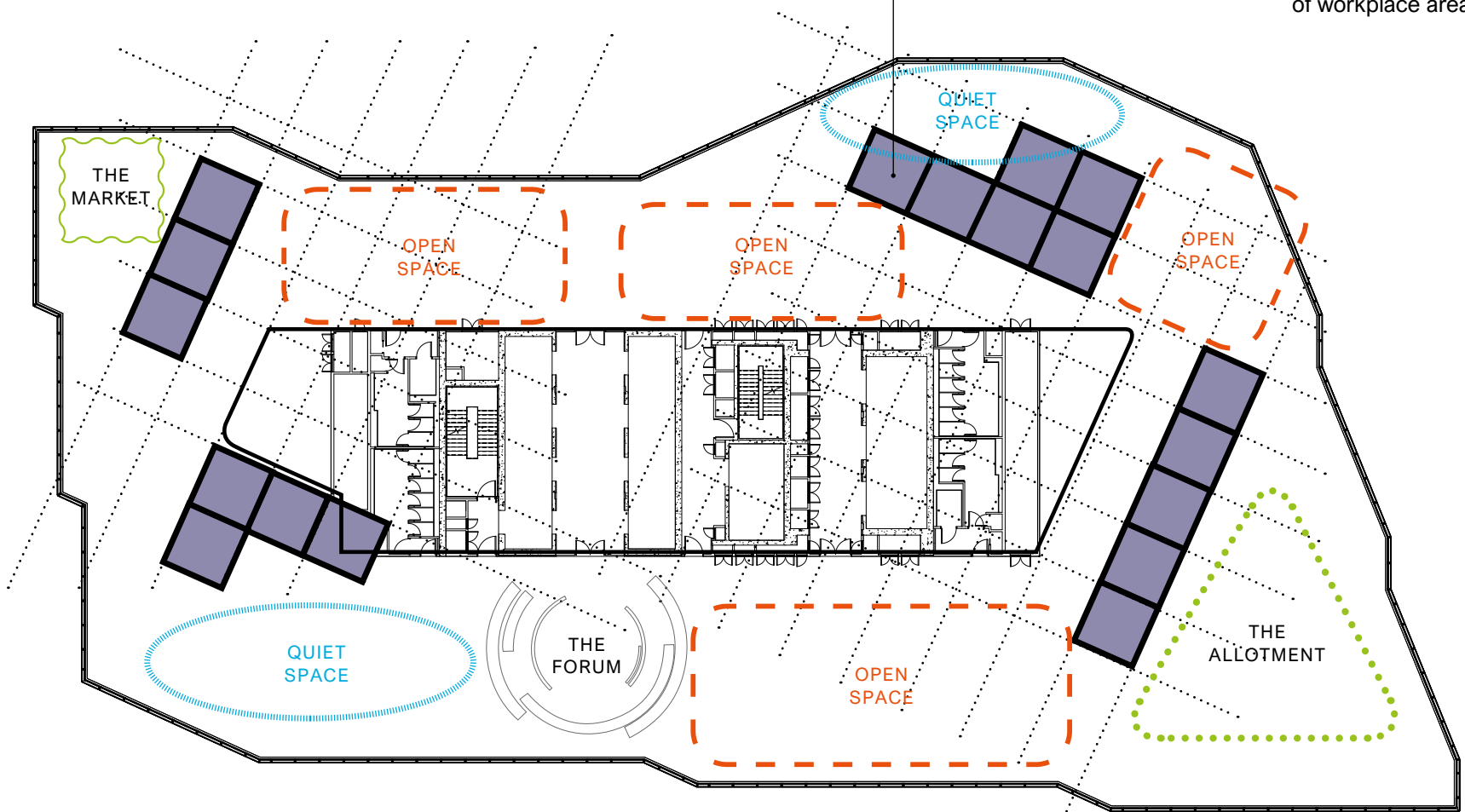
# Flexibility

A versatile grid allows for change and multiple configurations.



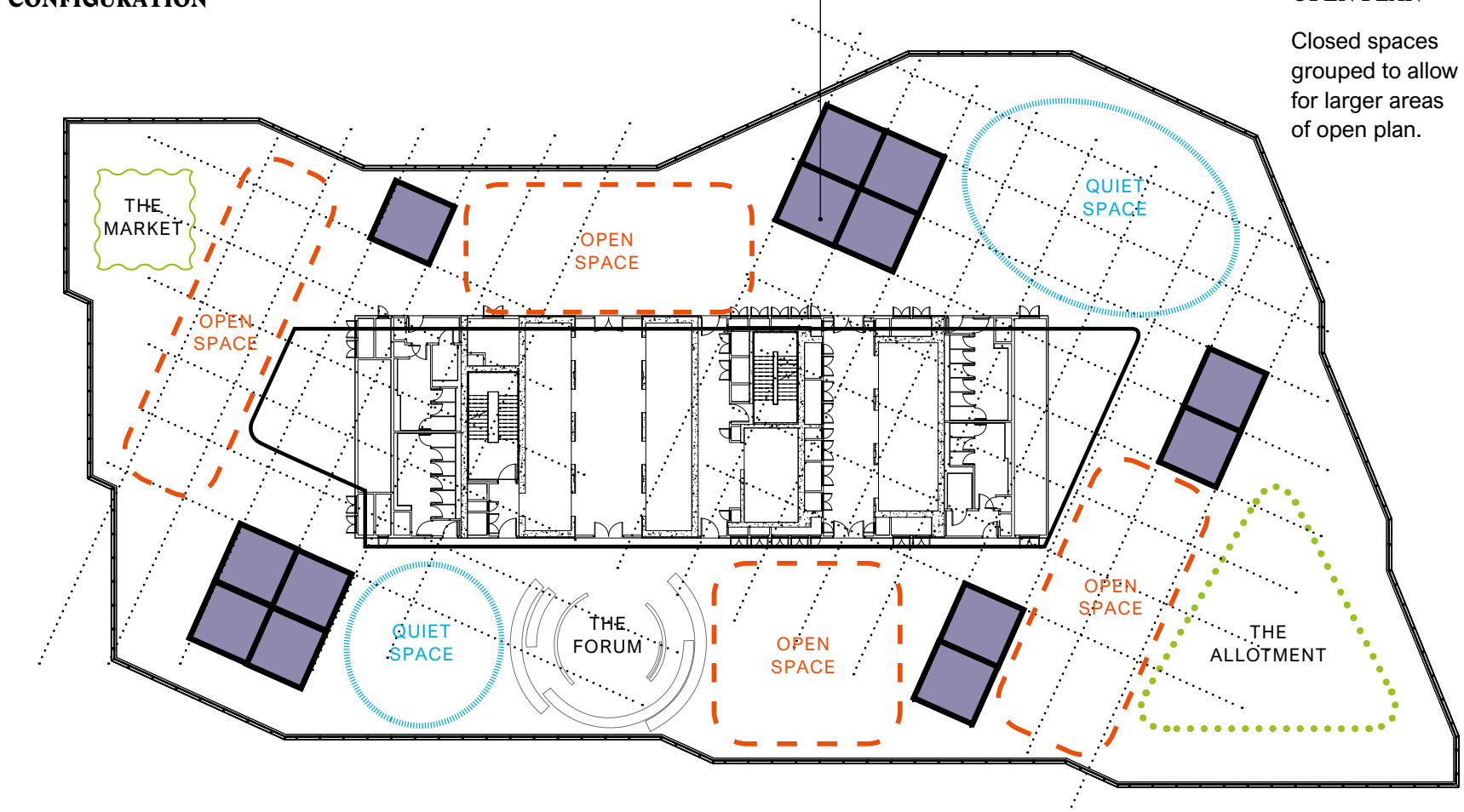
**ALTERNATIVE CONFIGURATION**

**CLOSED SPACES**  
Closed spaces define boundaries of workplace areas.



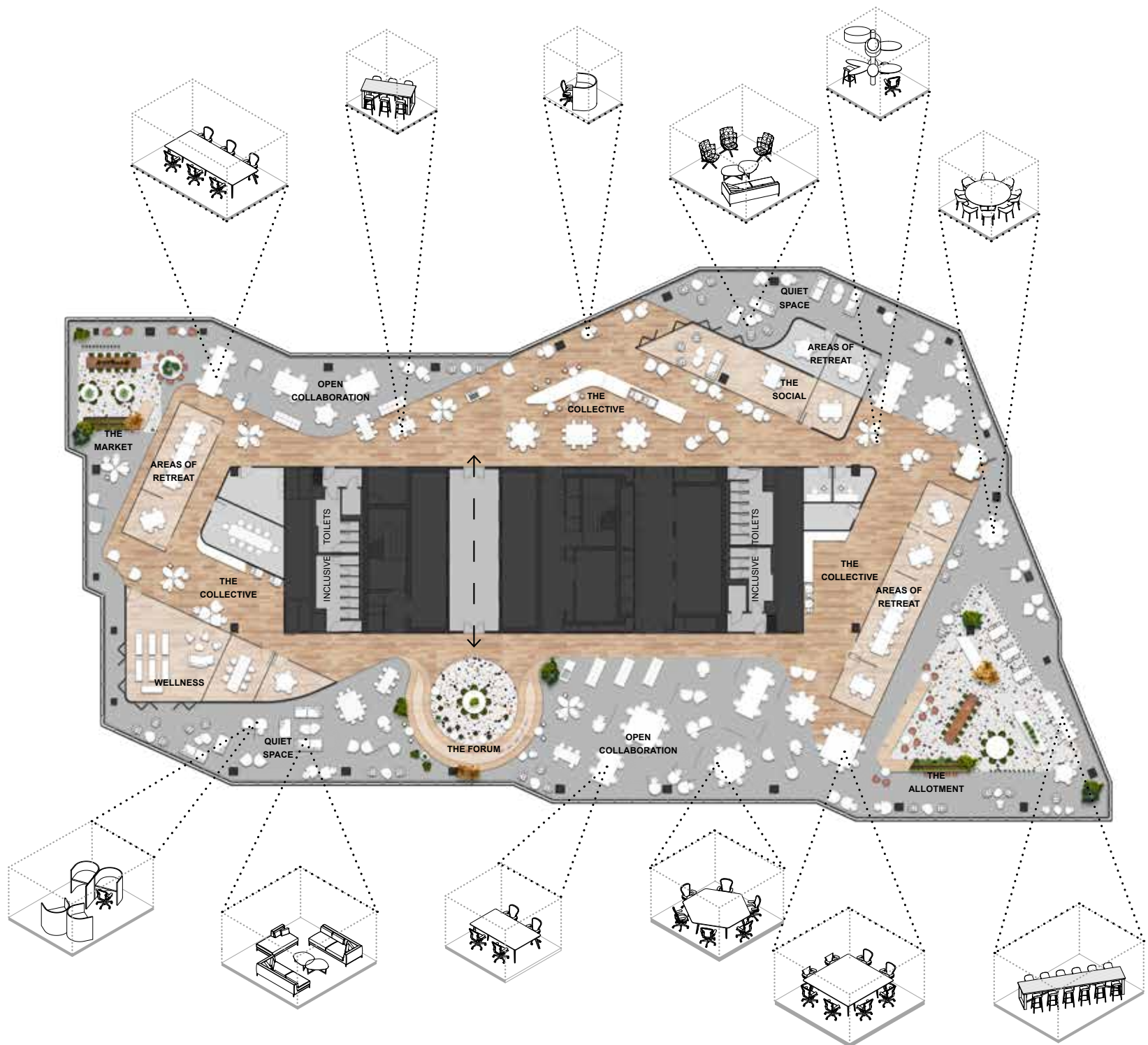
**ALTERNATIVE CONFIGURATION**

**LARGER OPEN PLAN**  
Closed spaces grouped to allow for larger areas of open plan.



# Adaptability

An array of choice to work alone and together.  
300+ non assigned work points to chose from to fit any  
personality preferences, intuitive and hyper flexible.

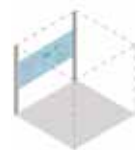




**BUILDING  
BLOCK SPEC**



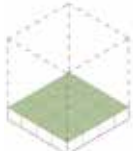
Walls / screens



Writable surface



Digital screen



Engineered floor



Ceiling



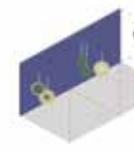
2 sides



3 sides

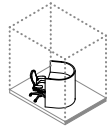


4 sides

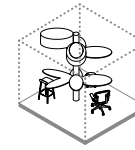


Multiple components

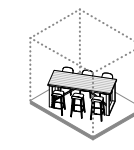
**BUILDING  
BLOCK USE**



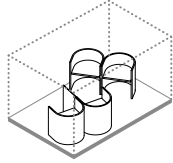
1P pod



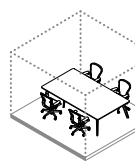
Individual petals for 1P



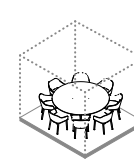
6P standing table



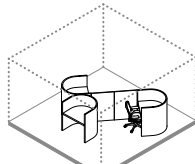
Cluster of 4 x 1P pod



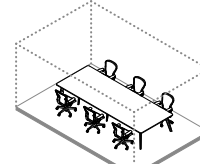
4P workstation



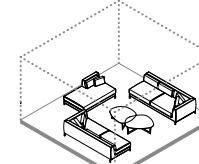
8P round table



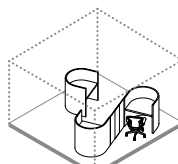
Cluster of 3 x 1P pod



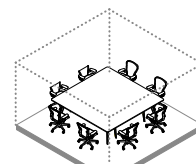
6P workstation



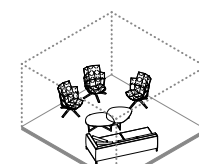
6P lounge setting



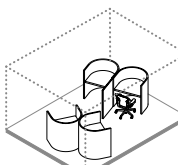
Cluster of 3 x 1P pod



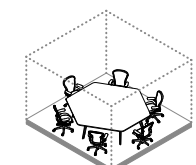
8P square workstation



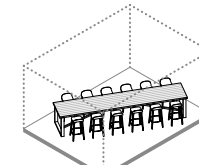
5P lounge setting



Cluster of 3 x 1P pod



6P hexagon workstation



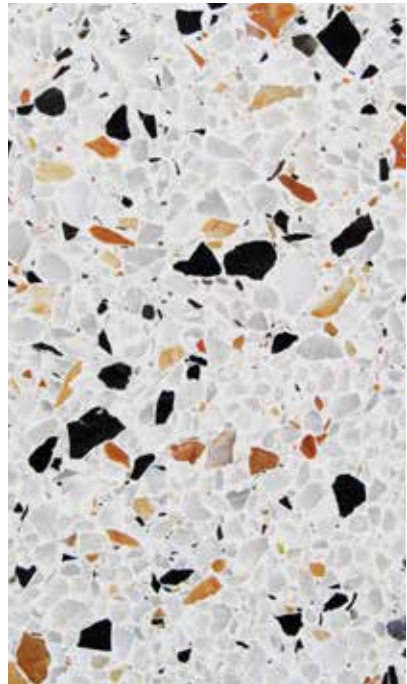
12P standing kitchen table

KEY SPACES

# Forum

An inclusive arena supporting curiosity and life long learning for all through curated experiences. The circle-led design language synthesises embracement and togetherness.





KEY SPACES

# Allotment

Immerse yourself in nature, a non-assigned work space in a hydroponic and herb garden supporting sustainable sourcing, wellness and community green fingers in the sky. The equilateral triangle design language is used as a representation of democratic distribution and dynamic connections throughout the design to create an experience.



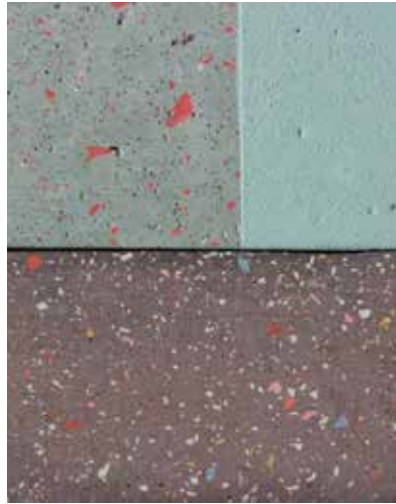


KEY SPACES

# Market

Coming together to share, eat, shop and exchange in a vibrant, flexible environment while connecting to 22 Bishopsgate and the wider community. The design is based on non-hierarchical square geometry, equal on all sides, a model for stability.





STUDIO

# Perkins and Will

## CORE TEAM

Mollie Atkins  
Mijail Gutierrez  
Svitlana Lavrenchuk  
Parmdeep Thandi  
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## WITH THANKS TO

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Design has the power to inspire joy, uplift lives, and strengthen the spirit of community.

## WHO WE ARE

Perkins and Will is an interdisciplinary, research-based architecture and design firm established in 1935. Founded on the belief that design has the power to transform lives and enhance communities, we collaborate with clients all over the world to create healthy, sustainable places in which to live, learn, work, play, and heal.

More than 2,200 professionals across over 20 studios include some of the brightest minds in architecture, interior design, branded environments, urban design, and landscape architecture. Clients consistently turn to us for our leadership and expertise in areas like sustainability, resilience, health and wellness, and mobility. Additionally, our Research Labs catalyse innovative design technologies and solutions that result in better, smarter, more competitive built environments.

The recipient of hundreds of design awards each year, and a progressive leader in corporate social responsibility, we are consistently ranked among the world's top design firms. Our family of partner companies includes retail strategy and design consultancy Portland; sustainable transportation planning consultancy Nelson\Nygaard; healthcare technology planning firm Genesis; and luxury hospitality design firm Pierre-Yves Rochon (PYR). For more information, visit [www.perkinswill.com](http://www.perkinswill.com).



## PROJECTS



### CLOCKWISE FROM TOP LEFT

Professional Services Firm, Manchester | QBE, London | Silicon Valley Bank, London  
A+E Networks, London | The Economist, London | Professional Services Firm, London

## PROJECTS



### CLOCKWISE FROM TOP LEFT

Standard Life Aberdeen, Edinburgh | Confidential Fintech Client, Budapest | Financial Conduct Authority, London  
News Corp, London | Confidential Regulatory Agency, Dublin | Financial Conduct Authority, London



