BACK TO SCHOOL

How Academic Design Trends Are Reshaping the Workplace
Vision Statement

The FMCC is the resource and voice for Facility Management Consultants worldwide to leverage our collective expertise to benefit IFMA members, and the Facility Management profession.

Mission Statement

To serve as a global Facility Management consultants' resource and representative for Knowledge Sharing, Networking and Business Opportunities in support of our impact upon the built environment and value to their clients.
How We Can Help

- Ask the Expert
- Find a Consultant by Location & Expertise
- Locate a Speaker
- Online Educational Resources

fmcc.ifma.org
Today’s Presentation

Moderator:
Josh Amos, IFMA Components Liaison

Presentation Title:
BACK TO SCHOOL
How Academic Design Trends Are Reshaping the Workplace

Presenter(s):
Lisa M. Killaby, IIDA, LEED AP ID+C
Senior Principal – ADD Inc, now with Stantec
Kay Sargent, ASID, IIDA, CID, LEED AP ID+C
Director of Workplace Strategies, Lend Lease
Greg Tew
Associate Professor and Director of Professional and Industry Relations
School of Architecture + Design, Virginia Tech
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Presentation Logistics

• Q&A at the end of the presentation

• Quick survey at the conclusion of the Webinar

• PowerPoint & Recorded Webinar will be available online via FMCC’s Website (fmcc.ifma.org)

• Your Participation is Greatly Appreciated!
Learning Objectives

1. Identify specific drivers that are critical to attract the best talent and strengthen mentorship and collaboration across an increasingly dynamic and diverse workforce.

2. Understand best practices in creating places that foster community, culture, discovery, innovation and well being.

3. Articulate specific trends in academia that will influence the future workplace
Lisa M. Killaby, IIDA, LEED AP ID+C  
Senior Principal – ADD Inc, now with Stantec

• Lisa Killaby is a nationally recognized expert in workplace design with over 30 years of experience. Formerly ADD Inc’s Workplace Practice Leader, Lisa leverages her real estate planning and workplace strategies expertise to develop impactful, award winning workspaces for global leaders in technology and financial services such as IBM, Adobe, and Fidelity.

• Lisa’s workplace knowledge has made her a sought after expert for academic clients including MIT, Northeastern and University of Miami. Her focus on ReWork Strategies developed a consulting service for ADD Inc, helping their clients rethink real estate and plan for the future.

• Lisa is on the Board for CoreNet New England and a sought-after speaker on a range of topics for IFMA, NeoCon, ULI, CoreNet and for institutions such as Harvard University Graduate School of Design and MIT Lincoln Lab. She also contributed to the CoreNet 2020 report on the future of workplace design.

• Lisa is a LEED AP ID+C and NCIDQ Certified, studied design at Cornell University and has served on the board for both IBD (now IIDA) and CREW in New England.
Kay Sargent, ASID, IIDA, CID, LEED AP ID+C
Director of Workplace Strategies, Lend Lease

- Kay Sargent joined Lend Lease in 2014 bringing over 30 years of experience in the interiors industry.
- Prior to joining Lend Lease Kay served as VP of A&D and Workplace Strategies for Teknion, a major furniture manufacturer. Prior to Teknion, Kay was a Principal for Interior Architects in Washington, DC where she spearheaded the office’s business operations, workplace strategies and the managed key clients.
- Kay has a BFA in interiors from VCU and studied environmental design at Parsons School of Design in NY. Her work has taken her to multiple continents where she has worked with Fortune 500 companies on their global real estate strategies and designed workplaces of the future.
- Kay serves on the National ASID Board and the Advisory Boards of PaletteApp and IFI. She has also served on the International Boards of IIDA, NCQLP and NCIDQ. She is an active member of CREW, CoreNet and IFMA.
Greg Tew
Associate Professor and Director of Professional and Industry Relations, School of Architecture + Design, Virginia Tech

Greg has 23 years of teaching and administrative experience in higher education. In his career he has been honored with many awards for teaching and as a design professional. Most recently he won the 2014 Sporn Award for Teaching Excellence and was inducted into the Virginia Tech Academy of Teaching Excellence. As the Interior Design Program Chair at VT, Greg’s strategic leadership produced consistent “Top-10” recognition for the program and he successfully established collaborative partnerships with leading manufacturers to greatly increase external funding and expand the network of knowledge available to students.
More and more workplaces and academic space are starting to converge, and it’s hard to tell which is which.
SCHOOL or CORPORATION?
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What is Impacting Education?
More than 90% of students use email to communicate with professors.
70% of children ages 2-5 can use a computer mouse.

only
11%
can tie their own shoes
73% of students say they cannot study without technology.
In 2009: Stanford put online one of its most popular Computer Science classes...for free!

Within a week, close to 100,000 students were enrolled in each of these courses.

Professor Ng, who gives this course, usually reaches 400 students/year.

MOOC
But, MOOC’s often have poor completion rates at +/- 7%.

Most students find MOOC’s dry and boring, often out-of-date.

On-line learning need to find a way to become engaging.
Our students have changed radically. Today’s students are no longer the people our education system was designed to teach.

-Marc Prensky, Digital Natives, Digital Immigrants
FUTURE STUDENTS
FUTURE STUDENTS
FUTURE STUDENTS
Overeducated, underemployed, wildly optimistic.

millennials

Understanding comes with TIME

FUTURE STUDENTS
Always connected
Dynamic learning
Visual learning
Everything online
Immediate access to media
“We”volution
Full access to information
Global Vision
Use technology to express creativity
“Me, me, me”
Broadcast Yourself
Multi-modal

FUTURE STUDENTS
Workplace Today: Millennials (The Heroes)

Cohort Traits: Selfless / Unreflective / Mechanistic / Collective Success; They protest it.

Learn: Interactive, multi-modal

Appeals: Spontaneous, multi-sensory and participatory

Messaging: Experiential marketing vis-à-vis viral, ambient, stunt; web communities with user-generated content (i.e., YouTube, Facebook, etc.)

Reaching Media: Internet and SMS

Tech Relation: Digital Natives

Brand View: A Community

Slogans: YouTube—“Broadcast Yourself”
Fewer men are going to college right after high school.
The 2012 National Center for Education Statistics Report reveals that for the first time in three decades, demographics predicted a diminishing population for college age students in the United States.
Figure 6. Actual and projected numbers for high school graduates, by control of school: School years 1997–98 through 2022–23

- Total
- Public
- Private

Projected
Only 31% of students at public colleges get their bachelor’s degree within four years.

On average nationally it is taking 68 months to earn a 4-year degree.
Colleges have 60-70% dependent on student loans.

Students have unprecedented level of debt.
COST OF EDUCATION

STUDENT LOAN RATES DOUBLE TODAY

$1.1 trillion
Approximate amount of outstanding student loan debt

Millennials’ ball-and-chain: Student loan debt

$27,547
Average outstanding balance for a borrower with student debt

1 in 8
Borrowers with more than $50,000 in student debt

31%
Percentage increase in student loan borrowers, 2007 to 2012

For many 20- and 30-somethings, paying off the cost of college takes priority. Marriage, a house and family will have to wait.
Evolution
49% of business leaders believe educational facilities are doing a fair or poor job preparing students for the business sector.
5 Bold Predictions For The Future of Higher Education

What, where, and how will we learn?

Written by Brad Lukanic

1: Academic curricula will become more multi-disciplinary, and their buildings will need to reflect that.
2: Education leaders will need to balance MOOCs and traditional learning.
3: With fewer students, Higher Ed will become the hunters, not the hunted. Recruitment and retention will be important, along with well-being.
4: Schools need to invest in technology, infrastructure and security.
5: Higher Ed needs to look for new funding models as a student loan crisis looms.
What will the learning environment of the future look like?

- Flexible buildings that can adapt to different learning styles and needs
- Design Space so classrooms are agile and can morph
- More space allotted to communal areas, social spaces, interaction areas
- Teaching how to team, so collaboration is key
- Comfort and ease of use important
- Less professing and more facilitating, so more interactive spaces and fewer stages
- Security an issue, areas of refuge
- Technology enhanced but not reliant
- Global reach
- Real world settings

ACADEMIC ENVIRONMENTS
63% add that small meeting rooms centered around a work space are most conducive to preparing students for what they will face in the real world.
77% say the physical space where students learn is important to fostering the skills they deem critical for success in the business world.
COLLABORATIVE
COLLABORATIVE
COLLABORATIVE
TECHNO-ENABLED
FLEXIBILITY
SOCIAL
ACADEMIC ENVIRONMENTS
ACADEMIC ENVIRONMENTS

MIT Skoltech
ADD Inc|Stantec
FUTURE OF LEARNING
<table>
<thead>
<tr>
<th>Then</th>
<th>Now</th>
</tr>
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<tbody>
<tr>
<td>Teacher focus</td>
<td>Student focus</td>
</tr>
<tr>
<td>Mass produced education</td>
<td>Mass customization</td>
</tr>
<tr>
<td>Lecture based</td>
<td>Project based</td>
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<tr>
<td>Learning in class</td>
<td>24/7 in-out</td>
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<tr>
<td>Teacher/sage on the stage</td>
<td>Guide on the side/Facilitator</td>
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<tr>
<td>Content focused</td>
<td>Learn to learn</td>
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<tr>
<td>Technology poor</td>
<td>Tech rich</td>
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<tr>
<td>Controlled thinking</td>
<td>Critical thinking</td>
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<tr>
<td>Lectured to</td>
<td>Communicated with</td>
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<tr>
<td>Memorization</td>
<td>Critical thinking and application</td>
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<tr>
<td>Theoretical</td>
<td>Tactical</td>
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**CHANGES IN ACADEMIA**
1: Entrepreneurial spirit
2: Social media madness
3: Continuous education through one’s life
4: Technology rules as an enabler
5: Agile and flexible spaces
6: Collaborative places balanced with focus spaces
7: Social responsibility
8: Gamification: rewards and recognition
9: Engagement
10: Well-being

CORPORATE TRENDS
I really loved where the office was located, the setup of the main office room, and the view. It's completely open. It's great to communicate directly to people when we need to and keeps us on task since we're all not in cubicles or something like that …and it's a really great environment.

STUDENT EXPECTATIONS
“This building definitely influenced my decision to work here because everything about it is beautiful. All of our windows are floor to ceiling glass windows looking out on either the lake or outdoor squares within the building.”

STUDENT EXPECTATIONS
“Some of the things that I noticed while interviewing would be neighborhood and location, natural light, atmosphere, formality of the space and the staff common/gathering areas.”

“I also appreciated that there were no private offices throughout which implies a highly collaborative, team based attitude toward design, production and general morale of the company.”
In a science career you notice that most labs generally look the same. It’s the instruments that one gets to use in the lab that differentiate them. Our new lab is just more open… What I like most is that my workplace is next to a big window …. I am able to take a mental break and “people watch”
Immersive workplaces are blended environments that are replacing today’s ‘archaic workplaces’ with a more vibrant working/learning environment.
CORPORATE ENVIRONMENTS
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SCHOOL or CORPORATION?
Brickell Link (cowork)

SCHOOL or CORPORATION?
BGT, Miami FL

SCHOOL or CORPORATION?
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More and more the workspace is now supporting an easy transition for new graduates out of college and colleges are supporting knowledge workers that need to be retrained seamlessly.
Q&A
Don’t Forget to Register for the next webinars and events:

**FMCC Webinar: Risk Management and Mitigation through Strategic Facility Management**  
Dates: 16 – 16 Sep, 2015

**FMCC Webinar: Managing Human Error: The Leading Cause Behind Workplace Incidents**  
Dates: 01 – 01 Oct, 2015

**IFMA's World Workplace 2015, Denver, Colorado – USA**  
Dates: 07 – 09 Oct, 2015
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- FM Consultants Council
- Food Service & Restaurant Council
- Information Technology: Council
- Legal Industry Council
- Manufacturing, Industrial & Logistics Council
- Museums/Cultural Institutions Council
- Public Sector Facilities Council
- Religious Facilities Council
- Research & Development Facilities Council
- Utilities Council

To learn more visit [http://ifma.org/community/industry-councils](http://ifma.org/community/industry-councils)
Thank you for joining us!

*Please take a moment to answer our brief survey at the conclusion of the webinar.*

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