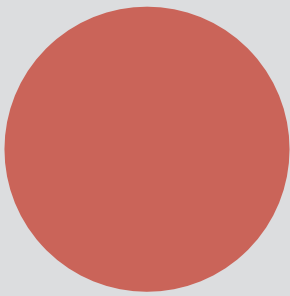
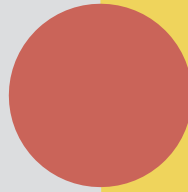


Everything

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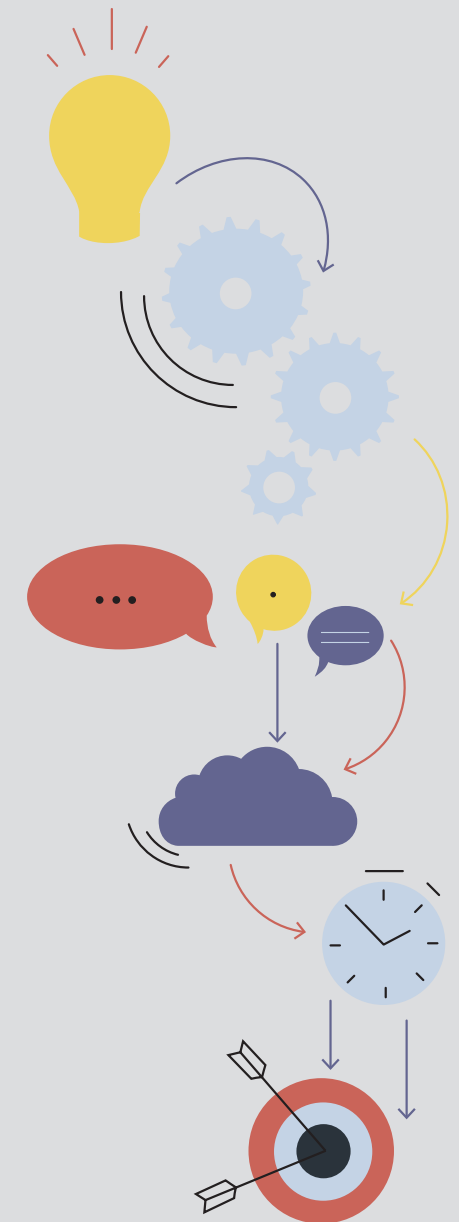
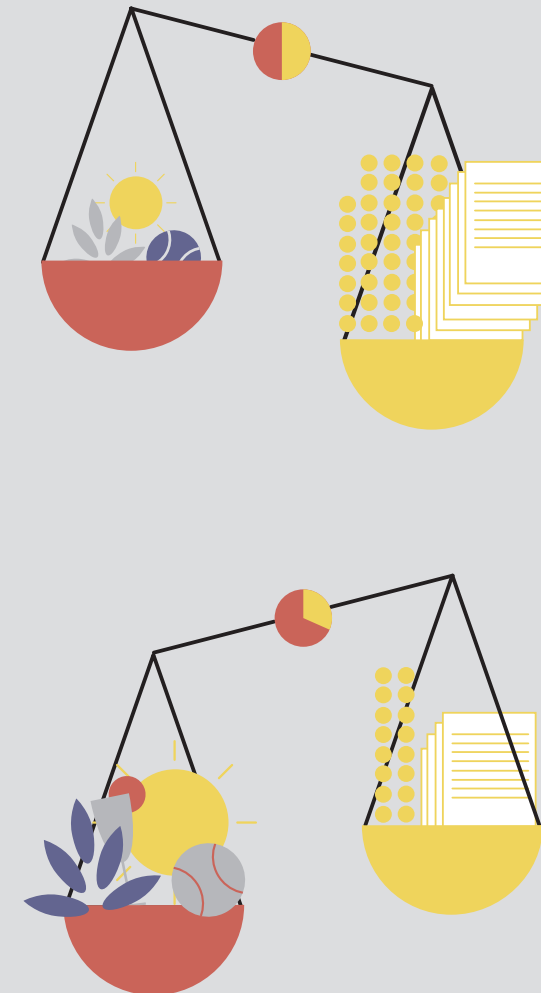
motion

Agile organisations

The current transformation from an industrial to a network-based economy is forcing companies to abandon old hierarchies and restructure their entire organisations. This change is also having an impact on how the world of work looks.

As a manufacturer of office furnishings, we at ophelis are intensively engaged with the changes and are considering how these global changes affect the design of working environments. The structural change, long discussed only in the media, is now a reality in companies – across all industries and organisational sizes. Only those who change will be successful in the future.

What drives the radical change process? A look at the different factors shows the complex connections and the multitude of facets:



Technical change

- Starting point: Technical progress via the web and the associated digitalisation of our everyday lives and the world of work
 - We are networked in all areas and can work anywhere
 - Artificial intelligence and the automation associated with it leads to a great shift in activities
- In the future, knowledge workers will have a fundamental importance to companies

Social change

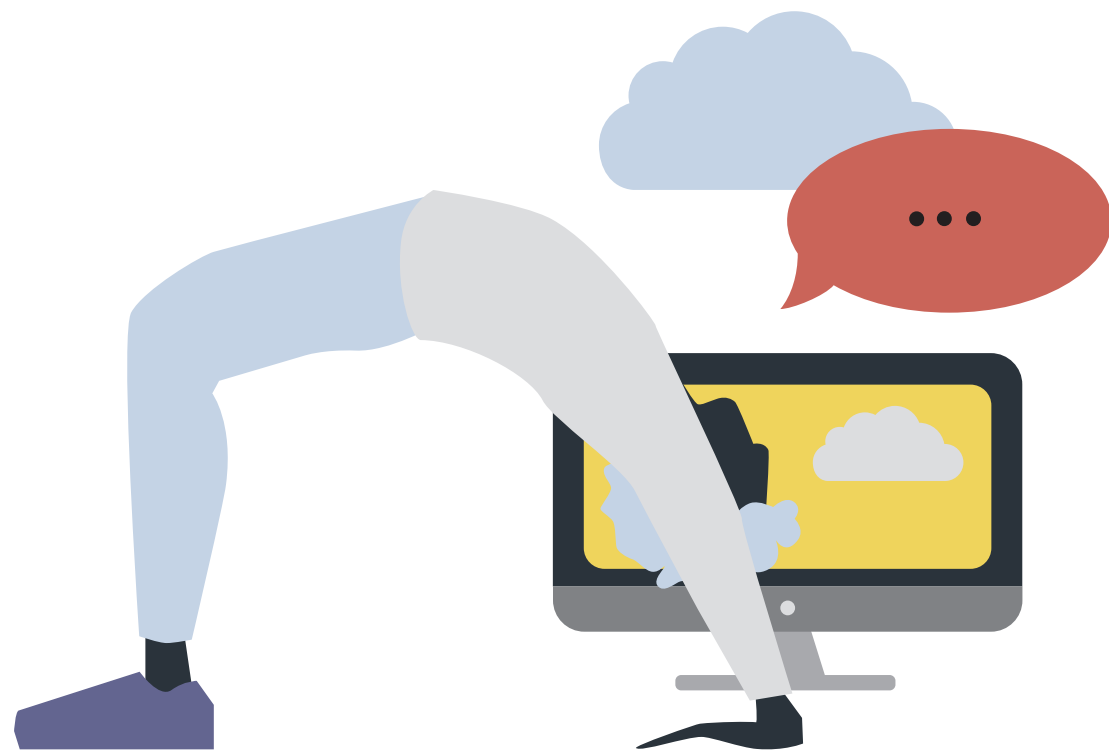
- Shift from employer and employee market: Social conditions, such as demographic change combined with labour shortages, have led to an employee market
 - The greatest challenge for companies is to compete for talent
- The greatest importance is set on the employer branding

Cultural

- Changed motives: Career and money are no longer the focus for many workers
 - Goal: To find a balance between work and leisure time and to enjoy their work
 - Loyalty and commitment to companies is decreasing
 - The desire towards self-determination is dominant
- A new management and corporate culture is necessary

Economic

- Customer wishes must be reacted to faster
 - Classic business models are put to the test in a wide variety of industries (automotive, banking, insurance, media)
 - Individualisation of services is of enormous importance
- The clearly noticeable pressure to innovate can no longer be managed by companies with the previous organizational forms



Agile organisations

In the face of ever-accelerating change, complex market environments in almost all sectors and increased pressure to innovate, agility is a prerequisite for future success in business. The IT industry was the first to experience this due to rapid technological change. New forms of organisation and working methods such as Design Thinking and Scrum were deployed to reduce development times and satisfy customer needs.

- Sluggish tankers (= large departments) are increasingly being replaced by agile speedboats (= small teams).
- Networks replace classic hierarchical structures
- Project work is redefined

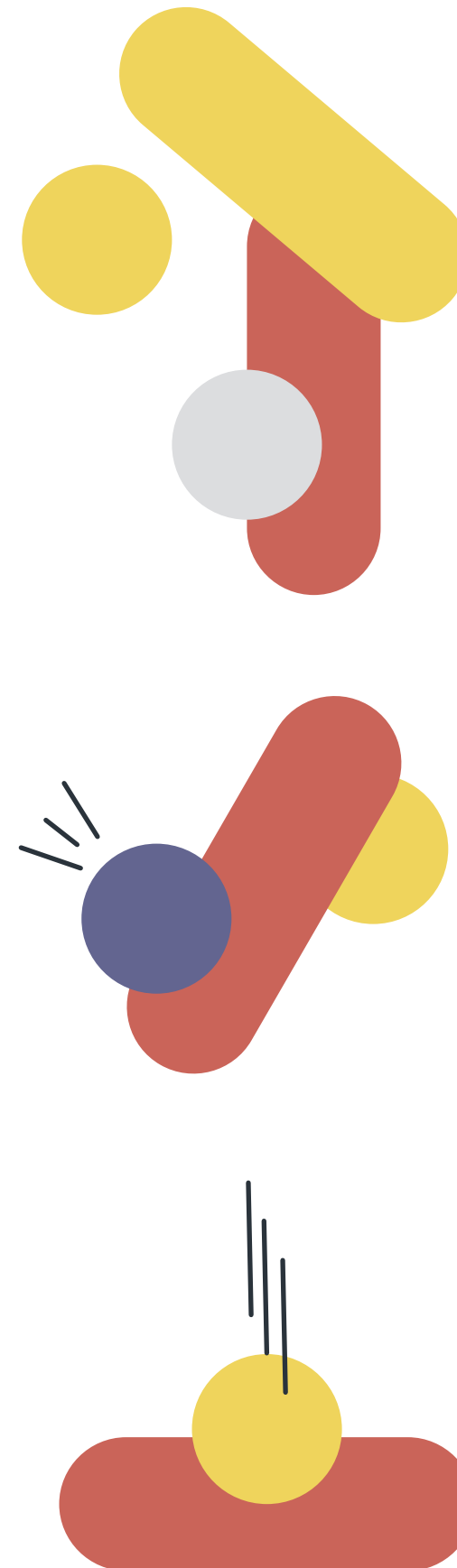
Promoting and exploiting diversity

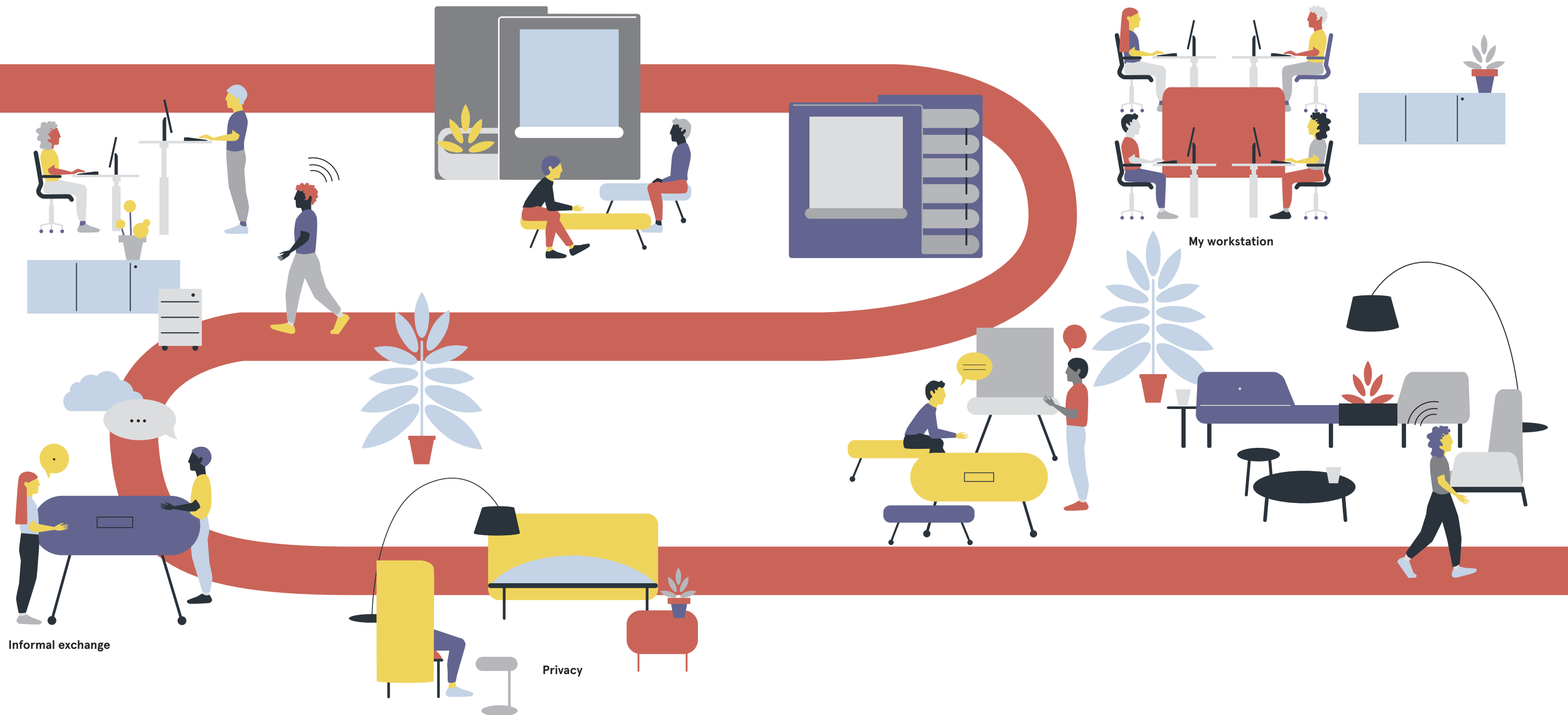
Different cultures in globally collaborating project teams, immigration as a solution for demographic change and intergenerational cooperation: In agile teams, diversity and equal participation are seen as important prerequisites for successful work. Drawing on different perspectives is essential for a company's innovative culture. The fact that different personalities need different working environments in order to work best is also accepted.

Value knowledge workers

Studies predict that nearly half of all jobs in office and administration, service and sales in a highly developed society can be replaced by algorithms combined with robotics. However, knowledge workers will be more important than ever in organisations in the future. Because they are the ones who creatively develop innovations and solve needs. Advantages of the knowledge worker compared to intelligent software

- Fast adaptability
- Creative thinking
- Context knowledge
- Collaboration





The office as a reference space

Work wherever we want, wherever we are: This freedom enables digitalisation and networking. This change gives the office a new role. The more structures and securities dissolve, the more important the office becomes as a reference and meeting place. The increase in virtual communication increases the need for physical meetings and face-to-face communication.

- The office will become a place
- that brings people together
 - where creative solutions emerge
 - that gives people a change of scene psychologically
 - for contact, communication and a hub of corporate culture

Modes and moods

Changing workspaces encourages dynamic, flexible and self-determined work at different locations, depending on the activity (modes), personality and mood (mood based). This brings more movement into the daily work routine.

More movement = stimulating for mental agility.

- Movement helps to separate oneself from rigid work routines and thought patterns
- It increases efficiency, motivation and creativity and encourages creative exchange

Offices of the future are places of creativity. They are inspiring, flexible and promote new perspectives by actively providing a change of scene!

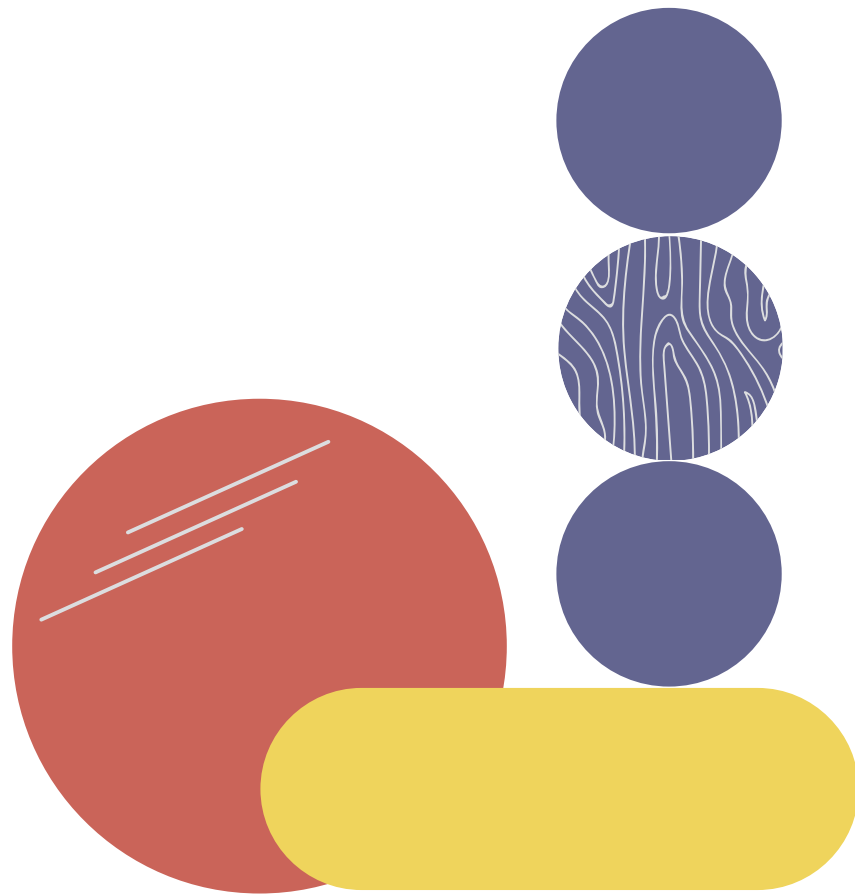


Designing dynamic offices

The success of agile teams is based on the diversity of people and skills – and in interior design. In order to concentrate in open-plan offices or to work within a group, employees develop different needs and habits.

Being able to use different workplaces and workplace situations has a stimulating effect. Office space design is a key success factor, especially for flexible working methods, and has an influence on well-being, performance and loyalty, as the study "Office 21 Analytics" by the Fraunhofer Institute for Industrial Engineering (IAO) shows.

It therefore makes sense to offer all environments within an office setting to suit the various work modes (activity-based working): This includes zones for concentrated independent work, places of communication, meeting places for informal communication, project work, meetings and retreat.



Successful design is characterised by far more than just an attractive appearance. It facilitates the way people learn and work. It can positively influence the quality and energy of the spaces in which we work.

Agile organisations need spaces and designs that support creative work:

- Knowledge workers are stimulated
- Moods are taken into consideration
- Different working modes (concentration vs. exchange) are supported
- Diversity is taken into account

The use of different workplaces within an office building has a positive influence on the development of ideas. Reflecting current moods and individual preferences through different environments also supports the well-being of the knowledge worker.

Classic project management is increasingly being complemented by agile methods, such as Scrum or Design Thinking; not only is this happening in IT development, but also in other business areas, such as product development, marketing and human resources.

Characteristics of agile working:

- Communication takes place across all hierarchical levels
- Work and communication do not take place in typical meeting rooms
- The room layout stimulates listeners and speakers to switch their roles often and spontaneously
- Working in short bursts leads to step-by-step results in the team and enables proactive action to a constantly changing environment
- Agile and creative project work requires short pathways and continuous, intense development within teams

Spatial requirements for agile project work:

- Possibility for digital and analogue visualisations in the project room and team office
- Visualisations and interaction require more space
- Creative processes determine the visibility of tools/materials
- The flexibility and changeability of rooms are becoming ever more important.

Tools required for agile project work:

- Permanent adaptability
- Mobility
- Flexible systems with different components
- Support for analogue and digital workflows
- Multifunctional project areas
- Support for creative thinking processes

Concepts, products

Overcome old structures – developing new forms of organisation and work: ophelis offers tools and environments that promote agile and creative work. With our product portfolio, we enable a comprehensive design of work environments in which different personalities feel comfortable and teams with different requirements can work productively.

Use our product concepts to create work environments that offer the greatest possible freedom and encourage networking:

- **ophelis deem** is a set of work furniture specifically designed to support agile teams. The complementary pieces of this ensemble include a podium, mobile presentation boards, movable tables and benches, as well as a multi-functional room divider system.
- **ophelis sum** is a flexible piece of seating furniture for creating intermediate zones and places of retreat. The system is based on three core elements: base, partition and cushion. These can be combined in an additive and modular fashion.
- **ophelis docks** is a modular furniture system which can be combined to create different islands within a room. **docks** – complementing the classic desk workstation – are communal zones intended to meet the needs of changing working environments.
- Worktable systems that meet ergonomic requirements.
- **paravento** and **paravento hub** for sound insulation and visual screening in the office.





deem memo mobile presentation board

deem arena electrified platform furniture

deem high table on wheels with central roller brake



deem memo wall wall-oriented presentation board

deem table with electrification and central roller brake

deem benches fits the size of the tables



deem high table electrification, roller brake



deem high table and deem meta

ophelis sum



deem meta with integrated coat rail and plant pot



CN Duo series

deem meta with seating and whiteboard







ophelis docks









References

Far more than just gaining in flexibility and speed: Agile transformation represents a new way of organising work at all levels of the business. This requires the tools and spaces that promote exactly this type of project work and new flexibility.

Customers such as 50Hertz, HRS or Sony Music use the knowledge, concepts and products of ophelis for the contemporary redesign of their working environments. Together, we create office environments in which employees feel comfortable and enjoy optimum working conditions.



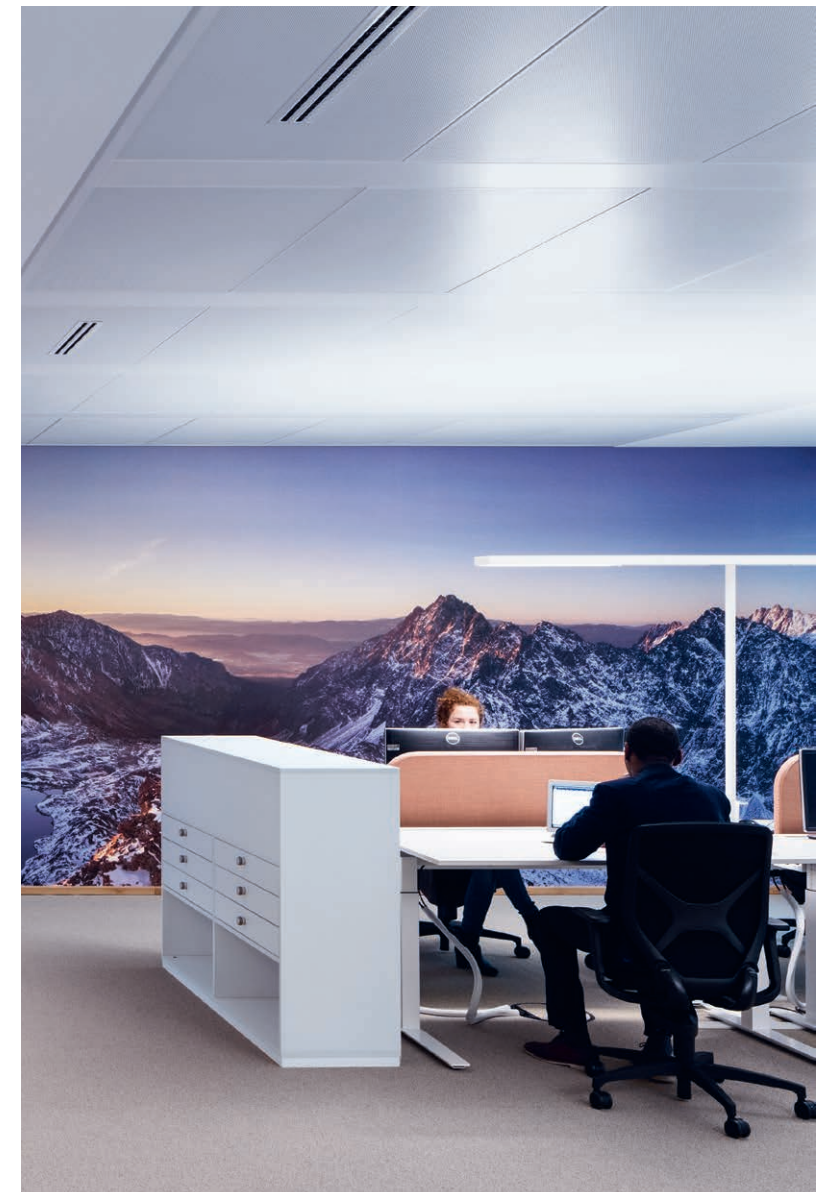
Interior design: Kinzo, Berlin



Images: Werner Huthmacher



Interior design: LEPEL & LEPEL, Köln



Images: H.G.Esch Fotografie



Interior design: Behnisch Architekten, Stuttgart



Images: David Matthiessen



Interior design: CSMM ARCHITECTURE MATTERS, Munich



Images: Eva Jünger



Interior design: Die Planstelle, Munich

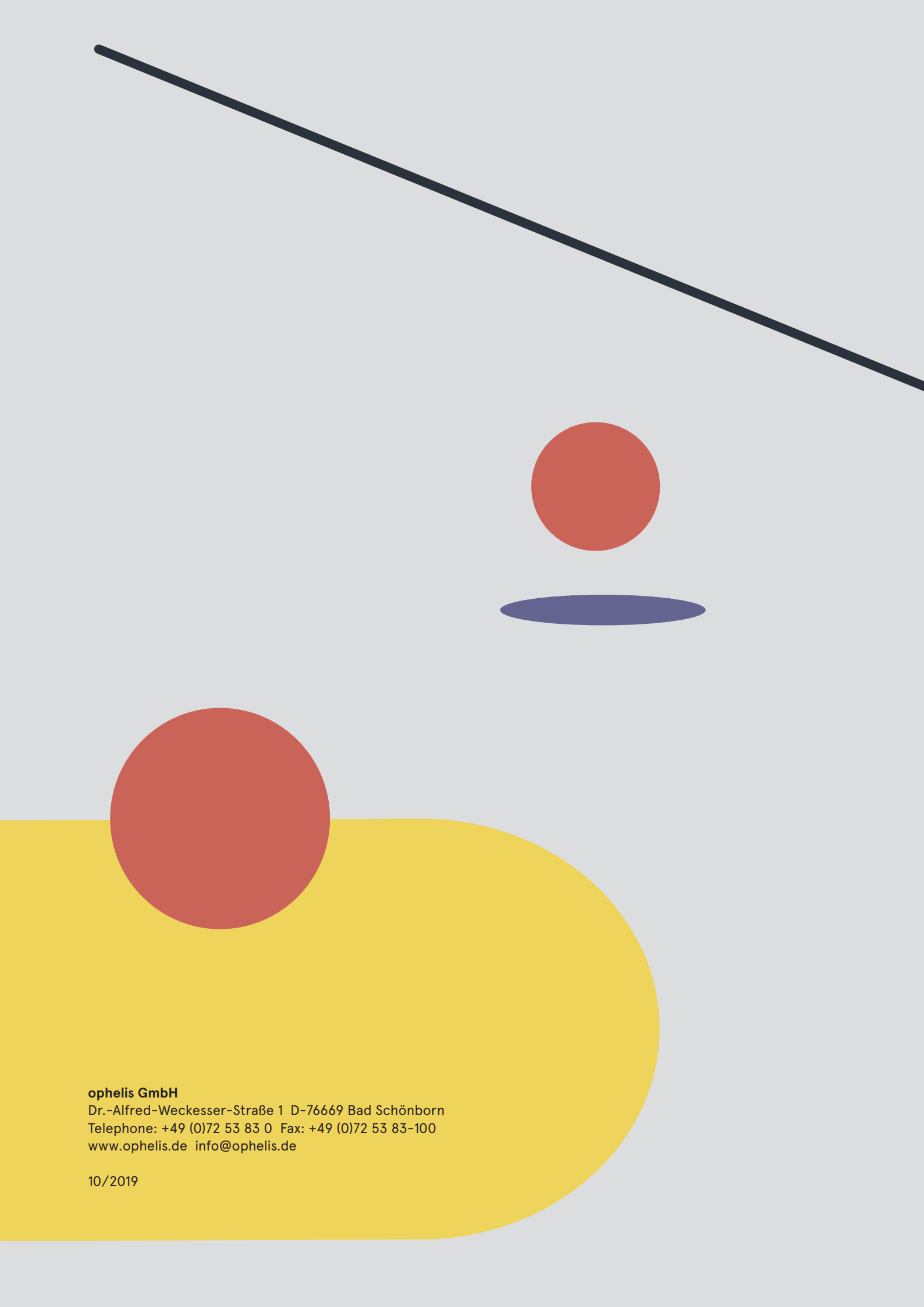


Images: Susanne Öllbrunner

ophelis works intensively on transforming office environments. We work closely with trend expert Birgit Gebhardt to identify and understand developments and changes early on.

Birgit Gebhardt researches new models of networked business and work and advises companies worldwide. With her trend study “New Work Order – Departure into a New Work Culture”, she provides a comprehensive insight into change processes and the resulting realms of opportunity.
→ new-work-order.net

We also used findings from the study “Office 21 – Future of Work” conducted by the Fraunhofer Institute IAO. The study can be ordered online for a fee. → office21.de



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