

# THE GSA TOTAL WORKPLACE PROGRAM

*HELPING CREATE THE 21<sup>ST</sup> CENTURY  
WORKPLACE*

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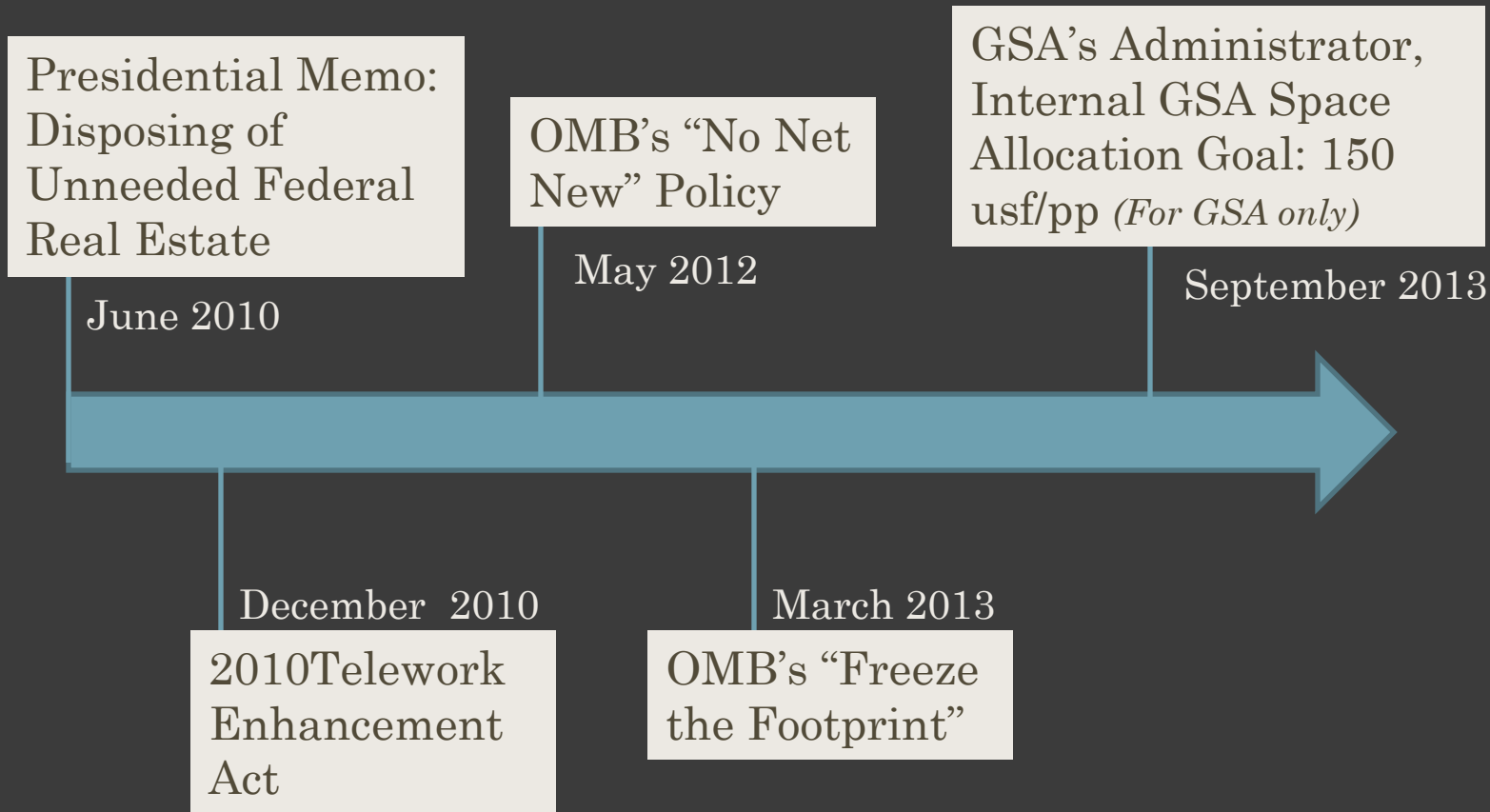


GSA Public Buildings Service

“You never change things by fighting the existing reality. To change something, build a new model that makes the existing model obsolete.”

R. Buckminster Fuller

# Why is the Federal Government Right Sizing?

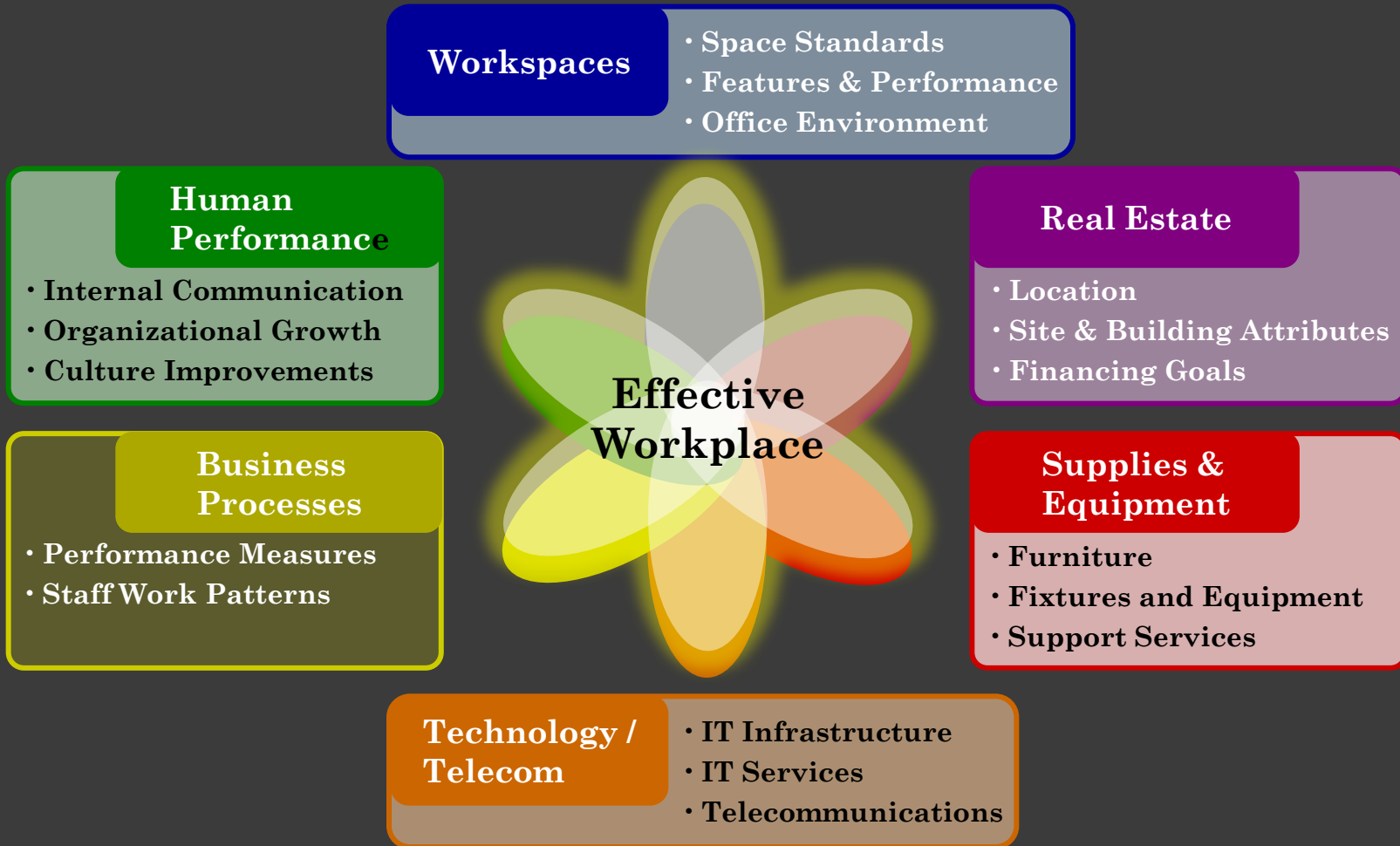


# Program Objectives



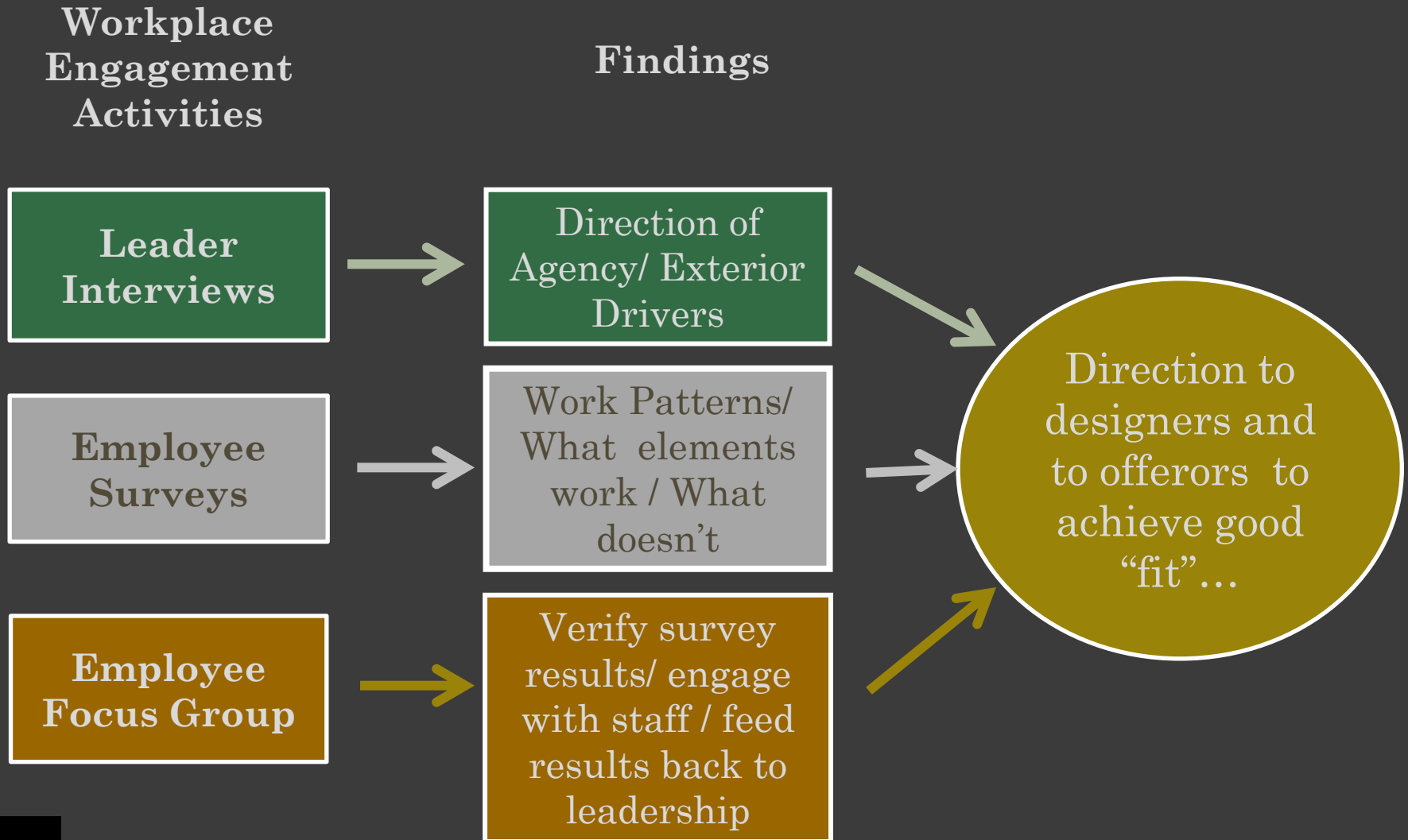
- Create a place where people want to come to work
- Encourage and support collaboration
- Improve productivity
- Improve space utilization
- Produce energy & carbon savings
- Save taxpayer dollars

# ...the perspective has broadened





# Workplace Engagement



# How we look at the work patterns...

## Desk Bound

## Internally Mobile

## Externally Mobile

### Concentrative



- significant time at desk
- small amount of time elsewhere in or outside office
- mostly works alone while at desk



- moderate time at desk
- moderate time elsewhere in or outside office
- mostly works alone while at desk



- small amount of time at desk
- significant time outside office
- mostly works alone while at desk

### Interactive



- significant time at desk
- small amount of time elsewhere in or outside office
- mostly interacts with others while at desk



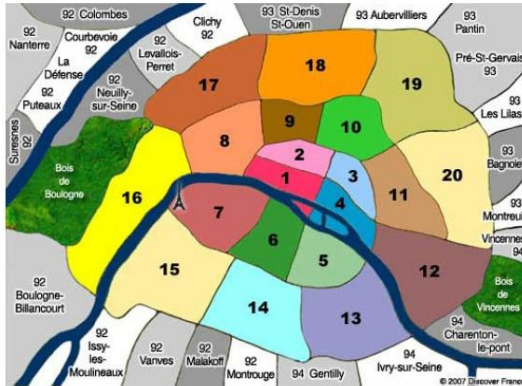
- moderate time at desk
- moderate time elsewhere in or outside office
- mostly interacts with others while at desk



- small amount of time at desk
- significant time outside office
- mostly interacts with others while at desk



# The office as a city...proper zoning



Zoning has been used by cities to ensure compatible adjacent uses. Office zoning aims at the same goal



Where quiet is important, why not just say so?  
*Courtesy of Hewlett Packard*



Cluster people who do the same work together.



Separate open meeting areas from people who need quiet.

...it's all about providing proper CHOICE

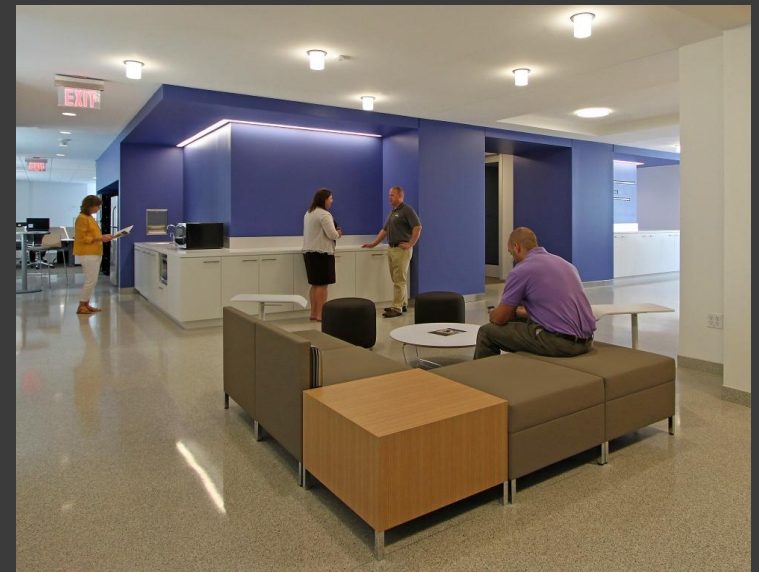
# GSA HEADQUARTERS

## EXISTING REALITY



# GSA HEADQUARTERS

## THE NEW MODEL

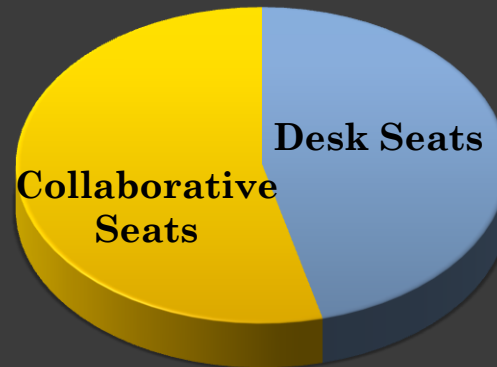




# GSA HEADQUARTERS



## GSA Headquarters Consolidation By the Numbers



**50%**  
Projected  
Reduction Energy  
Consumption

**40%**  
Reduction  
in  
Space

**\$24M**  
Annual  
Rent  
Savings

**2:1**  
Targeted  
Desk Sharing  
Ratio



# What's it look like in a regional office...



# GSA Chicago by the Numbers



## PROJECT COSTS

\$476K

ONE-TIME COSTS

\$1.4M

ONE-TIME SAVINGS

\$1M

ANNUAL SAVINGS

\$2.5M

COSTS AVOIDED

6mos

PAYBACK

## PBS MOBILITY RENT



## PBS MOBILITY SPACE





# GSA Chicago by the Numbers

| BEFORE MOBILITY | WORK AREAS       | AFTER MOBILITY |
|-----------------|------------------|----------------|
| 399             | TRADITIONAL CUBE | 173            |
| 0               | SHARED CUBE      | 70             |
| 0               | HOTELING         | 64             |
| 55              | PRIVATE OFFICE   | 52             |
| 13              | CONF ROOM        | 10             |
| 32              | TEAM ROOM        | 15             |

Private offices are now dual-use, functioning both as an office and team room.





before



after

Studios Architecture Workplace Strategy  
and Design ,

# What's it look like on an ongoing project....



## Existing Reality:

53,000 sf lease

## The New Model:

20,000 sf federal space

## The Results:

55% Space Reduction

Annual Rent Savings > \$1.4 M

*“It's perfect timing and reflects where the field is going. With post-conviction supervision, the push is for more community supervision. Officers are meeting with offenders, employers and treatment providers more and more in the community, not so much in our office space.”*

*-Jeanne Walsh, Chief U.S. Probation Officer - Northern District of Illinois*

# How did we do this?

- Expanded **telework** opportunities
- Provided mobility tools AND **TRAINING**
- Developed team **charters**
- Gathered **information** (focus groups/surveys)
- **Test** thought: Pilots and Labs
- **Use lessons** learned
- **Communicate**, Communicate, Communicate
- Kept everything **voluntary, flexible, and reversible**

# WHAT'S NEXT?



....Making the existing model obsolete.





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