THE HIGH PERFORMANCE WORKPLACE
Culture + Performance = Environment

UNDERSTAND & REFLECT
• Public Image
• Organization Structure
• Internal Lifestyle
• Hiring + Retention

GOALS & BENCHMARK
• HUMAN WELLNESS
  − Health
  − Productivity
  − Retention
• PERFORMANCE
  − Resource Use
  − EUI / O+M
• METRICS
  − Embodied Energy
  − First Cost / ROI
  − Life Cycle Cost
Culture + Performance = Environment
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CLIF BAR HEADQUARTERS

FEDERAL CENTER SOUTH

PORT OF PORTLAND
Culture + Performance = Environment
Work Environments  spectrum of workspace layouts

- fixed walls
- opaque walls
- portable walls
- high cubes
- assigned mix
- grouped partially closed
- low cubes
- assigned open
- desks
- unassigned open
- hotelling
- telecommuting

CLIF BAR

FED SOUTH

PORT OF PORTLAND
Work Space station types to support work style

CLOSED OFFICE
HR/Legal
CEO

COLLABORATION
Team Based Projects
Creative
Interdiscipline Groups

BENCHING
Creatives
Designers
Interns
Engineering

CONVERTIBLE STATION
Accountants
Intellectual Property
Sales

OPEN WORK STATION
Tech Support
Engineers
Operations
Marketing
Work Evolution *allocated work area types per person*

- 74% MORE Alternative Workspaces
- 57% MORE Meeting Rooms
- 67% MORE Places Overall
73% MORE Alternative Work Seats
50% MORE Meeting Room Seats
60% MORE Seats Overall

FROM
1 workstation to 0.44 alt work area or meeting seat

TO
1 workstation to 1.09 alt work area or meeting seat

“OWNED” DESKS  “SHARED” COMMUNAL SEATS
Work Evolution realizing performance beyond work hours

Traditional Work Day
Worker Productivity linked to time spent at desk.

Contemporary Work Day
Worker Productivity linked to balanced lifestyle and workplace culture.
Work Evolution
layout of office environment
Work Evolution workplace as a campus
Work Evolution workplace as a campus

1. café
2. theater
3. lobby
4. open office
5. wellness
6. childcare
7. outdoor play
8. parking
9. office entry
10. future Clif expansion
11. gallery
12. building entry
Work Evolution Kali’s Café
Work Evolution reflecting culture
Work Evolution reflecting culture in the workplace
FEDERAL CENTER SOUTH
Site Context
Stewardship responding to the natural context
Stewardship biophilia + connection to nature
Stewardship integrated design for maximum performance
Stewardship responding to the natural context
Stewardship: storytelling and education
Unifying Culture
building a unified organization
Unifying Culture building a unified organization
Unifying Culture building a unified organization
Unifying Culture building a unified organization

Living Machine

Diagram with various labeled parts: 1, 2, 3, 4, 5, 6, 7.
Unifying Culture  building a unified organization
WHERE WE ARE HEADED…

The distinctions between workplace, healthcare + wellness are evaporating…

- **FOOD**
  - restaurant / grocery
  - healthy choice

- **FITNESS**
  - work-out trainers

- **WELLNESS**
  - relaxation lifestyle

- **HEALTHCARE**
  - on-site doctors
  - preventative care

- **FINANCE**
  - personal education

- **RECREATION**
  - community release

- **CHILDCARE**
  - family support

- **COMMUTE OPTIONS**
  - productivity
  - reduce time loss
1. Health
2. Stress Reduction
3. Biophilia
4. Healing
5. Productivity
6. Happiness
7. Air Quality
8. Long Life

- RECRUITMENT & RETENTION
- + HEALTH + WELLNESS
- + WORKER LONGEVITY
- + PRODUCTIVITY
- + BOTTOM LINE
Future Trends…
fusion of workplace + nature + community
THE HIGH PERFORMANCE WORKPLACE

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