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GLOBALLY LOCAL: INTERFACE

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“WE PUT A LOT OF
EMPHASIS ON
SPEED TO MARKET”

DANIEL KEAS, DDK

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“THE NOTION
THAT THERE ARE
CULTURAL BARRIERS
IS NONSENSE”

AESOP

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DIGITAL BRANDING

TWITTER TWO-WAYS
CLEVER CAMPAIGNS
ONLINE ETIQUETTE

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DESIGNPRENEUR

STEWART BROWN
OF CHAIRBIZ

30

2012 SPRING AU\$9.00 NZ\$9.00



Clockwise from top left
 » Climate by Schiavello
 » Keti Malkoski



**THE MODERN
 WORKPLACE NEEDS TO
 ADDRESS WORKFORCE
 AND COMPANY
 CULTURE, OBSERVES
 SCHIAVELLO'S KETI
 MALKOSKI.**

The whole workplace fit-out, including its furniture, needs to be relevant to the workforce, Schiavello workplace research psychologist Keti Malkoski says. A qualified organisational psychologist, Malkoski assists clients and the broader A&D community to think about people dynamics in workplace development and how that can be the most successful.

“Workplace development is not one-size-fits-all – every client is different and organisationally they’re different – made up of different teams and different individuals,” Malkoski says. “It’s about understanding the workforce so that we can create a workplace that matches – now, and what that will look like strategically in the future.”

Embedding the changes of a new workplace within a client’s workforce and culture is another facet of Malkoski’s role. “Communication and training is critical when you’re moving individuals from an allocated seating position to a neighbourhood of people that they don’t know – from both a work perspective and a psychological and social perspective.”

It’s here that dialogue about what employees are losing, relative to what they’re gaining, helps to ease fears. When “push back” is encountered in relation to the psychological implications of activity-based workplaces,

Malkoski contends, “While acknowledging the importance of personalisation and connectivity, we are developing workplaces to foster team personalisation and cohesiveness.”

Working collaboratively to develop Schiavello’s Climate® workplace program (launched in August, 2010), Malkoski’s influence on product development takes a user-centred perspective.

The Climate platform is the consummate example of a malleable system, and has a psychology-based philosophy that addresses the diverse needs of the individual and teams. The premise is that malleable product gives control back to the user, and people who feel empowered tend to be more motivated at work.

Malkoski has observed a workplace evolution in which people and technology have become very malleable and mobile. In response to this, Schiavello products are becoming more team oriented, flexible and modular, offering elements that allow individuals or teams to form an instant connection with their workspace, whether that’s for a few hours, a week or beyond. ●

Text by Marg Hearn

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SCHIAVELLO.COM
 WORKCLIMATE.COM
 TWITTER @KMALKOSKI





CLIMATE CASE STUDY

Is the sun bothering you? Prefer not to eyeball or hear a colleague on the telephone? Not only are users of Climate empowered literally to shift their desk a little, so too a raft of different accessories, all moveable, such as dual monitor slide, light slide, power slide, magazine holder, modesty blanket, acoustic soft boundaries and personal storage, can be chosen to support the resources an individual wants at their workpoint, and where they would like them.

In workplaces where the user doesn't occupy or own a particular physical position, Climate invites individuals and teams to express their personality and identity.

A choice of modular markers (screens), for example, from the sculptural, more open Lava (designed by Chris Bosse), corporate veneer, or Japanese origami-inspired Akira Isogawa sleeve with built-in "extra real estate" for storage or display of bits and pieces, each considers an individual's varied work and psychological requirements.

Schiavello's undertaking of a pilot installation of Climate for a team at Deloitte reported that employees found the program to be more supportive of their diverse personal and work needs compared against a traditional fixed workplace. Team-member sentiment held that they could get more work done at their individual Climate workpoints, both private and collaborative, and shift more easily between the two modes. The notion of pulling up next to someone to work collaboratively as needed, and the ability to screen off a workpoint into a mini meeting area, lessened the need to use formal meeting rooms.

Meetings were cited as being easier, more constructive and efficient, flowing naturally without time restrictions. "Overall feedback from employees was that they felt more valued, that they weren't just a number, the workstation wasn't just a cost and that someone had invested time into thinking about what they needed," Malkoski says.

PERSONAL PREFERENCES

OFFICE FURNITURE AND ACCESSORIES TO SUIT THE INDIVIDUAL'S TASTES



01 HORIZON

BRAND | Humanscale
SUPPLIER | Schiavello
schiavello.com.au
1300 130 980



02 RIVELI SHELVING SYSTEM

BRAND | Profile Systems
SUPPLIER | Profile Systems
profilesystems.com.au
(61 2) 8090 7761



03 FLOAT

BRAND | Sancal
SUPPLIER | KE-ZU
kezu.com.au
1300 724 174



04 SAYL IN RITUAL FABRIC

BRAND | Herman Miller;
fabric from Woven Image
SUPPLIER | Herman Miller
hermanmiller.com.au
(61 2) 8211 0480



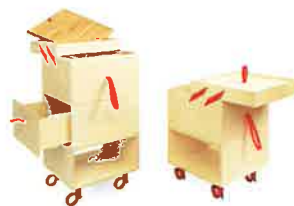
05 CAPISCO PULS

BRAND | HÅG
SUPPLIER | DAL Seating
dalseating.com.au
1300 559 985



06 ATELIER

BRAND | Team 7
SUPPLIER | Popcorn Interiors
popcorninteriors.com.au
(61 3) 9421 1000



07 OPE

BRAND | Miniforms
SUPPLIER | Café Culture
cafeculture.com.au
(61 2) 9699 8577



08 INDUPLO

BRAND | Erik Jørgensen
SUPPLIER | Corporate Culture
corporateculture.com.au
(61 2) 9690 0077