



**ART** | HEALTH  
SOLUTIONS

*Validating your Future Workplace Strategy*

Nov 2020

## Who We **Are**

ART support **employee wellbeing & performance** through the integration of unique **scientific tools** to measure the workforce, delivering **robust data insights** to inform future workplace strategy

With a legacy in elite sport, our team of **human health & performance** specialists offer unrivalled expertise and experience to add **significant value** to our wide range of corporate clients



The way we work, the workspaces we use and how we collaborate has changed for good

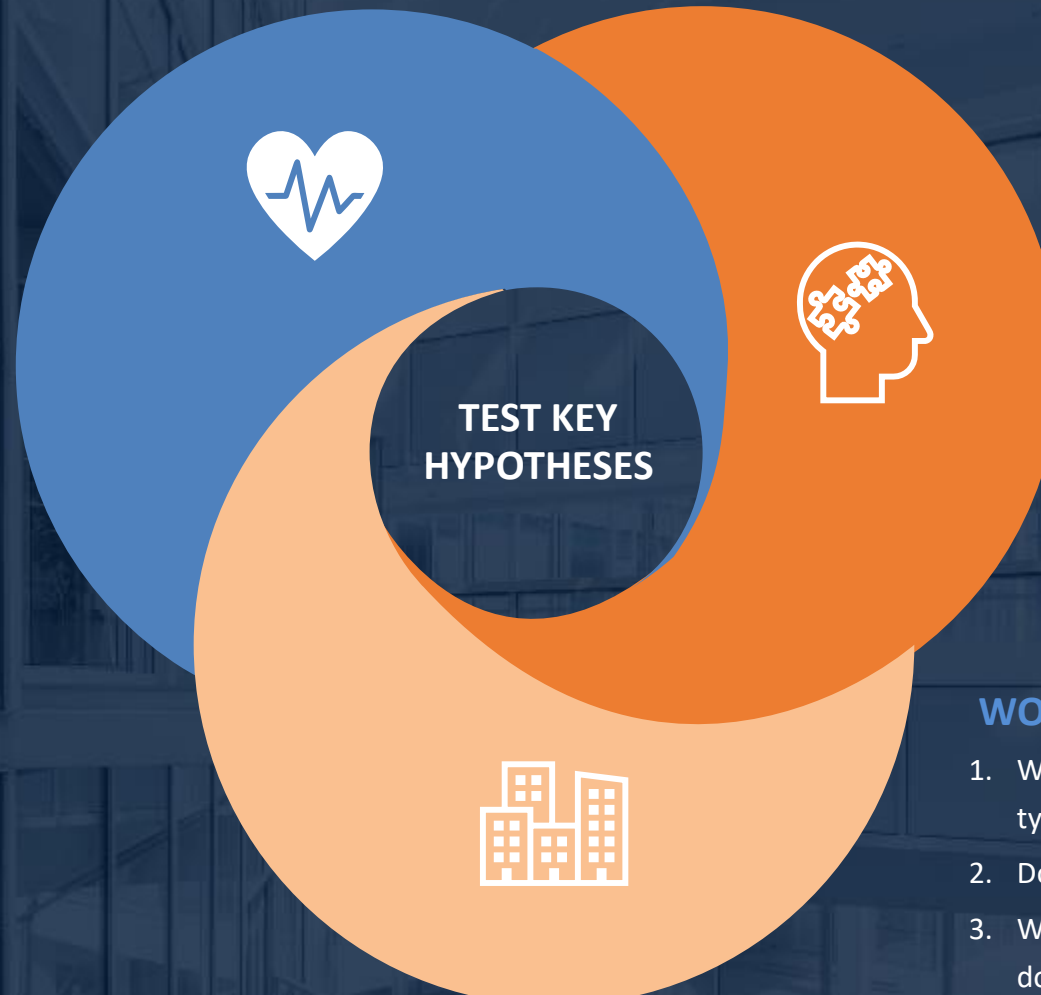
We have an opportunity to build effective long-term strategies that support the Health & Wellbeing of the workforce

# The Future **Workplace**

*How can you validate that your strategy will support the needs of your employees now and in the future?*

## WELLBEING

1. What variables will impact wellbeing in a new BAU model?
2. What conditions enhance wellbeing & do these differ between personas?
3. What initiatives will support long term wellbeing?



## PERFORMANCE

1. How does employee wellbeing impact performance?
2. What conditions do different personas require to enhance performance?
3. What is the effect of new policies/ways of working on performance?

## WORKPLACE

1. What blend of workspaces support different types of work?
2. Do environmental variables impact employees?
3. What design standards will be required & how do they impact existing portfolios?

## The Future **Workplace**

**“About 25% to 30% of the workforce will be working remotely,  
for several days a week, by the end of 2021”**

*Kate Lister, President of Global Workplace Analytics*

Employers must strike a balance between future  
workplace strategy & supporting employee wellbeing  
during this continued period of working from home

## WFH the REAL impact



### Physical Wellbeing

1. Daily sedentary time ↑ by 47min
2. Daily steps ↓ by 1,678
3. Sleep duration & quality maintained



### Mental Wellbeing

1. 66% of employees ↑ positive mood scores
2. 33% of employees ↑ negative mood scores

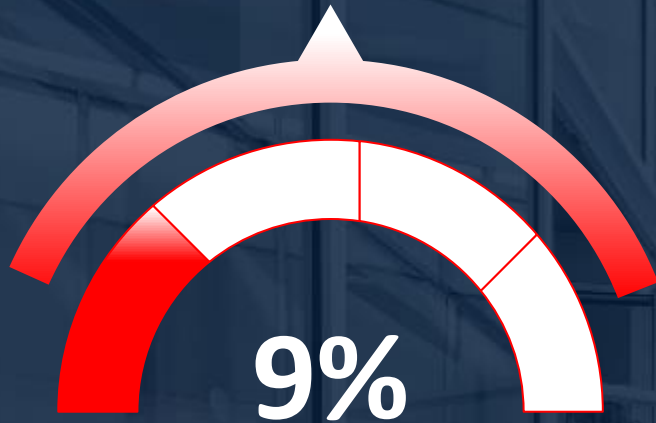


### Performance

1. 16% ↑ in memory tasks for certain persona's
2. Decision making ↓ by 8% for anxious employees
3. Less active employees perform worse

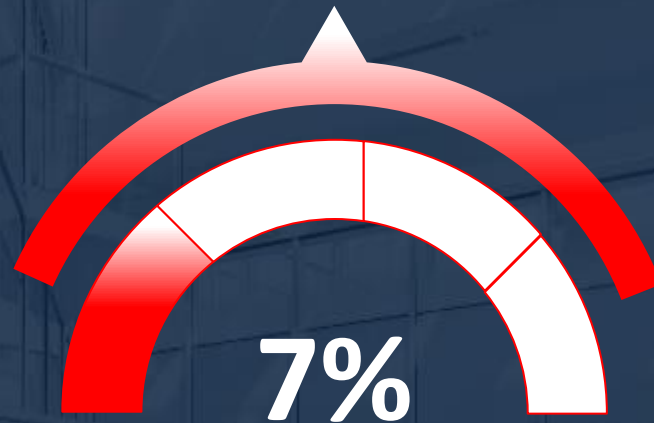
A continued period of WFH could lead to a **wellbeing crisis** for a large percentage of your workforce.  
Can you **afford** to not take **evidence based** action now?

## Personalising the **workplace experience**



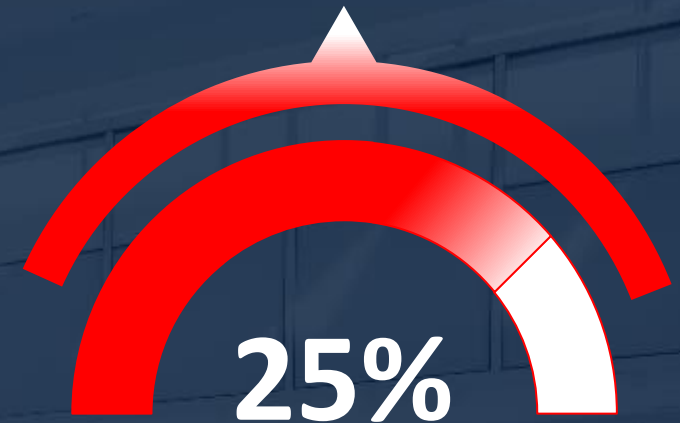
**↑ SEDENTARY TIME**

in daily sedentary time for bottom 20% of performers compared to top 20% of performers



**↓ COGNITIVE PERFORMANCE**

in performance on distractibility tasks for employees who reported increased feelings of anxiety



**↓ SHORT TERM MEMORY**

in short term memory performance for employees who found workspace undesirable

**Different teams' and persona's require bespoke workspace solutions in order to perform and feel at their best**

## How we can help

Using scientific tools to provide objective evidence to inform strategy



### MEASURE

Employee physical & mental wellbeing 24/7 across workspaces



### IDENTIFY

Key variables that impact employee's wellbeing



### QUANTIFY

The effect of employee wellbeing on performance

## WELLBEING

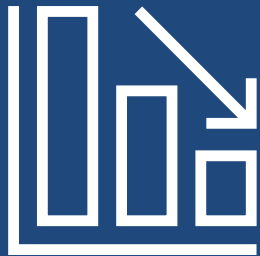




## How we can help

Using scientific tools to provide objective evidence to inform strategy

### PERFORMANCE



#### ASSESS

Which workspace conditions contribute to performance



#### IDENTIFY

Key performance drivers for different employee persona's



#### EVALUATE

How the workplace experience impacts employee performance

# Our Solutions

## Employees

- Any number, job type or team
- Based in any geographical location



## What We Measure



Employee Wellbeing

Employee Performance



Workspace Environment

Workplace Experience



## Duration/Workspaces

- Min 3 month measurement
- Any employee workspace



## How we Measure



Employee Wearables

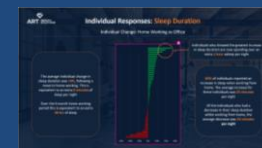


ART Smartphone App



Online Pulse Surveys

## Project Deliverables



“End of Project” Report

Individual Employee Reports

# Business Benefit

Identify key workplace trends, review team & persona needs, understand effective drivers of performance & inform future strategy



## Strategy

Establish optimal workplace characteristics to support the delivery of a cost-effective long term strategy leading to employee-centric solutions being adopted



## Performance

Understand key employee performance drivers to inform and personalise future workplace solutions in order to maximise collaboration, creativity and innovation



## Wellbeing

Futureproof the health of employees whilst meeting corporate responsibility to mitigate wellbeing risks and improve the quality of employees lives



## What have **we found?**



### **Traditional Offices**

Inflexible, under-utilised and sub-optimal for performance & wellbeing



### **SMART Offices**

Drive business impact and enhance employee performance & wellbeing



### **Home Working**

Enhance employee choice and can facilitate performance & wellbeing for certain persona's



### **The Future**

Blended working environments which enable employees to perform & feel at their best

# Clients and Partners



*“Too often real estate is measured only in financial terms, whereas the true measure should be the value (or not) of the employee experience and productivity it derives. ART Health Solutions helped us quantify and define this value so we in turn can make more holistic portfolio and workplace decisions.”*

**Patrick Marsh, Transition Director**



*“The importance of health in the workplace cannot be underestimated and with an unprecedented event (Covid19) seeing a potential revolution in working styles. ART Health have been helping us bring leading insights to clients on health, happiness and productivity at work. The study is eye opening and makes a clear case for putting Wellness and Health front and centre of the workplace as is allowing us to truly measure the performance of our new market leading workplace”*

**Andrew O'Donnell, UK Real Estate Director**



## Key Takeaways



### Data Driven

1. Base key decisions on objective data from your own employees
2. Collect continuously to understand changes across time and effect of external factors



### Individualised

1. Grasp opportunity to personalise the workplace experience
2. Understand needs of different personas to provide solutions that attract & retain talent



### Wellbeing

1. Futureproof the health of your workforce whilst meeting corporate responsibility
2. Mitigate risk to long term profitability by taking action now

# Thanks for Reading

We would love to hear from you...



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