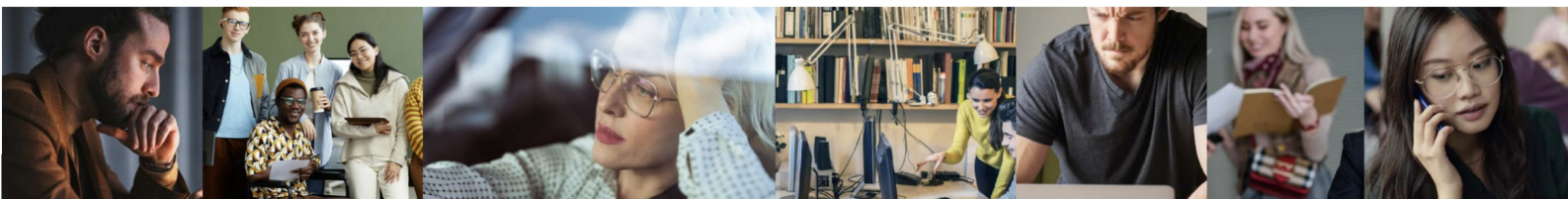


# Evaluating the Impact of an Upgraded Office on Organisational Performance

SOLUTION STUDY

**How integrating workplace science and a  
data-driven approach, provides effective,  
impactful solutions that enhance  
employee experience & organisational performance.**



# Evaluating the Impact of an Upgraded Office on Organisational Performance

“ Our office was outdated, but we needed to test whether the proposed new site would be cost effective and offer the desired employee benefits .”

## PROBLEM

Our client wanted to move from their traditional, outdated workplace to a new, modern office that better supported their employees' wellbeing and performance. The client wanted

to test if the upgraded space was not only cost-effective but also prioritised employee needs, performance, and experience.

Current and **potential risks** of not correctly analysing the new office:

- Lack of understanding of how the built **environment** directly **impacts performance** and **wellbeing**.
- Uninformed workplace design, leading to an **unsuitable working environment** that doesn't meet **employee needs**.
- **Unnecessary spending** due to incorrect prioritisation.

## METHODOLOGY

To address this question, we gathered data on employee experience, wellbeing, and performance from over 80 employees based at their “old” site. We collected a variety of data sources over an initial 10-week data collection period, observing

employees both in the office and remotely. Following this, we paused data collection until employees had moved and settled into their “new” office space, where we collected the second phase of data for an additional 10 weeks.

## FINDINGS

- Employees reported the new office to be a 24% more desirable place to work and were 17% more active compared to when working from the previous office.
- There was a 6% improvement in cognitive performance scores in the new office compared to the old one.
- There was a significant 76% increase in high levels of natural light in the new office compared to the old, which positively impacted cognitive performance.
- Commute remained the leading limitation for coming to the office, with 35% of employees spending over 2 hours commuting each day.

## ACTIONS

- Collaborate with the corporate real estate team to introduce a variety of work areas tailored to different tasks, including quiet zones, collaboration spaces, and designated areas for focused work, driving a greater balance of utilisation across the full office footprint.
- Work with the HR team to adjust the office policy to a minimum office attendance of two days per week, aligning with employee preferences and enhancing workplace experience.
- Support the real estate team to implement acoustic solutions to mitigate noise levels, including soundproofing materials and soundscaping, to reduce noise-related impairments to productivity and cognitive performance.

**“ Commute remained the leading limitation for coming to the office, with 35% of employees spending over 2 hours commuting each day. ”**

## VALUE

- By working with management leaders to better support their employees, it can create a better working relationship and improve employee satisfaction. Research shows that 54% of managers say leadership is out of touch with their employees (Microsoft).
- The main value in the project was quantifying the impact of the office space on employees' wellbeing and performance. In this study, we were able to approve the new space and work with the client to roll out their findings into wider portfolio decisions and workplace design.

## KEY TAKEAWAYS

The findings and actions delivered through this project allowed the client to test if their upgraded office space was fit for purpose. Using this

project, we were able to provide objective data-driven insights to confirm:

- More efficient space utilisation through innovative workplace design.
- Cost efficiency.
- Improved employee wellbeing and performance following the office move through evidence-based, people-centric solutions.

**“By integrating workplace science and innovative strategies, we provided effective, impactful solutions that transformed our client's office environment and workplace culture. This case study highlights the success of a data-driven approach to enhancing organizational performance and employee experience.”**

Explore our solutions series and discover how our **unique experience** across **elite sport, academic research** and the **corporate landscape**, combined with our scientific and data-driven approach, puts us in a unique position to identify opportunities that can **drive increased productivity**, performance and **positively impact workplace wellbeing**.



How integrating workplace science and a people-centric approach, provides effective, impactful solutions that transform hybrid working.



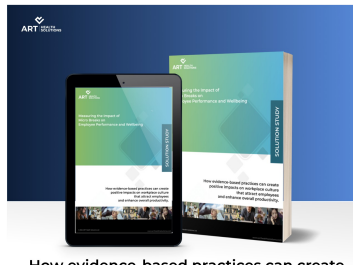
How workplace science can produce impactful strategies to transform office environment and workplace culture.



How integrating workplace science and a data-driven approach, provides effective, impactful solutions that enhance employee experience & organisational performance.



Strategies and Tools to effectively measure the impact of workplace design and workplace experience, leading to higher-performing workspaces.



How evidence-based practices can create positive impacts on workplace culture that attract employees and enhance overall productivity.



Integrating technology and strategies, to develop efficient hybrid workspaces that promote high performance and employee wellbeing.



Integrating technology and strategies, to develop workspaces that attract employees and enhance productivity.



How workplace science can produce impactful strategies to transform office environment and workplace culture.

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