

Power of Place

Color Art Integrated Interiors – Greg Hardy

Steelcase

In corporate boardrooms around the world, CEOs are recognizing that **employee engagement is a serious, bottom-line issue.**

We believe place can help.

Employee Engagement

DEFINITION

Those who are enthusiastic and work in a positive manner to build new products and services, generate new ideas, create new customers, drive innovation, and ultimately build growth and revenue.

Benefits of Highly Engaged Employees:

Outperform competition

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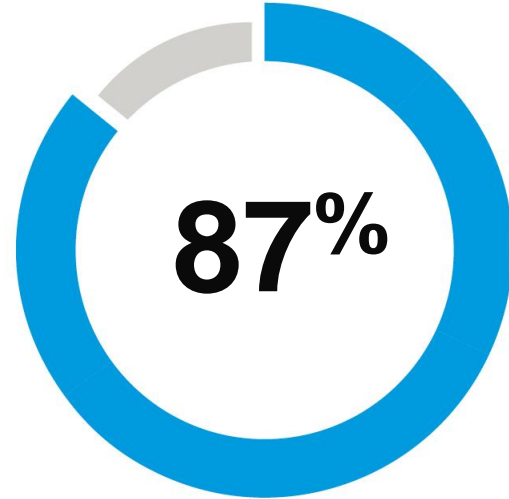
Higher profitability

Lower turnover

Less absenteeism

Fewer safety incidents

Percentage of global employees that are not engaged or actively disengaged at work.



People + Purpose + Place

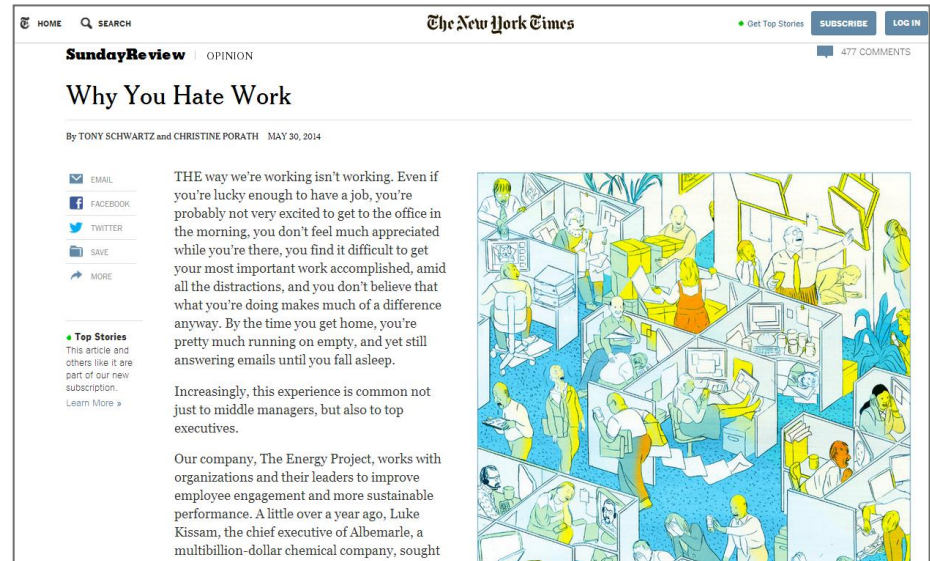
Engagement

Place shapes behavior

Behavior over time is culture

May 30 | 2014

“Put simply, the way people feel at work profoundly influences how they perform.”



The screenshot shows the top portion of a New York Times article. At the top right, the New York Times logo is visible, along with navigation links for 'Get Top Stories', 'SUBSCRIBE', and 'LOG IN'. Below the logo, the page is identified as 'Sunday Review | OPINION' and '477 COMMENTS'. The article title is 'Why You Hate Work' by Tony Schwartz and Christine Porath, dated May 30, 2014. On the left side, there are social sharing options for Email, Facebook, Twitter, Save, and More. A 'Top Stories' section indicates that this article is part of a new subscription. The main text begins with a paragraph about the frustration of modern work life, followed by a paragraph about the prevalence of this experience among middle managers and executives. A final paragraph introduces 'The Energy Project' and its focus on improving employee engagement. To the right of the text is a colorful illustration of a busy office environment with many people working at desks, some looking stressed or overwhelmed.

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Why You Hate Work

By TONY SCHWARTZ and CHRISTINE PORATH MAY 30, 2014

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THE way we're working isn't working. Even if you're lucky enough to have a job, you're probably not very excited to get to the office in the morning, you don't feel much appreciated while you're there, you find it difficult to get your most important work accomplished, amid all the distractions, and you don't believe that what you're doing makes much of a difference anyway. By the time you get home, you're pretty much running on empty, and yet still answering emails until you fall asleep.

Increasingly, this experience is common not just to middle managers, but also to top executives.

Our company, The Energy Project, works with organizations and their leaders to improve employee engagement and more sustainable performance. A little over a year ago, Luke Kissam, the chief executive of Albemarle, a multibillion-dollar chemical company, sought



Creating a Fulfilling Workplace



The Office Renaissance

Physical Wellbeing

Can we leave the
workplace *healthier*
than when we arrived?

Cognitive Wellbeing

Can we leave the
workplace *thinking better*
than when we arrived?

Emotional Wellbeing

Can we leave the
workplace *feeling happier*
than when we arrived?

Six Dimensions of Wellbeing

The New Business Metrics

- 1 Optimism
- 2 Mindfulness
- 3 Authenticity
- 4 Belonging
- 5 Meaning
- 6 Vitality

Wealth of business

Health of people

Designing for Wellbeing

Ecosystem

**of interconnected and
interdependent spaces
that support the physical,
cognitive and emotional
needs of people**

Choice + Control

People + Purpose + Place

Engagement

Power of Place