

ADAPTIVE SPACES

Employee Experience - Pathway to Reimagining Workspaces

REPORT

INDIA RESEARCH

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CBRE



Employee Experience (EX) encompasses the entire journey of an individual within an organization, impacting job satisfaction and company culture through various touchpoints such as onboarding, engagement, and leadership support. Prioritizing EX leads to a happier workforce, higher retention rates, and professional development opportunities.

As work dynamics shift, there is a growing need for strategic workplace planning, equitable experiences, ESG-active design, DEI certifications, hybrid work models, and hospitality-centric user experiences. Creating supportive and immersive infrastructure, offering features that foster community, designing an evolving experiential ecosystem are ways of crafting an exceptional employee experience.

Key elements of employee experience

1 Design Integration

Adopt workplace design elements such as biophilic design, agile layout, acoustic design etc.

Setting a vision

Understand work patterns

Create workplaces for basic needs

Create an experiential destination

Striving for talent retention

2 Employee Wellbeing


Physical comfort parameters such as air quality, ergonomic furniture, building safety measures

Mental wellbeing could be improved through Physical design intervention, health professionals and workshops


Social wellness through community cafes, fun zones, regular events, team activities, motivational talks etc.


3 Occupancy Planning

Why occupancy planning?

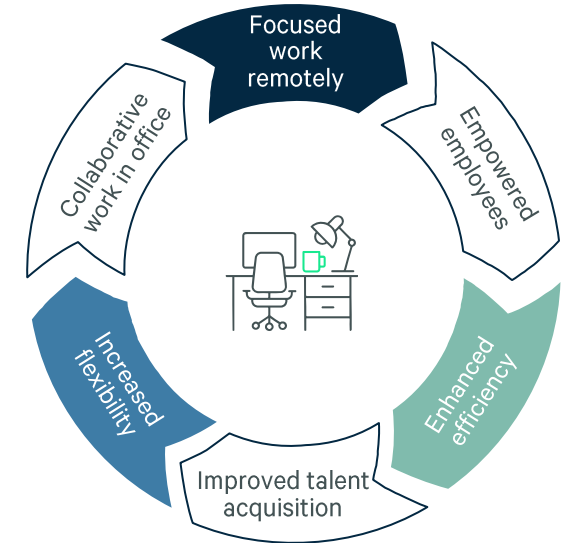
 Increase efficiency of current space

 Anticipate future needs

 Need for accurate and actionable occupancy data

 Establish relevant charge back models and impact on workplace behaviours

4 Operationalising Hybrid Working



5 Sustainability

Sustainable features & initiatives

- Paperless office
- Green commute
- Smart façade
- HVAC system
- Zero waste
- Energy saving
- Green spaces

6 Hospitality Integration

Transforming spaces into hospitality experiences

- Flexible & adaptable workspaces
- Improved comfort & aesthetics
- Enhanced amenities & well-being
- Destination workplace
- Sense of community & belonging

8 Diversity, Equity & Inclusion



7 Experience Curation

Crafting workspace experiences

- Vibrant workspaces
- Social events and programmes
- Promoting amenities
- Interactive digital signage
- Brand promotion

9 Placemaking

Placemaking spans planning, designing and managing spaces that inspire and promote social interactions, contributing to an elevated holistic experience.



Ecosystem Level

- Ease of commute & connectivity
- Social infrastructure
- Physical infrastructure
- Potential digital interventions



Cluster Level

- Block connectors
- Magnetisation
- Way finding & signages
- Campus aesthetics and brand perception
- Campus level sustainability initiatives



Building Level

- Quality
- Exterior design drivers

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