

## WORKPLACE OF THE FUTURE

We have to reflect on what constitutes the best workplace for a less hierarchical and compartmentalized, more task driven, information based workforce for the future.

### **Headquarters:**

We are now deployed in four buildings around the NCR because LBP is overcrowded. It is, furthermore, cut up into a rabbit warren of offices spawned by short term pressures rather than a vision of what constitutes a working environment. It has few meeting spaces and virtually no flexibility for task specific temporary units.

Radical changes are probably required if our physical environment is to reflect a new institutional culture. Such space would foster:

- personal responsibility
- individual enterprise
- teamwork
- flexibility; and
- transparency

On these criteria the present layout in LBP building and its various satellites is dangerously dysfunctional.

### **This present physical plan emphasizes:**

- **hierarchy**
- **isolation**
- **institutional rigidity**
- **informational opacity**

There is no magic bullet to solve this mismatch, but I believe an **institutional consensus is possible on something better than we have.**

### **That "something" should provide for the following minima:**

- **flexibility to enable ad hoc team formation**
- **privacy, as needed, for intellectual work**
- **meeting space for small, medium and large groups consultation**
- **a sense of institutional "levelness" while providing the representational facilities consistent with the functions of the institution.**
- **maximum utility of IT**
- **"remote" friendliness, ie. the accommodation of non traditional work arrangements (home/office, office hoteling for TD, job sharing)**