

RETURN TO OFFICE

Our Living Lab

San Francisco, California

INTRO

Amidst the pandemic, our architecture and interiors design firm faced a unique opportunity to redefine our office space when our lease expired. As we navigated the shift from predominantly remote work, we sought to integrate a hybrid work policy while reevaluating the significance of a physical workplace. We set out to create a workspace that would foster collaboration, ideation, positive energy, and social connections.

KEEPING THE OBJECTIVE SIMPLE

During our reimagining process, we asked ourselves fundamental questions: Why do we need an office after two years without one? What role does it play in our company's culture and well-being?

From this, our overarching objective became clear: to design an office that would serve as a resource for team collaboration, constructive ideation, material research, mentorship, education opportunities, and more.

This space would be a dynamic, experimental, and adaptable "living lab," evolving as we grow within it and continually seeking improvements.

RAW

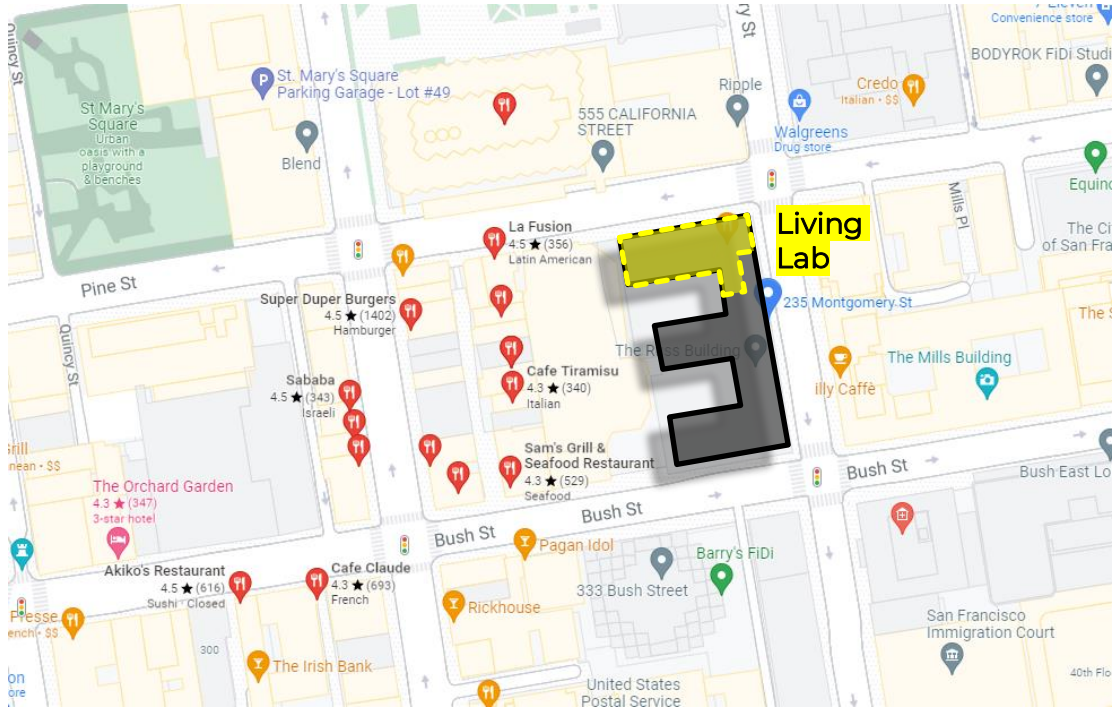
Our Living Lab . 01



LOCATION MATTERS

NEIGHBORHOOD AND COMMUNITY

Choosing the right location was a critical first step, and it led us to a neighborhood with vibrant small businesses, aligning with our desire to contribute to and support the local community. The proximity to these establishments also provided convenient access to walking, transit, and biking options, promoting sustainability.



235 Montgomery Street

Financial District, San Francisco, 94104

Commute to **Downtown San Francisco**

🚗 1 min 🚏 5 min 🚲 1 min 🚶 7 min [View Routes](#)

📍 Favorite 🗺 Map

[More about 235 Montgomery Street](#)

Walk Score 100
Walker's Paradise
Daily errands do not require a car.

Transit Score 100
Rider's Paradise
World-class public transportation.

Bike Score 85
Very Bikeable
Biking is convenient for most trips.

[About your score](#)

Rider's Paradise

235 Montgomery Street is a Rider's Paradise which means world-class public transportation. Car sharing is available from Zipcar, Getaround and City CarShare.

Rail lines:

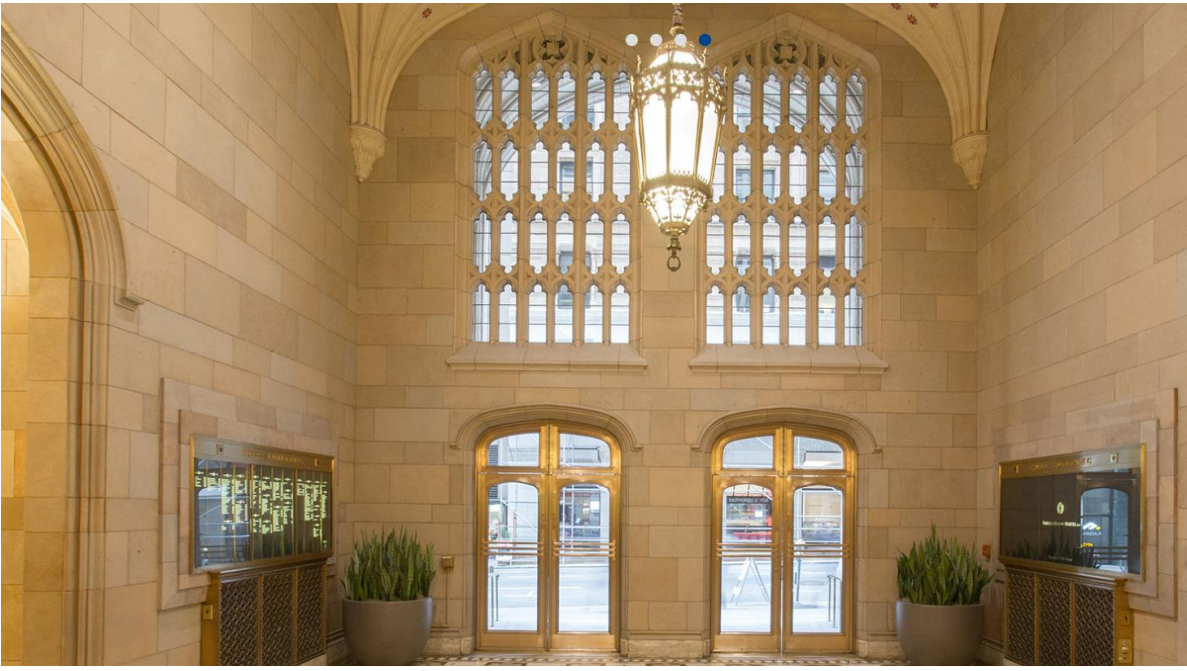
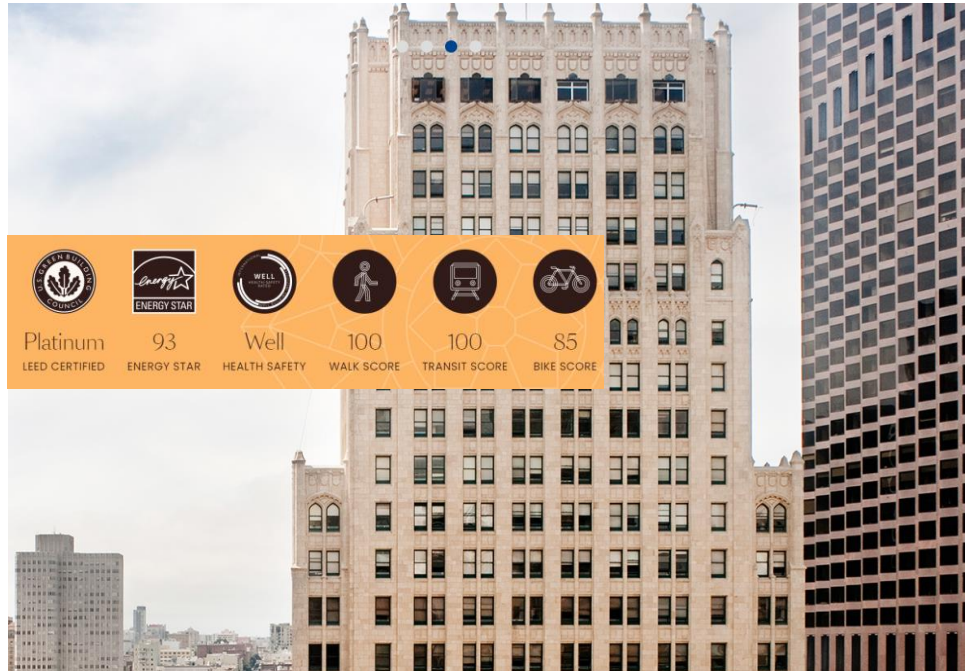
F MARKET & WHARVES	0.2 mi	YL-N Antioch	0.2 mi
RD-N Richmond	0.2 mi	BL-S Daly City	0.2 mi
GN-N Berryessa/North San J...	0.2 mi	YL-S San Francisco Internat...	0.2 mi
BL-N Dublin/Pleasanton	0.2 mi	GN-S Daly City	0.2 mi
RD-S Millbrae (Caltrain Tran...	0.2 mi	N JUDAH	0.2 mi

Bus lines:

8 BAYSHORE	0.1 mi	30 STOCKTON	0.1 mi
45 UNION-STOCKTON	0.1 mi	91 3RD-19TH AVE OWL	0.1 mi
15 BAYVIEW HUNTERS POIN...	0.1 mi	38 GEARY	0.2 mi
5 FULTON	0.2 mi	SR FULTON RAPID	0.2 mi
38R GEARY RAPID	0.2 mi	N-OWL OWL JUDAH	0.2 mi

BUILDING WITH A SENSE OF PLACE

For our new home, we selected the historic landmark Russ Building, which stood as a testament to San Francisco's rich history since its completion in 1927. Equally important was the ownership group's shared commitment to sustainability, as they invested in transforming the building to achieve both LEED Platinum and WELL certifications. This aligned perfectly with our vision of an eco-conscious and wellness-focused workspace.



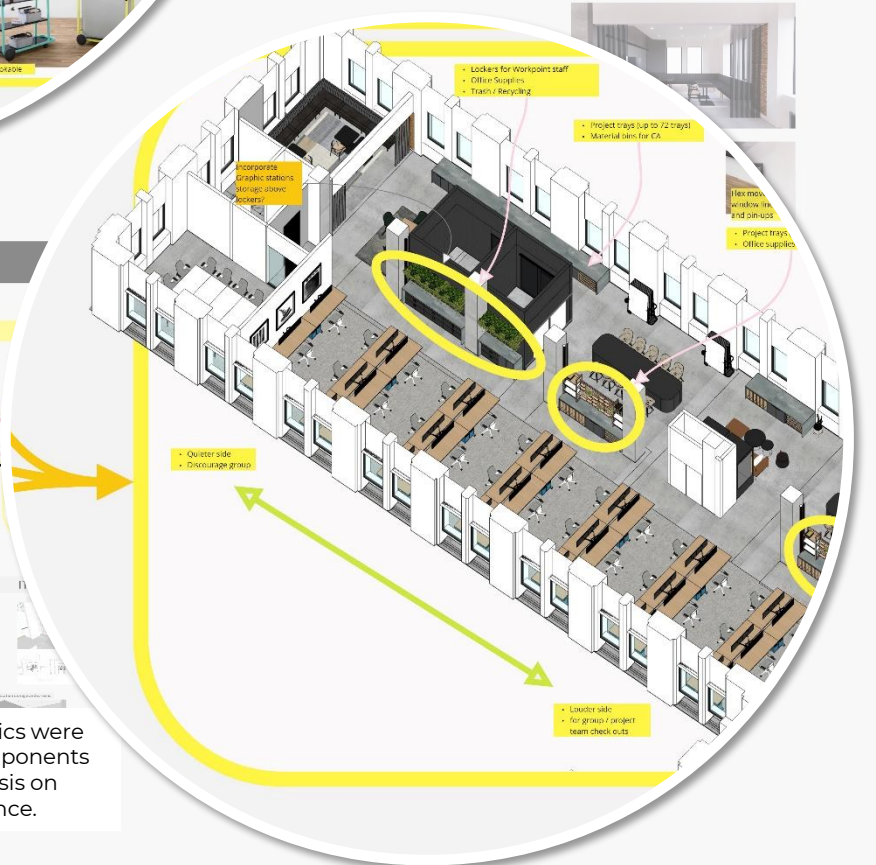
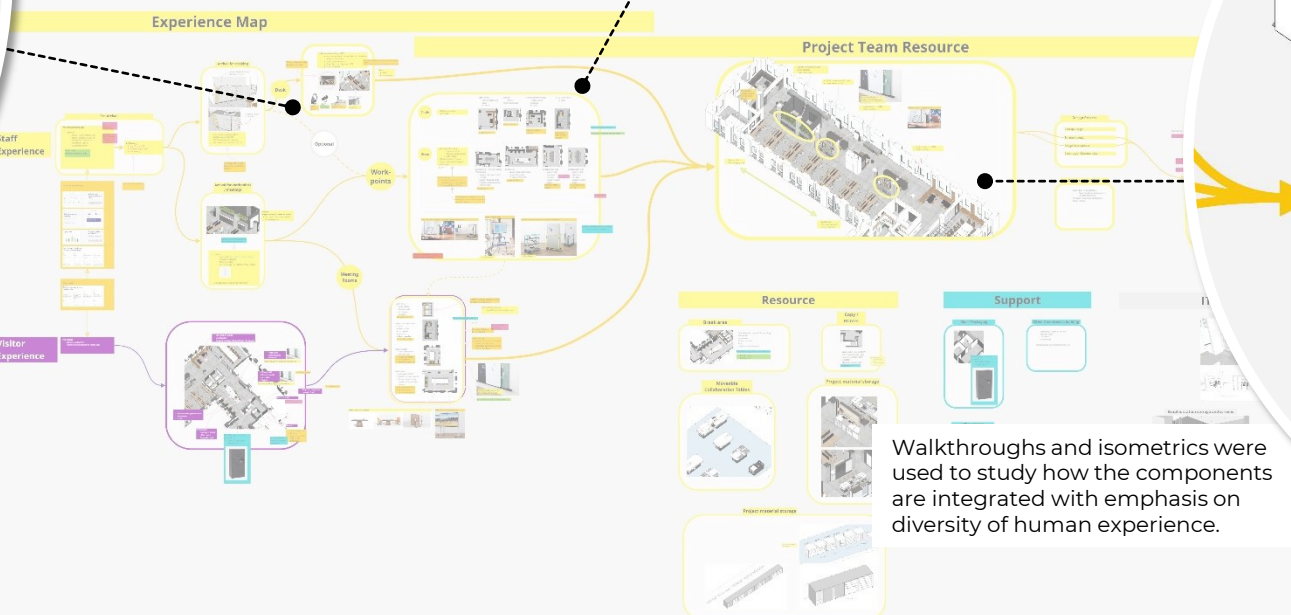
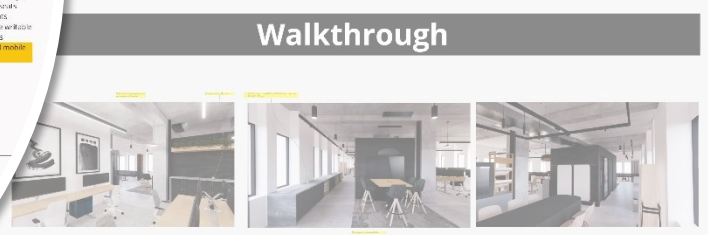
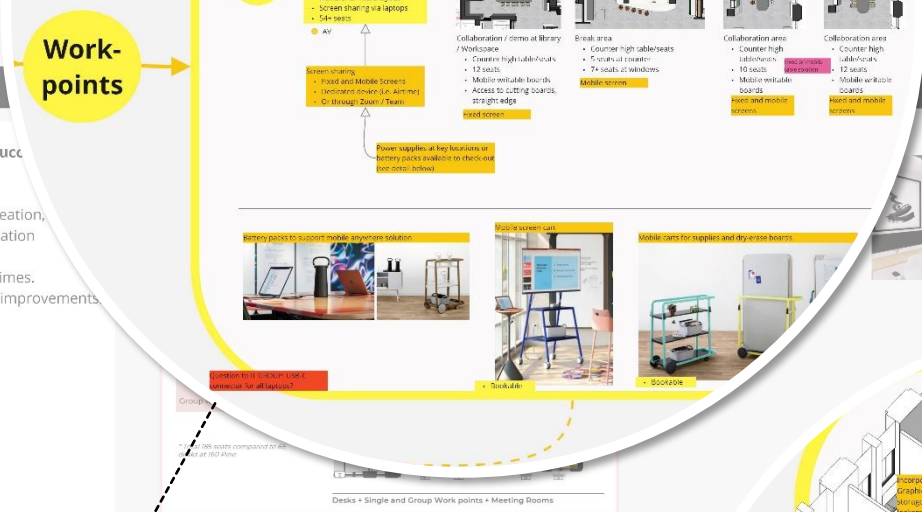
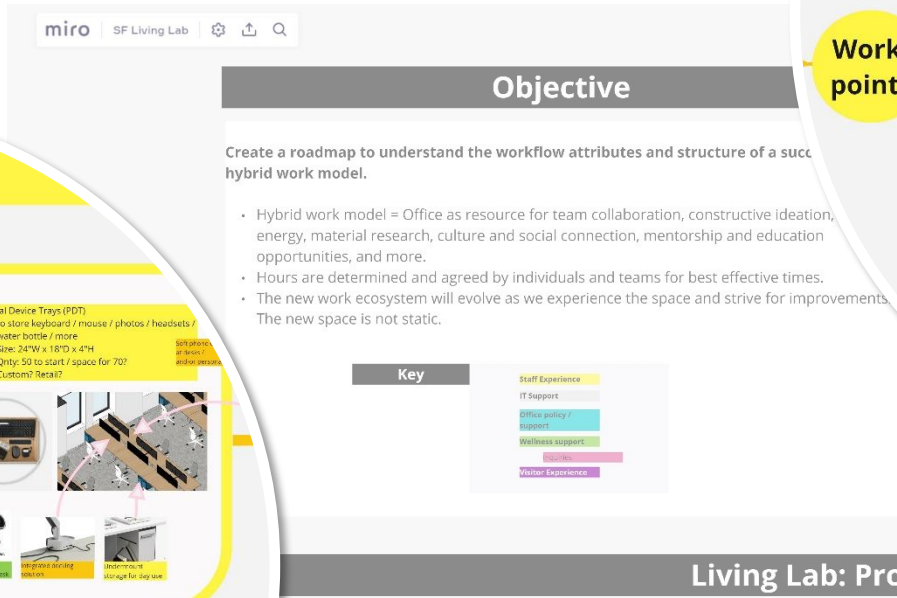
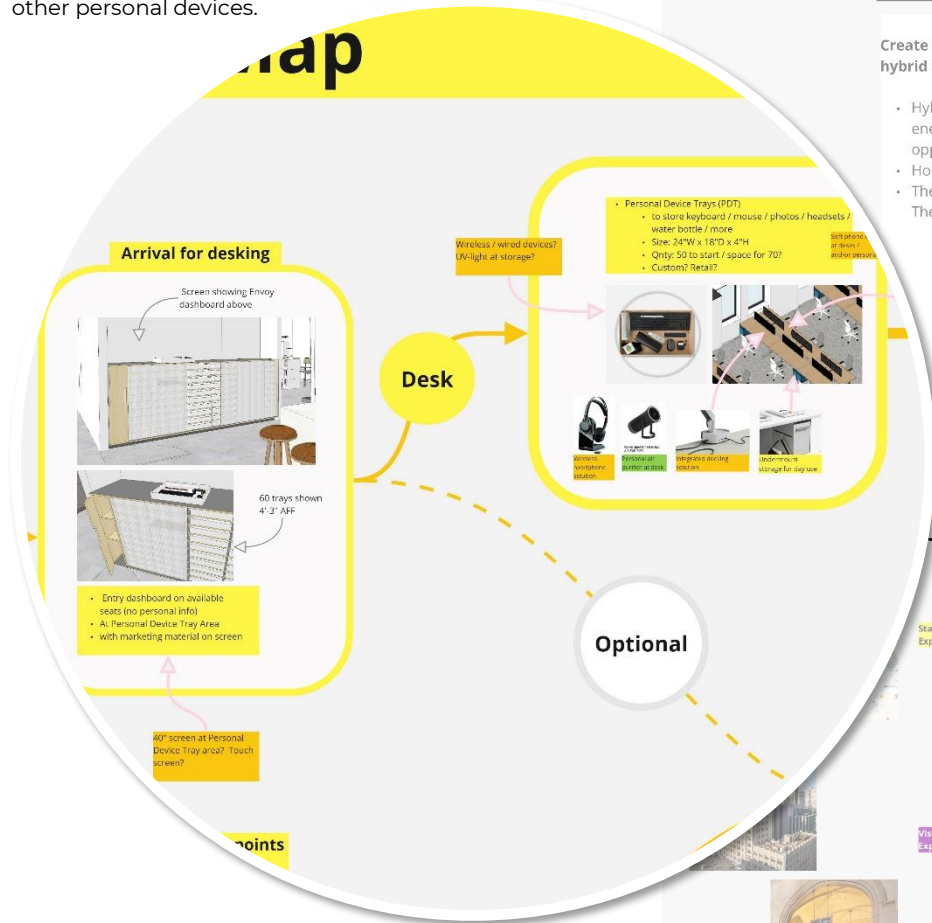
REIMAGINING THE WORK ECOSYSTEM

NEW WORKFLOW AND TOUCHPOINTS

To adapt to the evolving work ecosystem, we developed an experience-driven workflow to program our living lab thoughtfully. This approach allowed us to cater to individual needs and preferences while ensuring that the office remained a hub for collaboration and innovation. Employees had the freedom to choose how they utilized the space to optimize their work-life balance.

Each staff has a resource tray dedicated for basic resources - keyboard, mouse, headphones and other personal devices.

A variety of work-points are designed to offer different ways people may find comfort, from individuals seeking a focused touchdown nook to areas for groups with mobile resources for collaboration.



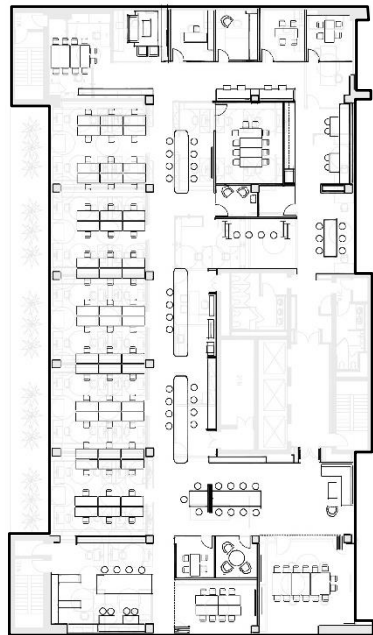
LESS IS MORE

3x CAPACITY WITH 1/3 LESS AREA

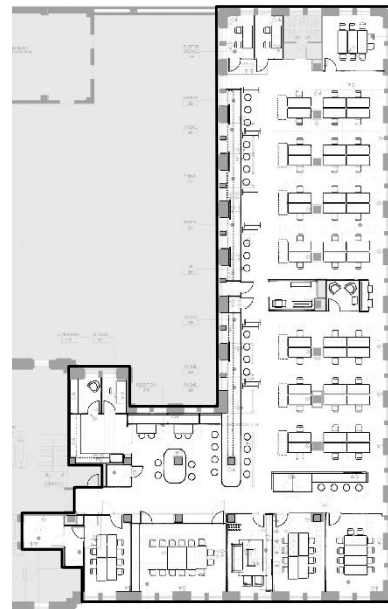
Despite having a larger capacity, we designed the office with a third less area, strategically focusing on spaces that encouraged teamwork and open communication. We provided options for both open and private meeting areas, accommodating diverse working styles and preferences. Our intention was to create an environment that facilitated social interactions, strengthening not only professional relationships but also personal connections among our staff.

Embracing the concept of a 'living lab,' we encouraged creativity and experimentation within the office space. Our staff was empowered to give feedback, rearrange elements, and test new ideas, fostering a dynamic and ever-evolving atmosphere. This approach allowed us to nurture a culture of innovation and adaptability.

Test fit examples using pre-pandemic metrics.



Test Fit 1 at previous office



Test Fit 2 at new building

Increased Choices for Desks + Single and Group Work-points + Meeting Rooms

42

Desks

24+

Single work-points

54+

Group work-points

** Total 185 seats compared to 65 desks at prior office*



IMPROVING TOGETHER

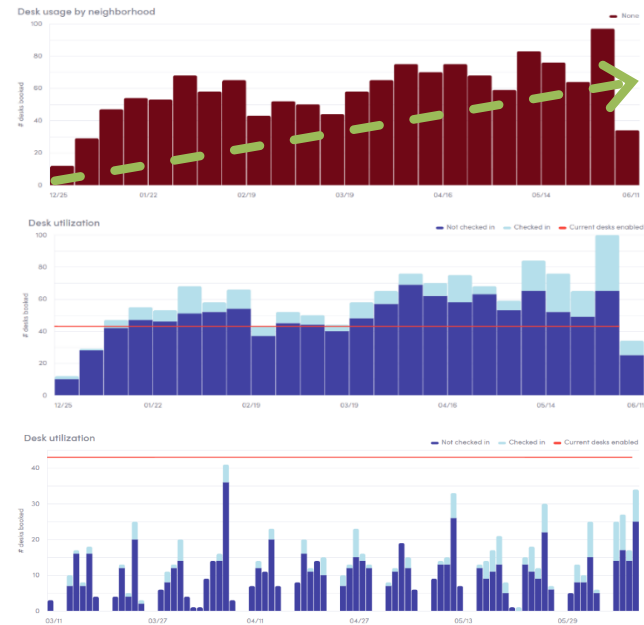
NO SECRET SAUCE

Since moving in, we have engaged in open discussions to gather feedback from our employees. These conversations have been instrumental in understanding what aspects are working well and, more importantly, what needs improvement. We have actively discussed the effectiveness of our hybrid work setup, reaffirming the significance of being present in the workplace. It became evident that the workspace plays a vital role in mentoring and knowledge-sharing among everyone.

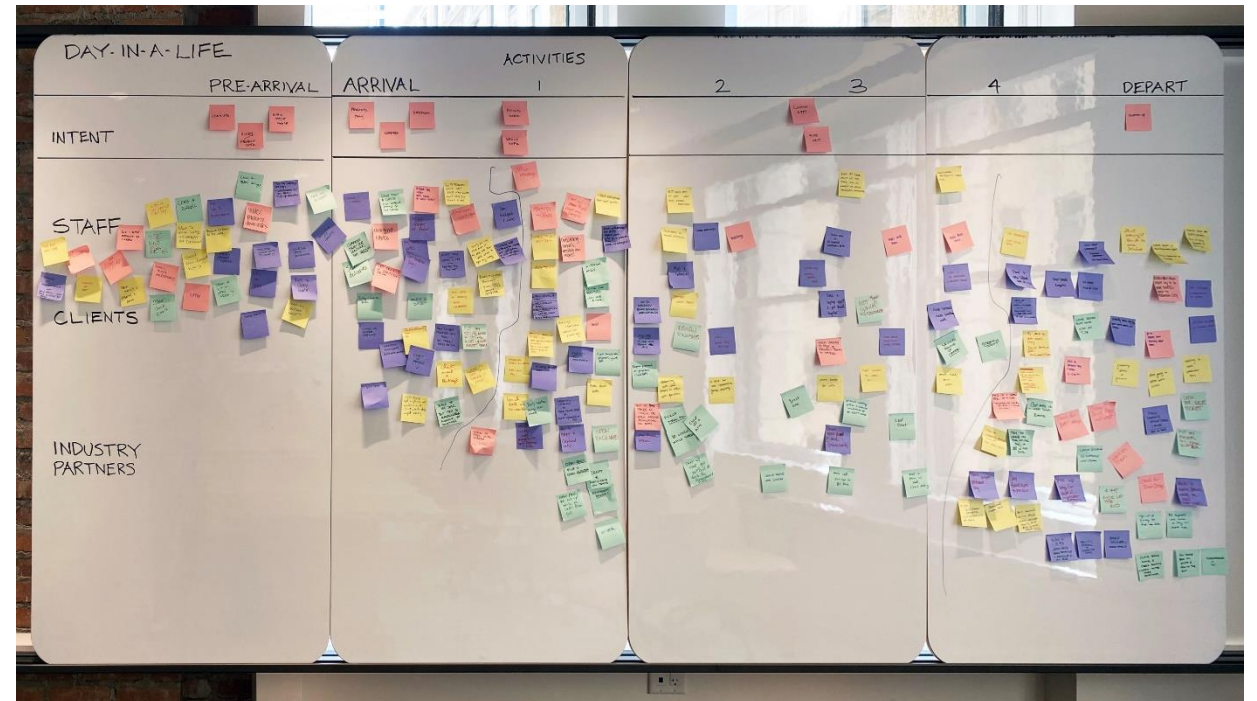
Moving forward, we continue to plan our next steps, driven by the feedback and insights from our team. There is no secret sauce; it is through collaboration, transparency, and a willingness to adapt that we enhance our office space and work ecosystem.



Open staff discussion both validated our original design intent and assumptions, while also revealing valuable lessons, improvement ideas and challenges to tackle.



Desk and space usage data tracked over the first six months, showing steady increase in use and days with higher demand.

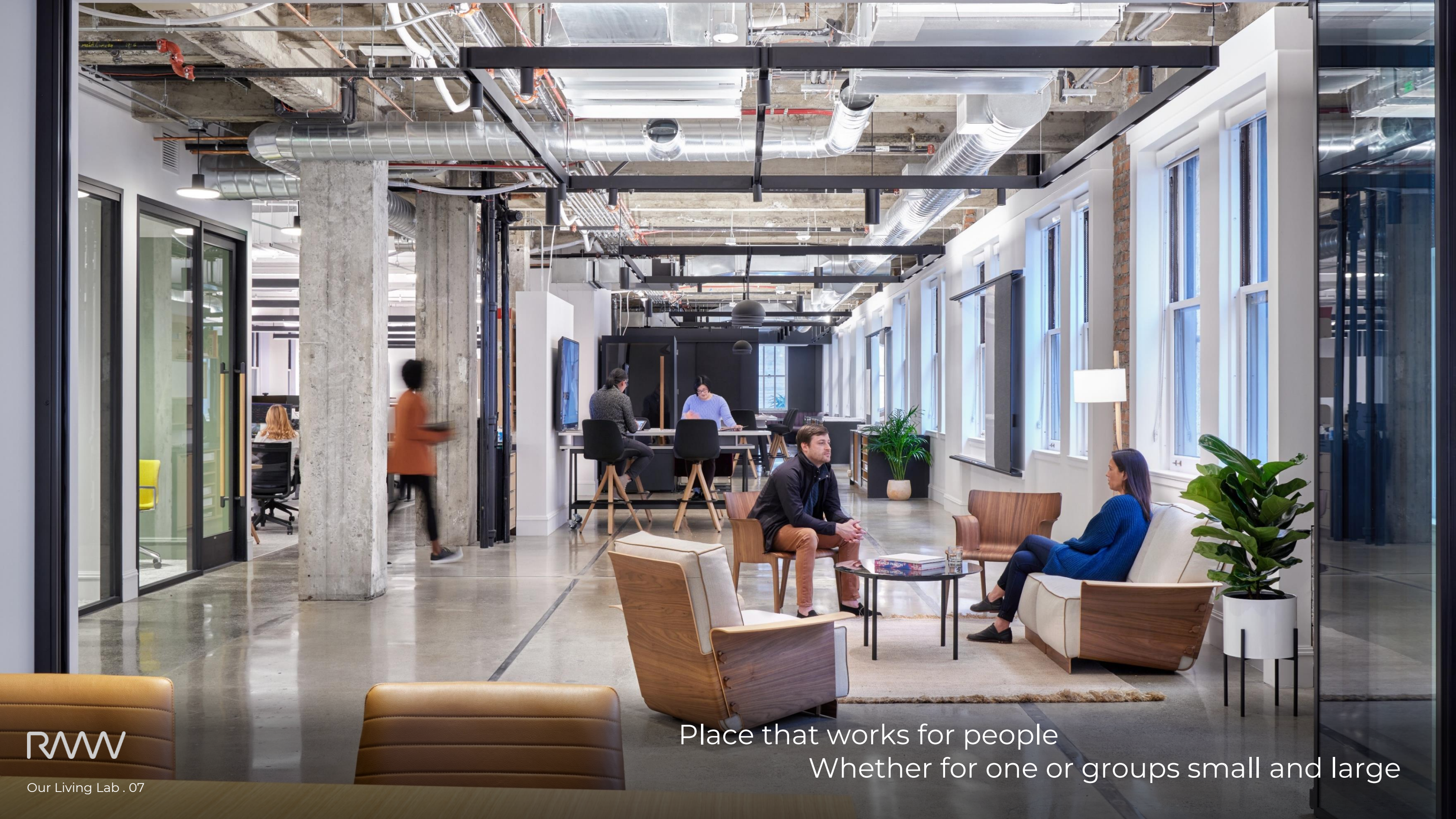




RAW

Our Living Lab . 06

Welcome to our home
A place for our living lab



RAW

Our Living Lab . 07

Place that works for people
Whether for one or groups small and large



RAW

Our Living Lab . 08

Place for Moments,
Inspirations and Discoveries



RAW

Our Living Lab . 09

Place with resources
Tools that adapts to us



RAW

Our Living Lab . 10

Place to nourish our spirit
and flourish our craft