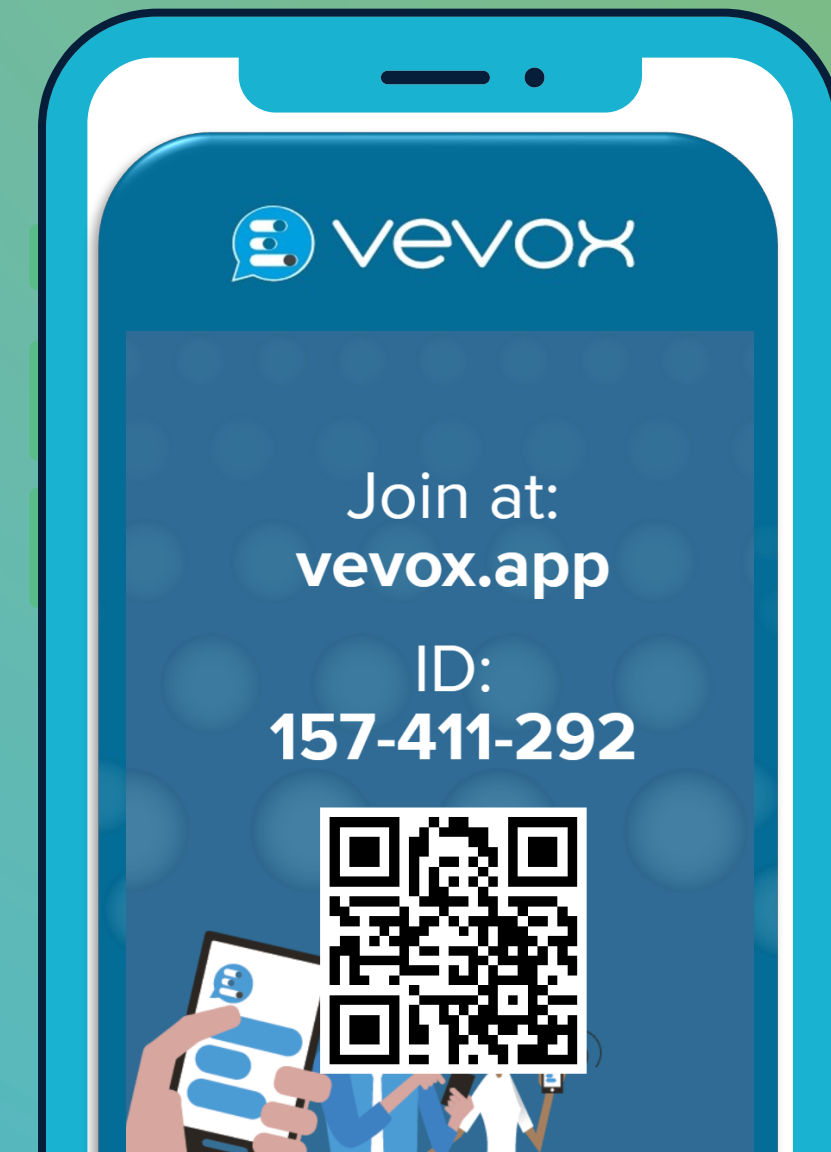


How do you create one of the healthiest workplaces in the world?

GSK – New Global Headquarters



Together with



Ellie Caley

Senior Workplace &
Wellbeing Consultant

Leading the programme management of workplace and wellbeing projects and services at GSK.

- MSc Occupational Psychology
- 3+ years global experience as a Business Psychologist (MABP, MBPsS)



Chris Higgins

Senior Programme Director
Workplace Real Estate and Facilities

Leading the delivery of the new GSK Global HQ, an innovative workplace focused on health and performance.

- EMBA Business Administration and Management
- 17+ years global experience, supporting sites across Asia, Americas and EMEA



“Helping forward-thinking companies to provide a science-backed workplace experience.”

GSK HQ, BRENTFORD



NEW GSK HQ, TOTTENHAM COURT ROAD



INFORMING GLOBAL DESIGN STANDARDS WORKPLACE PERFORMANCE HUB

Testing Space



OBJECTIVES

1. Understand how **workplace design** impacts physical activity and sleep quality
2. Increase **employee performance** and team collaboration
3. Understand how **environmental factors** impact cognitive performance, health, wellbeing and mood
4. **Increase asset utilisation** compared to normal office space usage

Design Proposal



Control Group



Completed Hub



404
sq meter

60
Fitbits issued

6
month
duration

10
wellbeing and
health metrics
monitored

6
monthly surveys
24
weekly surveys

77
LMI score
(23.8-point
increase)

100%
satisfaction with
general décor

79%
Satisfaction with
design and
layout

92%
Satisfaction with
office lighting

56%
Higher satisfaction with
plant settings
vs. baseline

21°
Was the optimal
temperature for
productivity
and wellbeing

87%
satisfaction with
employer brand

84%
satisfaction with
ways of working
& team
performance

10
minutes extra
sleep per night
vs. baseline and control
group

74%
Satisfaction with
environmental
sustainability

40%
Increase in
collaboration
vs. baseline

7%
higher cognitive
performance
vs. control group

700
Additional steps
per day per
person
vs. control group

4
heart beats per
minute less
vs. baseline

11%
greater time
spent in good
posture
vs. control group

17%
increase in
innovation
cycles
vs. baseline

6%
Lower reported
stress
with circadian rhythm
lighting vs. control group

3%
Improvement
in wellbeing
with warm lighting

15
sprints + pilots
Better user
engagement

32%
Better decision
making
with circadian rhythm
lighting vs. control group

15
Simulations

83%
Reported
increased
productivity
in high tables

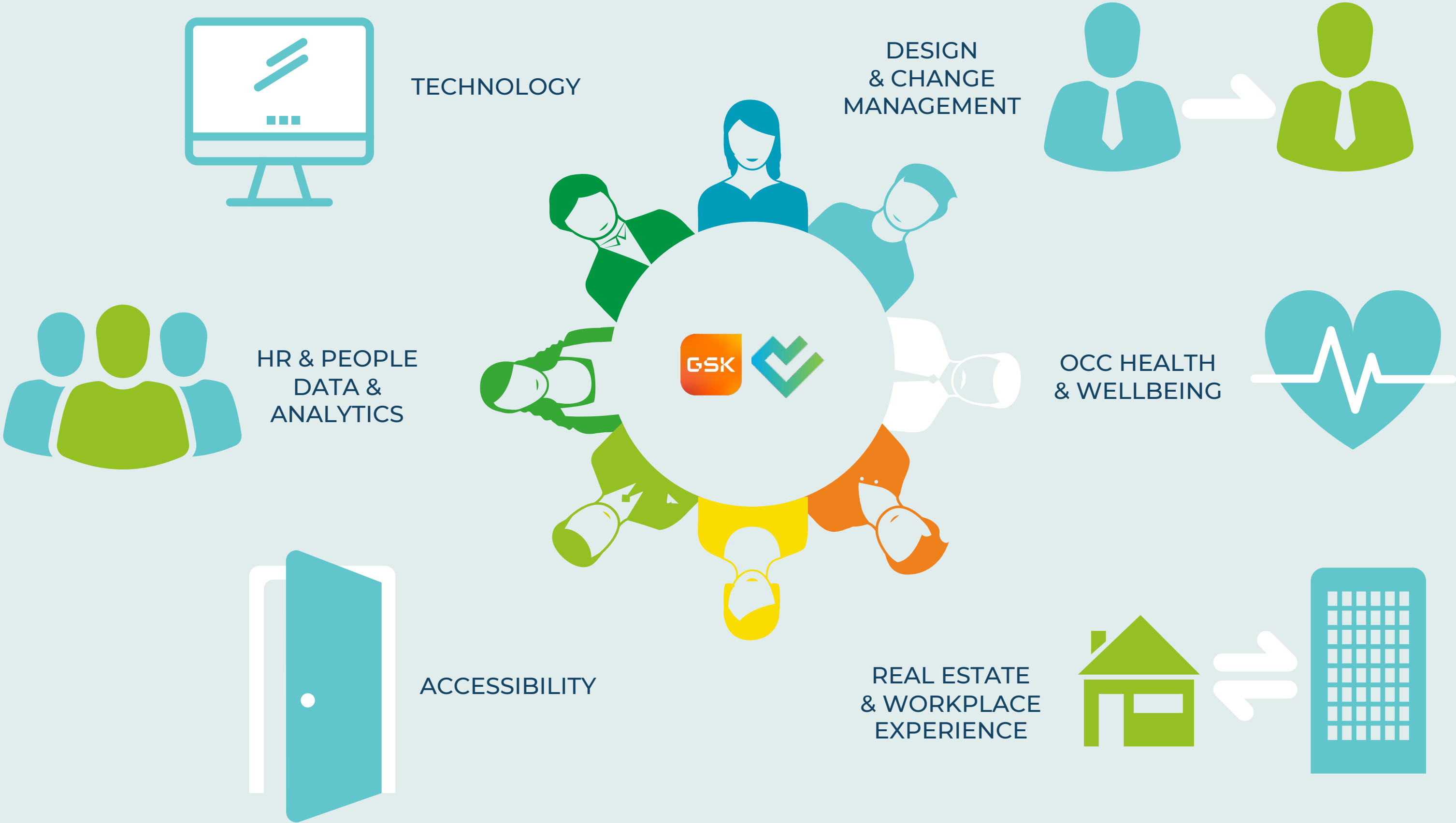
100%
satisfaction
unassigned
lockers

WORKPLACE SCIENCE PORTFOLIO

Global Implementation of Workplace Design Standards



INNOVATION NETWORK



MICRO-BREAKS



5-6% improvement in decision making

Providing space for employees to take micro-breaks can boost wellbeing.

CURVED MONITORS



17% increase in working memory

The latest technology can have a profound positive influence on employee productivity and cognitive performance.

THE COMMUTE




7% enhanced focus and attention

One of the biggest challenges for employees coming into the office is the commute.

Using Workplace Science to create one of the healthiest workplaces in the world



Mission Statement

- 1  Centered around collaboration to energize teams to get ahead together
- 2  Inclusive environments enabling everyone to thrive and be healthy
- 3  Places where teams can have productive, effortless interactions using brilliant tech to connect people from any location
- 4  Efficient and sustainable to help achieve our positive environmental ambition
- 5  To attract people to perform at their best and drive performance for patients and shareholders



Workplace Science

The most extensive analysis of a single office move to date!

Our comprehensive approach goes beyond previous research methods, with people engaging in cognitive tasks, sharing mood and activity insights, providing perspectives on their work environment, and completing five themed surveys. Unlike previous industry studies with smaller groups or limited scopes, our holistic methodology, boasting a substantial participant pool, positions our project as a groundbreaking contribution to workplace strategy, with an emphasis on health, wellbeing and cognitive performance.

As we unveil findings from the initial 12 weeks, we eagerly anticipate the next phase, building on a study at the forefront of understanding how the workplace shapes employee wellbeing, and recognising the value of a people-focused decision-making approach.



GREE

22°C

MEMORY

SLEEP

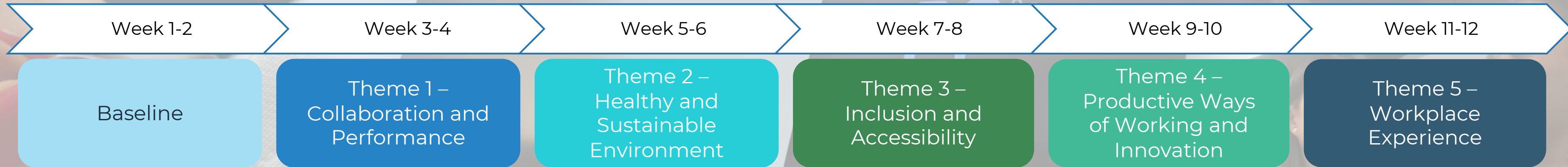
FAN

TIMER


SWING

12-week data collection

40,000+ data points collected



Key metrics collected across 12 weeks



Cognitive performance
6,644 tasks



Physical wellbeing
12,102 nights of sleep
20,637 days of steps



Mental wellbeing & Environment
822 surveys
4,881 days of mental wellbeing and environmental data

DAILY STEPS



9,325

Average no. of steps on office days

26% more steps when working from the office, compared to home

STRESS



6am and 8pm
Peak stress reported

22% more stressed when commuting by car vs active commute

SLEEP QUALITY



40%
achieve sleep benchmark (7h+)

Average sleep in office (6h 41m) vs from home (7h 02m)

COGNITIVE PERFORMANCE



5%
Improvement in Working Memory

Office vs working from home

SMART TECHNOLOGY



49%

strongly agree/agree the booking system helps them to find the right space at the right time

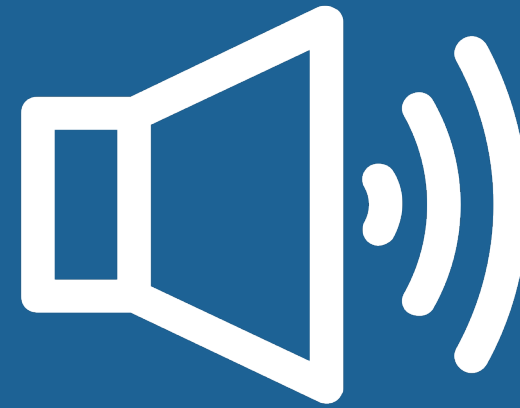
VARIETY OF WORK SETTINGS



66%

of people utilise different areas of the office space during the day

ACOUSTICS



41%

of people report background noise negatively impacts wellbeing

CIRCADIAN LIGHTING



66%

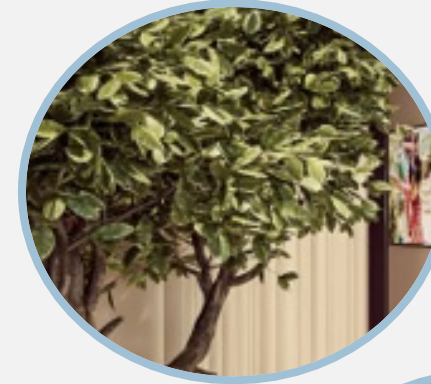
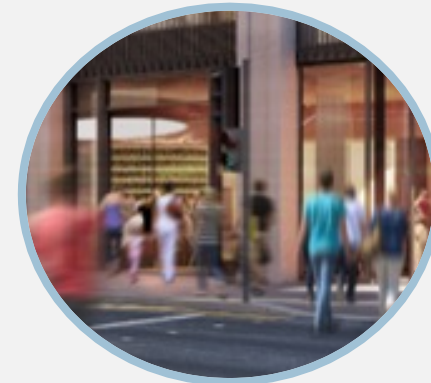
of cognitive tasks were completed in no or low natural light in the office

Central London Location

Boasts a variety of desirable amenities on its doorstep

Terrace Area

GSK people to have access to 3 outdoor terrace areas, promoting physical activity



Biophilia & Nature Soundscaping

Together create an environment for employees to feel closer to nature

Wellness Floor

State-of-the-art facilities for gym, treatment, massage and physiotherapy



World's Healthiest



Work Settings

15 different work settings to accommodate various employee workstyles

Vertical Farm

A unique space raising awareness of GSK's ambitious sustainability goals with focus on nutrition and supporting the local community



Commute

Creation and promotion of Active Commute Network to support routes to new HQ and provision of active commute facilities

Air Quality Monitoring

The air quality will be monitored with IoT sensors. Facilities management will address issues immediately





It doesn't stop here...

Thank you

Ellie Caley
Senior Workplace &
Wellbeing Consultant



Chris Higgins
Senior Programme Director



Any Questions?

Speak to ART Health Solutions at **stand no. A132**