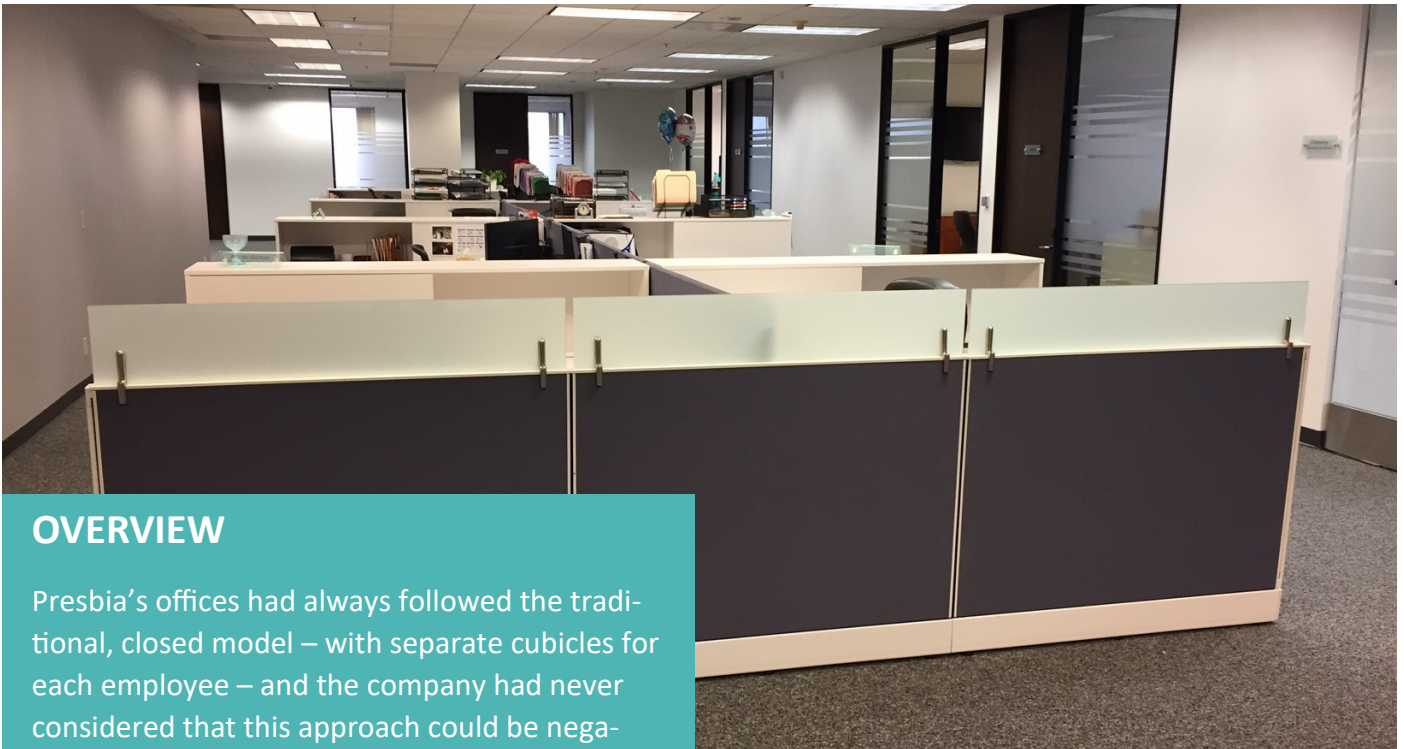


## Presbia

### Breaking down the barriers to employee collaboration



#### OVERVIEW

Presbia's offices had always followed the traditional, closed model – with separate cubicles for each employee – and the company had never considered that this approach could be negatively impacting its work environment.

ASI showed Presbia that switching to a more communal, open office layout would significantly enhance collaboration and improve working conditions. With ASI's help, Presbia said goodbye to cubicles and unlocked unprecedented productivity gains.

#### Benefits

- **Boosts** employee productivity and collaboration
- **Enhances** work environment, improving employee satisfaction
- **Cuts** rent and energy costs through more efficient use of space

A world leader in near vision correction technology, Presbia focuses on combating presbyopia – the common age related dysfunction that results in the gradual loss of near vision, affecting an estimated 1.8 billion people worldwide – through the development of its innovative lens solution.

#### Isolating the problem

Cubicles have been an office staple since their inception more than 50 years ago, and although it is becoming increasingly clear that this isolating approach to workspace design is far from optimal, it is still followed by countless businesses the world over. Presbia was one such company: it had always arranged its employees in separate cubicles, and when the time came to relocate its offices, it saw no reason to change.

Presbia set about looking for an office furniture provider to help it outfit its new offices, and quickly found a company that specialized in cubicles. It was at this point that the moving company Presbia was working with suggested they contact ASI – whereas the first provider only offered cubicles, ASI offered insight.

Vipul Shah, Vice President of Manufacturing & Operations at Presbia, explains: “The removals company spoke very highly of ASI, so we invited them to submit a proposal for furnishing the new site. Rather than simply finding out about the physical requirements of the new office, ASI surprised us by asking about our expectations and goals for the next five years, and they visited our existing office to analyze the way our employees were working.”

ASI consultants shadowed Presbia’s staff to determine whether there was any way to improve the office design to increase employee satisfaction and productivity – and they quickly concluded that the cubicle-based layout was holding the business back.

## Embracing an open future

“ASI suggested that we transition to a more communal office environment, with open benches,” continues Vipul Shah. “They really dug deep into our operations and saw the need for our employees to be able to collaborate more easily, and the research they showed

***“We’ve found that employee productivity has risen dramatically. It’s never been easier for us to communicate, collaborate and innovate .”***

—Vipul Shah, Vice President of Manufacturing & Operations, Presbia

us to support their proposal was extremely compelling. It was clear that ASI wasn’t just selling office furniture, they were offering expertise to help us enhance our business.”

Employee collaboration is one of the most important factors contributing to business success. According to Gensler’s 2013 U.S. Workplace Survey – part of an ongoing ten-year research effort based on more than 4,000 U.S. office workers – the most successful companies are those that facilitate collaboration without compromising focused work. Companies that achieved this balance were found to be 32% more innovative than those that did not, and their employees reported 35% higher job satisfaction scores.<sup>1</sup>



This trend is only growing: Gensler’s 2016 survey found that the most innovative employees are five times more likely to have workplaces that prioritize collaboration alongside individual work.<sup>2</sup>

Similarly, in a study by MIT, researchers were able to predict 35% of a team’s performance just by evaluating the frequency and quality of their face-to-face interactions.<sup>3</sup>

“The evidence ASI showed us was overwhelming,” recalls Vipul Shah. “It really opened our eyes to the importance of collaboration, and we saw that isolating our staff in cubicles was doing more harm than good.”

Employees working in open offices have been proven to be more productive: in a collaboration between Harvard Business School and Cornerstone OnDemand, it was found that seating the right kind of employees close to one another – with low or no partitions – could substantially enhance productivity, increasing company performance by as much as 15%.<sup>4</sup>

Traditional cubicle-based offices also actively limit the flow of information. According to the Harvard Business Review, it takes employees in cubicles an average of 4.7 hours to receive a response from colleagues;<sup>5</sup> in contrast, with an open office, information can be shared directly and instantaneously thanks to the ease of face-to-face communication.

“ASI’s expertise and ideas really impressed us,” says Vipul Shah. “So we brought them on board to design and outfit our new office space with an open floor plan.

**DETAILS**

- Build-in privacy with fabric, glass or markerboard screens.
- Modular desk accessories, track-mounted or surface-mounted.
- Power/Data distribution trough organize wires away from view.
- Storage elements divide space and provide additional privacy.

**MATERIALS**

- LAMINATE
- FABRIC (View the Friant Fabrics Card for available fabrics)
- WHITEBOARD
- GLASS

**PAINT**

- Cloud White
- Silver
- Black Umber

**WORKSURFACES**

- M1-M20 color swatches
- GLASS: FROSTED, CLEAR

**TYPICALS**

- 4 PACK BENCHING**
  - Clear glass screens
  - Metal shelf
  - Box/File mobile pedestals
  - Power/data distribution trough
- 8 PACK BENCHING**
  - Clear glass screens
  - Storage credenzas
  - Power/data distribution trough

**FEATURES & BENEFITS**

- Order pre-configured Stand Alone units or build your own Elements
- Build single-sided or double-sided benching units
- Powered/non-powered benching
- Add on privacy elements as needed with fabric tackboards, glass screens, markerboard and modesty panels
- Select worksurface support options including legs, pedestals, cabinets, or credenzas
- New laminate finish, Light Walnut
- Limited Lifetime Warranty to the original owner

**GENERAL DIMENSIONS**

- Single-Sided Units
  - D: 25.5", 31.5"
  - W: 48", 54", 60", 66", 72", 78", 84", 96"
- Double-Sided Units
  - D: 49.5", 61.5"
  - W: 48", 54", 60", 66", 72", 78", 84", 96"

**ELECTRICAL/TECHNICAL**

- Powered units include 8-wire, 4 20-amp circuits
- Easy access to power/data through the access grommet
- High cable lay-in capability allowing cables to run under the surface and through center support legs

**ENVIRONMENT**

- Up to 45% recycled content (30% pre-consumer plus 15% post-consumer) in a typical configuration
- Up to 75% recyclable at the end of its useful life
- May contribute to LEED points

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The Verity benching system from Friant, implemented by ASI at Presbia’s new office.

We also took advantage of ASI’s move management services. ASI’s consultants directly oversaw the relocation to the new office and ensured everything went smoothly – working with them was a real pleasure.”

## Productivity, collaboration, innovation

“Now that Presbia has transitioned to an open office, its employees are happier and more productive than ever – and the business is thriving in its new space.

“The atmosphere in the office is completely different to what we were used to,” comments Vipul Shah. “I feel like the openness of the benching system has made it an even friendlier environment. At first we were a little



concerned that getting rid of the high cubicle partitions would lead to distractions and prevent our staff from focusing, but that hasn't been the case at all. We've found that employee productivity has risen dramatically. It's never been easier for us to communicate, collaborate and innovate."

Low dividing screens and storage elements separate work spaces, providing employees with privacy while still enabling them to easily discuss and share ideas with colleagues.

Abandoning cubicles is also helping Presbia achieve considerable savings, since the company now requires a smaller footprint – reducing rent and energy costs.

"What's more, bringing down the cubicle walls means we're getting more natural light in the office," adds Vipul Shah. "Not only does this help us save on electricity, it also contributes to improved mental wellbeing and alertness."

Additionally, ASI outfitted Presbia's new office with LED lights – a more energy efficient and ecologically friendly alternative to traditional fluorescent bulbs. Similarly, the new desks are made in large part from recycled material, and will be up to 75% recyclable at the end of their useful life.

The office move was so successful that Presbia has engaged ASI to work on another project: introducing new, ergonomic furniture that will enhance employee satisfaction and productivity even further.

Vipul Shah concludes: "Working with ASI has been an enlightening experience. We started out looking for a furniture provider, and what we've found is a partner that is helping us add real value to our business."



#### About ASI

A project management full-service provider within the real estate and facilities management field, ASI has been developing its processes for 15 years, and it is constantly evolving to meet the needs of new and existing customers. With a global reach and a hands-on approach, no project is too big or too small. To learn more about how ASI can help you, please visit <http://www.asicoinc.com/> or contact [info@asicoinc.com](mailto:info@asicoinc.com).



#### Endnotes

<sup>1</sup> "2013 U.S. Workplace Survey", Gensler, 2013.

<sup>2</sup> "2016 U.S. Workplace Survey", Gensler, 2016.

<sup>3</sup> Pentland, A., "The New Science of Building Great Teams", Harvard Business Review, 2012.

<sup>4</sup> Minor, D., Housman, M., Greenbaum, Y., "Planning Strategic Seating to Maximize Employee Performance".

<sup>5</sup> Laing, A., Craig, D., and White, A., "Vision Statement: High-Performance Office Space", Harvard Business Review, 2011.