OFFICE REPUBLIC

grado·

PASSION DRIVES SUCCESS.

"Passion drives success". As work takes up an integral part of a day, office space today is more of a living organism in which we work, collaborate, debate, commute or even reside. grado, therefore, is born to empower workers through space. grado is convinced that, through creating a space via the composition and integration of various space modules with grado products following the exploration of the relationship among behavior, space and product, enterprises will not only satisfy the needs of function and vision, but also continuously affect employees' behavior. When humanistic care from the enterprise is perceived, workers will in turn improve their performance and engagement, thus creating larger commercial values and fueling the success of the enterprise.

CONTENT

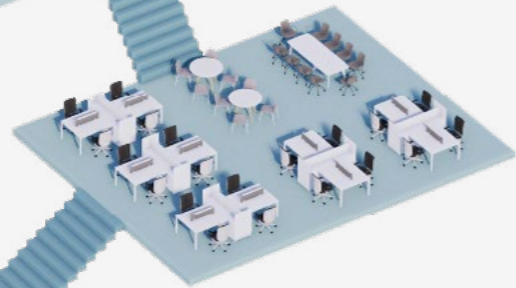# NEW-GENERATION OFFICE REQUIRES NEW-FORM OFFICE ORGANIZATION

4.0
Workstation
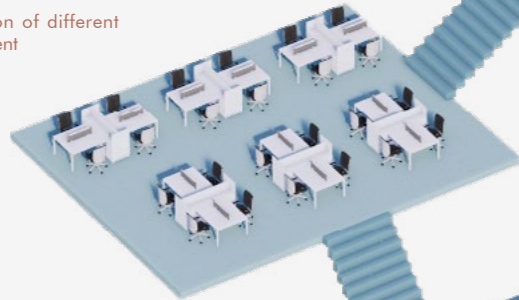+ informal meeting area
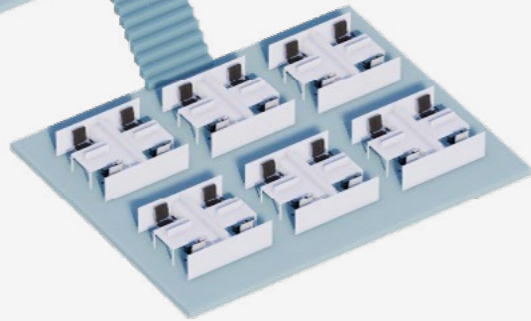+ communication area

3.0
Workstation + conference area

2.0
Workstation of different arrangement

1.0
The single layout of workstation

Office Environment as the Key

A positive office culture ranks the second among all the factors in choosing a company with 52% of the Millennials taking office environment into consideration when selecting a company to work for.
---Deloitte Millennium Survey
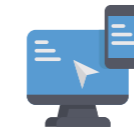
More Choices More Possibilities

When there are more choices in workplace and time, 61% of employees are expected to stay on for more than 5 years, yet the number will decline to only 20% when the choices are reduced.

---Deloitte Millennium Survey

WHEN MILLENNIALS AS THE MAINSTREAM

1982 -2000

Time of Birth

the Era of the Internet
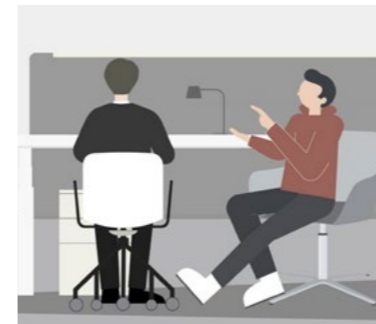
Global Vision

Good Education

Why are they called "Millennials"?

"Millennials" is a specialized international intergenerational term that is synonymous with generation Y. This generation grow up in the period when the Internet and Computer science was in formation and went through high- speed development. Millennials is also called the generation in changes.

More choices more possibilities

Gallup Millennials Full Report, compared the Millennials with other generations and find out the following six functional changes in Millennials:

1. Pursuing the goal and significance of work
2. Caring about career development and future planning
3. Hoping the leader to be a coach
4. Maintaining communication with colleagues and the company
5. Strengthening the advantages in work
6. Integrating work and life

Employees of the new generation look forward to trying more new things. They have a leaping thinking mode and pursue a free working mode. The rise of the Internet also indicates that new employees prefer social interactions in a community form, welcome feedback and guidance and highly regard communication.

42%
The Labor Force

Millennials have become the core of the workplace and are expected to constitute 42% of the workplace by 2020.

60%
Dismiss Rate

Millennials change jobs more often than any older generation with 60% still looking for new jobs.

31%
Over Five Years' Remaining in Position

31% of the Millennials will remain in the company for more than five years, while only 9% of the Z Generation stay.
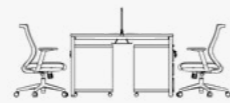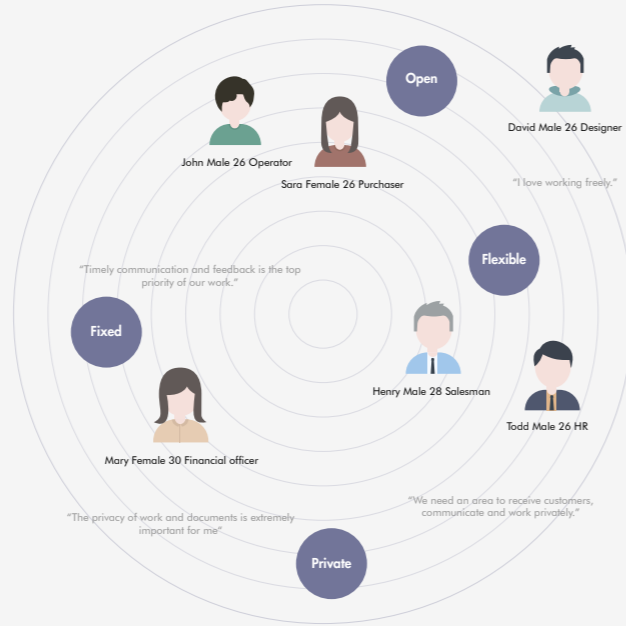
29%
Most Concerned Factors

Environment is the most concerned factor of the two generations, and the fairness of income ranks the second.

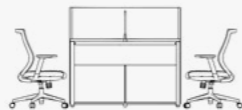# DIFFERENT POSITIONS HAVE DIFFERENT OFFICE NEEDS

Position Analysis

We investigated and analyzed the space requirements of different positions and got solutions to reasonably arrange work stations.

For employees in planning, marketing and other departments, open work stations are the first choice. Set up a leisure area and a brainstorming area nearby to help them work efficiently and freely. The salesmen need a relatively private area to communicate with customers easily. Enclosed work stations are financial staff's best choices. Designers prefer a collaboration space or a focus space to think independently.
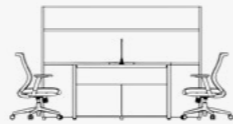

Open

David Male 26 Designer

"I love working freely."

John Male 26 Operator

Sara Female 26 Purchaser

Flexible

"Timely communication and feedback is the top priority of our work."

Fixed

Henry Male 28 Salesman

Todd Male 26 HR

Mary Female 30 Financial officer

"The privacy of work and documents is extremely important for me".

"We need an area to receive customers, communicate and work privately."

Private

75cm Partition
Easy to make eye contact. Suitable for workers who need to communicate. Storage area with movable cabinets. Suitable for teamwork.

148cm Partition
Ensure basic privacy while sitting. Larger storage space. Suitable for working independently and intently. Suitable for workers with large amount of data processing.
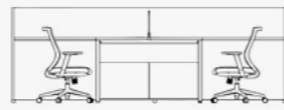
122cm Partition
Relative privacy of sound and vision. Storage area with fixed cabinets, and the side cabinet can be used as an additional workbench.

122cm Enclosed Partition
Good privacy of sound and vision. Very large storage space. Suitable for independent workers with large amount of data processing.
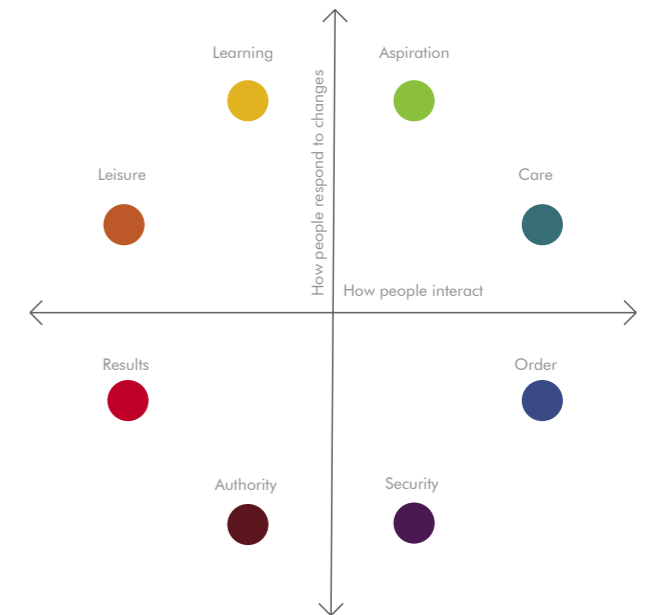
ACHIEVE THE CORPORATE CULTURE

Established and cultivated over time, corporate culture represents the common cognition of the enterprise members and the identity of the organization members, which will guide and shape the attitude and behavior of employees as an ideology and control mechanism.

When employees share the same mission and sense of value with the enterprise and highly conform to its positions, a strong corporate culture featuring cohension, loyalty and commitment will come into being, in which employees pursue and commit themselves to higher goals that are nobler than their personal interests with lower turnover and strong external brand power.

The workplace, as a carrier of corporate culture, plays an important role in its cultivation as employees' behavior mode under the guidance of the corporate culture will eventually evolve into their actural needs for physical space, including the sense of community offered by the workplace, the sense of belonging to the organization and the core values of the enterprise.

For example, enterprises can set negotiation area in the transition space to show its encouragement for active communication among employees, build reading room and gymnasium to signify its concern for the personal development and physical and mental wellbeing of employees, design nursing room to convey its care for employees' daily life and workspace with flexible settings to reveal its stress on innovation and collaboration.

An office based on corporate culture will surely discern the inspiration of it on employee behavior mode and office experience, and yield happy returns in customer satisfaction and performance brought by the strong driving force of employee commitment.


Learning

Aspiration

Leisure

Care

How people respond to changes

How people interact

Results

Order

Authority

Security

A Research of Harvard Business Review

When employees are highly engaged

Dr. George Gallup, a famous social scientist in the United States, once put forward that employee engagement is the advantages and energy that an employee performs when he fosters a sense of belonging to the company as a result of the improvement of the working environment. Beisen's Report on China Enterprises' Employee Engagement 2018- 2019 reveals that 67.69% of employees agree that working environment makes the core driver of employee engagement. In the 17 world's most important economies, more than one third of employees show low engagement. There are also researches suggesting that employees with the lowest engagement were those who are the most dissatisfied with the working environment as they were unable to choose the workplace and the way of working.

Among employees of the millennial generation, only 29% are dedicated to their work, 55% are not, in addition to the rest 16% who are slack or even damage the interests of the company, according to the survey by Gallup.
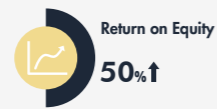
Return on Equity
50%↑

Return on Equity of companies with leading employee engagement scores are 50% higher than that of general companies.

Error Rate
1000%

In the Fortune 100 companies, highly engaged employees are 1000% less likely to make mistakes.

Engagement 18%↑
Production Quality 60%↑
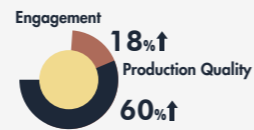
Highly engaged employees are 18% more productive than unengaged employees, and the production quality of the former is 60% higher as well.

Dismiss Rate
87%↓
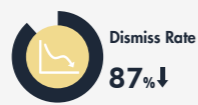
Highly engaged employees are 87% less likely to dismiss than those with low engagement.

12%
34%
Customer Satisfaction
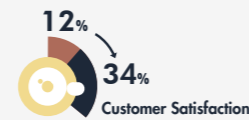
Customer satisfaction scores of companies with high employee engagement are generally 12% - 34% or higher than those of other companies.

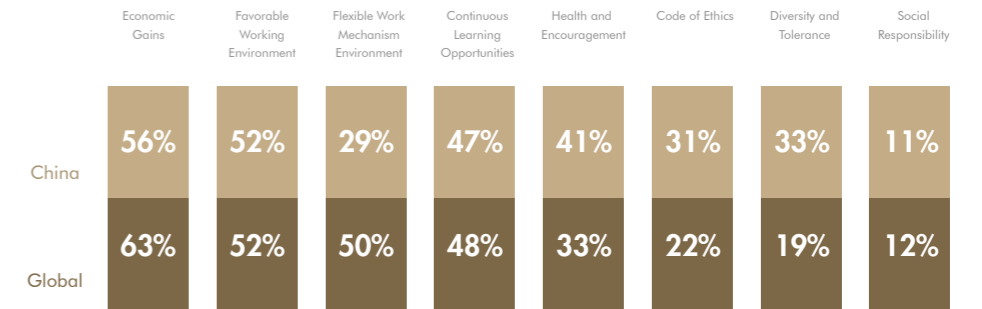**Sales Growth**
+0.6%

Every dedicated employee may bring 0.6% sales growth to the company.

52%
Office environment in company selection

A positive corporate culture ranks the second among all the factors in the selection of a company with 52% of the Millennials employees taking office environment into consideration when selecting a company to work for.

	Economic Gains	Favorable Working Environment	Flexible Work Mechanism Environment	Continuous Learning Opportunities	Health and Encouragement	Code of Ethics	Diversity and Tolerance	Social Responsibility
China	56%	52%	29%	47%	41%	31%	33%	11%
Global	63%	52%	50%	48%	33%	22%	19%	12%

20%
Consecutive service for over 5 years

When there are more choices in workplace and time, 61% of employees are expected to stay on the job for more than 5 years, yet the number will decline to only 20% when the choices are reduced.

● Overall turnover in the past 3 years
● Resignation within 2 years
● Consecutive service for more than 5 years

	Flexible working hours Diverse workplaces	Moderate working hours Moderate workplaces	Fixed working hours Few workplaces
Overall turnover in the past 3 years	61%	20%	30%
Resignation within 2 years	34%	26%	40%
Consecutive service for more than 5 years	61%	19%	20%
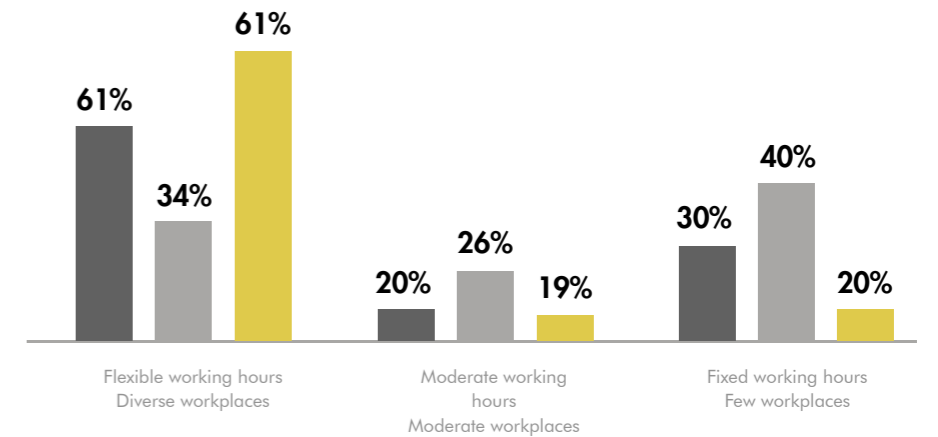
SIX MODULES

The inflow of the millennials as the fresh blood into today's office brings about changes to the form of productivity, driving enterprises to transform from manufacturing-oriented to intelligence-oriented with creativity and design at the core of enterprises' development. While the era promotes employees to create value through wisdom, excellent office space fully maximizes the value of employees.

For this reason, we explored the relationship among behavior, space and product. We start from employees' needs for office behavior, propose corresponding space solutions and further derive corresponding product portfolio from the space. Through the modularized design of multiple spaces and their reorganization and integration, we strive to achieve the best effect in both function and visual experience.

Based on the review and analysis of previous project cases, we have put forward six modules of office space which created many distinctive wonderful chemical reactions when integrated into different corporate cultures.

We are convinced that facilitating the implementation of corporate culture and building a creative, efficient, comfortable and healthy office space will stimulate the infinite potential of employees, strengthen their sense of identity to the job and sense of belonging to the enterprise, thus bringing success to the enterprise.
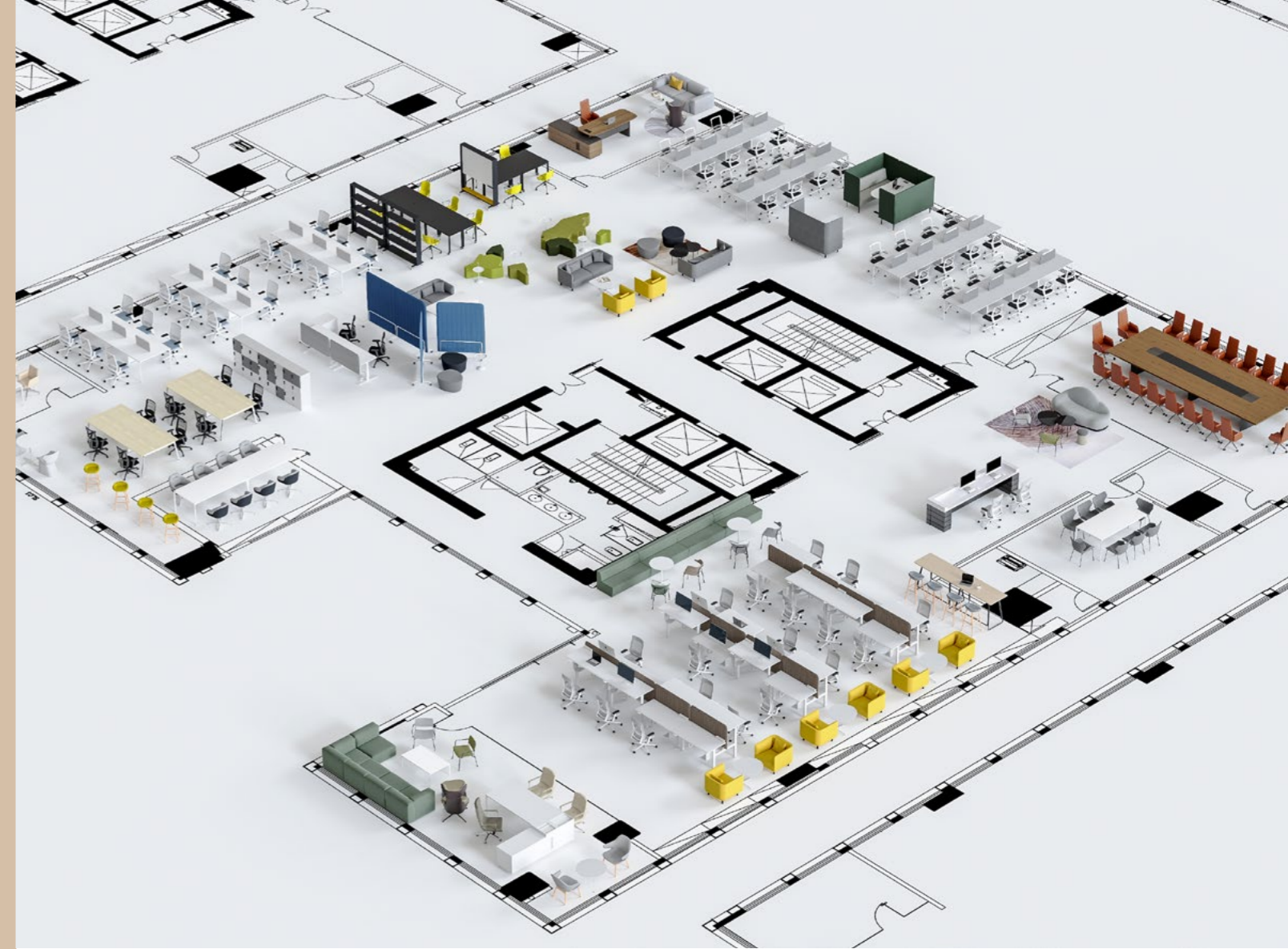
01
Co-work Module

02
Collaboration Module

03
Work Module

04
Administration Module

05
Transition Module

06
Feature Module

01

CO-WORK MODULE

Today, as teamwork assumes an increasingly important role in daily work, cross departmental and functional cooperation has become a critical vehicle for an enterprise to enhance its competitiveness. As the conventional cubicle area divided in terms of department ceases to satisfy the needs of people's flexibility and creativity, more and more enterprises begin to launch Co-work Modules to encourage employees of diverse backgrounds and skills to assemble for multiple cooperation modes, and to cultivate their collective consciousness as well.

CO-WORK MODULE

The Waiting Area usually locates in lobby area, which well reveals the background, mission and sense of value of the enterprise.
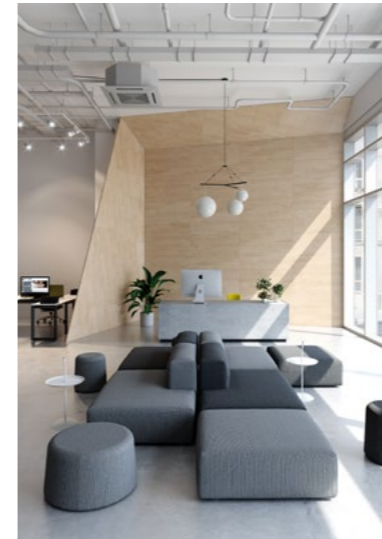
Temporary Waiting Space

People wait here for a short period with low interactivity and certain social distance without embarrassment.

Open Waiting Space

More emphsis is laid on the publicity of the enterprise's sense of value. People's behavior in the space is more diversified.
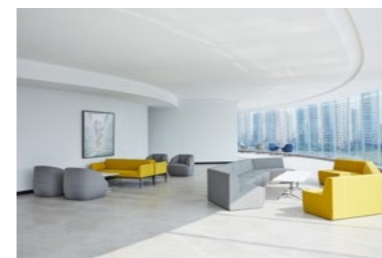
Social Waiting Space

People are encouraged to socialize and carry out informal communication temporarily before leaving.

Reception Waiting Area

As a temporary wiating area designed for specific people, Reception Waiting Area is usually closed and comfortable.

办公区
WORK AREA

研究表明，工作场所的选择自由度与员工敬业度呈正相关，这点对于敬业度高的员工来说表现更为显著。与传统工位不同的是，在这里，人们可以自由选择空间与家具，以匹配自己当下的工作方式与内容。当员工在工作方式上拥有更多的选择，意味着对工作场所满意度的提升，由此带来更高的敬业度和利润产生。

Studies reveal that the freedom to choose workplace positively correlates with employee engagement, which is more evident in the performance of highly engaged employees. Different from traditional workstation, the work area grants people the priviledge to choose the space and furniture that correspond with their work style and tasks. When more choices in the way of work are available, employees are likely to find for themselves the most ideal work space to bring out the best work performance, which essentially means the improved workplace satisfaction and higher engagement of the employees and increased profits for the enterprise as well.
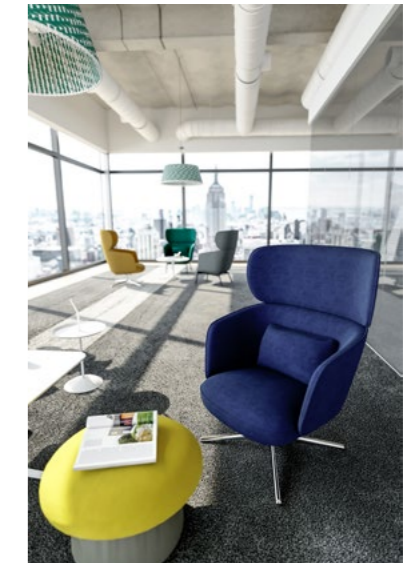
专注 / 隐私空间
Focused/Private Space

开放型办公室有助于激发协作与沟通，但也会导致过于分散员工注意力，人们每天仍需要专注空间来独立思考，处理个人任务和保证隐私。

An open office helps to stimulate collaboration and communication, but also causes distractions to employees. People still need focused space for independent thinking and personal tasks with privacy ensured.

电话亭

适用于多场景的电话亭，打破往日封闭办公空间的局限性，更深层次响应了开放空间机动性的需求，成为员工与办公室产生情感链接的纽带之一，为员工工作行为与身心健康提供舒适性和企业文化上的福祉。

Hi-cube

Phone booth is suitable for multiple scenes, breaks through the limitations of previous closed office space and responds to the mobility needs of today's open space more profoundly. It has become one of the emotional links between employees and the office, which brings about comfort and corporate cultural benefits to employees in terms of behavior and physical and mental health.

休闲型专注空间

休闲椅有助于提供舒适而放松的类居家环境，避免被打扰，鼓励使用者进行更深刻的自发性思考。

Leisure Focused Space

Lounge chairs help create a cozy and relaxing home-like atmosphere and aviod disturbance so that workers can have more profound spontaneous thinking.

墙边 / 窗边专注空间

窗边或墙边空间可以有效减少沟通机会，避免分心。

Focus space against the Wall/Window

Sitting against the wall or window effectively reduces the chance of communication and avoid distraction.

单人空间

封闭单人间，不同家具组合提供变换坐姿的机会。

Single Room

In the single room, users are free to adjust their sitting positions with the diversified furniture combinations.

单人围合空间

在开放办公空间中通过围合式家具营造视觉与声学上相对私密的环境，降低他人干扰，提供安全感，在办公空间中更具灵活度。

Single Pod

Enclosed furniture in the open office space creates a relatively private environment which features a sense of security and low interference from others with flexibility in layout.

声音是关键因素

grado 通过对当下开放办公室展开观察，发现很多人都在并不适合工作模式的空间中苦苦挣扎。当空间随员工需求变得开放，给办公室带来了新的挑战——声音。

通常情况下，办公室合理的背景音量为 40 分贝，但是一项研究通过对不同办公空间音量水平的调查发现，在开放式办公空间，这是一件非常奢侈的事情。

员工需要一个特殊的空间解决声学相关需求，不论是为了专注工作还是保护隐私。相对于在建筑和硬装层面重塑办公格局，如何高效且低成本打造空间以符合员工需求的动态平衡，成为企业所面临的新挑战。

Sound volume is the key.

grado's observation of the current open office reveals that many people are actually struggling in a space that is not suitable for working. When the space is getting more open with the needs of employees, the new challenge of sound arises.

Generally, the reasonable background volume in an office is 40 decibels, but it's now rather luxurious in open office space according to a study on the volume level of different office space.

Either to remain focused on work or to protect privacy, employees are in need of a special room to satisfy related acoustic demands. Rather than reshape the office layout at the level of architecture or hard interior finish, how to create spaces with higher efficiency and lower cost to strike a dynamic balance between employees' needs has been a new challenge to enterprises.

协作空间
Collaboration Space

充满信息交流和思想沟通的协作对于创造杰出想法至关重要，这使得全世界团队都面临着高效和解决复杂问题的双重压力。然而，绝大多数员工反应当今的办公场所并不能为团队协作提供有效支持。如何根据团队多样工作需求提供高绩效工作场所？

The collaboration full of information exchange and communication of ideas is essential to generate outstanding ideas, which puts teams all over the world under the dual pressure of high efficiency and resolution of complex problems. However, most employees suggest that their current workplace fails to offer effective support to teamwork. So how shall we create such an efficient workplace that entails high performance based on the diverse work needs of teams?
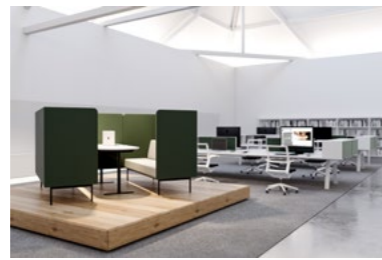
围合型协作空间
为团队提供相对私密环境，让成员在其中畅所欲言，不干扰他人工作。

Enclosed Collaboration Space
An enclosed collaboration space creates a relatively private space where employees are free to exchange their ideas without interfering in the work of others.

创意型协作空间
开放环境中的头脑风暴空间，人们可以随时加入讨论，提出自己的见解，得到创意型产出。

Creative Collaboration Space
An open brainstorming space welcomes workers to join in the discussion at any time to propose their ideas and inspires creative outcome.

高效型协作空间
支持人们变化坐姿，作为团队的快速集散地，方便员工对工作瓶颈展开讨论或是同步项目进度，然后马上回到原本工作状态。

Efficient Collaboration Space
As a rapid distribution center of teams, efficient collaboration space encourages people to change their sitting postures so as to facilitate discussions over work bottlenecks and the synchronization of project peogress before returning to their original work.

迅捷型协作空间
通过充分理解人们在切换个人与团队的工作状态，产品塑造的临时空间能让员工在不同项目中快速聚集，灵活配置协作场景，将工作进度可视化，获得最高效的推进和决策成果。

Dynamic Collaboration Space
Based on the full comprehension of people's working state in the shift between individual and team work, people can create a termporary space with flexible products where workers can assemble rapidly in different projects and build cooperation conditions flexibly, making the work progress more transparent so as to select the most efficient outcomes concerning project progression and decision.

迅捷办公
DYNAMIC OFFICE

迅捷办公，是一个支持人们更灵活工作的办公系统。grado 认为，当充分理解人们在切换个人与团队工作状态时，通过产品塑造临时空间，能让员工产生更强的纽带与创造力，转化为企业产能，达到助力企业成功的目的。

Dynamic office is an office system that supports people to work more flexibly. grado holds that enterprises shall understand that building temporary spaces with products can generate in employees stronger ties with the company and higher creativity when they are switching between individual and team work, which will in turn be transformed into production capacity and further boost the success of the enterprise.

推着走的桌子
带有万向滚轮的条桌，可以让平时位置并不临近的员工快速带上个人生产工具聚集在一起对面或并排而坐。提升沟通效率。而协同工作结束时，又可以轻松分散，回到独立工作状态或是进入新的协作团队。

Pipe Table
Desks with omni-directional wheels enable employees at a distance to sit face to face or side by side with their personal production tools, which will largely improve communication efficiency. When collaboration ends, they can separate and return to independent work or join in a new team.

随意摆放的屏风
人们将一个或是多个带有滚轮的屏风放置在一起，进行方案的演示或是检查项目进度。屏风同时也能为塑造临时空间起作用。加入了显示屏，白板或置物架等配件则让空间功能组合更加多变，人们可以在这里完成多种多样的协同工作，例如项目演示，培训，会议，头脑风暴，甚至是留言。

Walker Series
Employees can put one or more screens with wheels together to demonstrate a scheme or check the progress of a project. While the screen helps build temporary space, parts such as monitor, whiteboard and shelf diversify the space combination of the temporary space where employees can complete a variety of collaborative work including project demonstration, training, meeting, brainstorming or even leaving messages. With mobile furniture and accessories, employees are free to assemble or separate bringing required equipment for collaboration and create their special temporary space where open spaces will be made full use of and capabilities of employees effectively drawn upon. All of these, however, cost much less than building a conventional office space.

Negotiation Space

The various space types and technology devices attract people to communicate, cooperate, make plans and carry out informal meeting.

Leisure Negotiation Space

A cozy leisure negotiation space encourages people to temporarily set aside their high-tech devices and have face-to face and in-depth communication.

Socialized Negotiation Space

Flexible product combinations in the space stimulate relaxing and harmonious negotiation atmoshpere.


Small-scale Negotiation Space

Deigned for small-scale negotiations where the two sides are likely to have eye contact and improve the negotiation effect.

Public Space

Users are able to work in a satisfying working environment that suits their work tasks and is free from disturbance. Multiple sitting postures are accessible so as to stimulate new work routes of workers unders a relaxing and leisure condition.
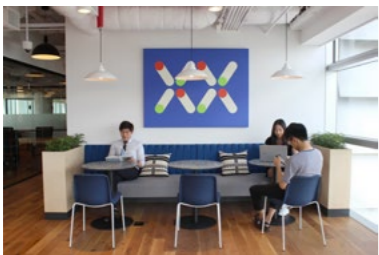
Leisure Public Space

The layout which resembles a third-space creates relatively relaxing working atmoshpere.

Inspiration Public Space

An inspiration public space accomodates workers to take some rest and refresh themselves, which also helps to generate more creative ideas.

Temporary Public Space

People stay here for a short time, focusing on their work without interfering.

BRING HOME TO OFFICE

Bring Home to Office, as a space office concept of Office Republic, boasts the core idea of people-oriented and aims at facilitating the success of an enterprise through empowering the office space.

Based on the core idea of people-oriented, Bring Home to Office helps workers finish their work comfortably, efficiently and smoothly, for which we have included more considerations when thinking about the office environment, furniture collocation and display mode as well as how to empowering workers through empowering workers.
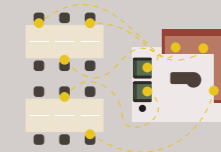
Office/Home

Take a break
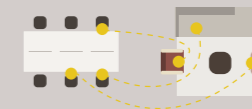
Communicate in everywhere

Diversified needs

With today's job type growing much more diversified than ever before, the traditional three-piece mode of "workstation+ meeting room+ director's office" cannot meet the current needs of business development. Jobs, concerning technology, design, sales, management and other areas, usually have totally different office space needs. Therefore, in the concept of bring home to office, we proposed the new mode of "modular innovation", which means to meet the diversified needs by building a variety of spaces.

LEISURE AREA

Leisure area effectively relieves people's fatigue and tension, and provides a pleasant working atmosphere. Social informal communication drives employees to solve problems at work positively, share ideas freely and develop a sense of belonging to the organization.

Wellbeing Space

Employees need a favorable working environment to cultivate a healthy body and mind which can bring about positive and peaceful emotions to daily work and evolve into highly efficient work performance.

Small Reading Space

Also for leisure and negotiation.

Large Reading Space

More diversified in layout, and people can choose their reading space and manner freely.

Focused Reading Space

With little social interaction, people are more concentrated on individual work or reading in the space.

Dining Area

Employees who spend time thinking or unplugging at work show higher satisfaction at and better performance on work. It's a good way to inspire multi-dimensional ideas through creating a warm dining area where people from different organizational structures are encouraged to exchange ideas.

Work Cafe

Snacks and coffee are available when people are engaged in work discussions.
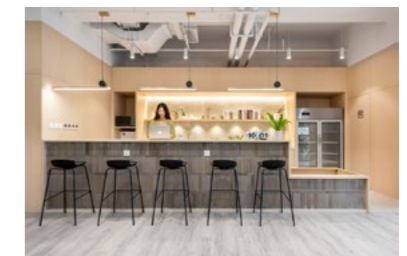

Leisure Space

In addition to the dining, it also meets the needs for comfortability and ergonomics.

Multi-functional Dining Space

The diversified space combinations satisfy a variety of dining and social needs.

Dining

Small talk about work will happen during lunch and dinner.

Water Bar

Drinks are provided here so that workers can take a break and enjoy little chat during heavy workload.

02

COLLABORATION MODULE

Collaboration Module offers closed office space for fromal meetings and training with privacy ensured and face-to-face and in-depth communication experience bettered, which largely facilitates the establishment of mutual trust.

COLLABORATION MODULE

TRAINING AREA

While enterprises often complain that colleges and universities do not train students' necessary job skills, colleges and universities argue that enterprises should shoulder more responsibilities and strengthen specific job training. In fact, good job training not only acclerates the development of employees' competency, but also reduce the cost of mistakes for enterprises.

Stair Training Space

The stairs boasts high flexibility as it not only serves as a transition, but also perfroms the function of large-scale training and small-scale cooperation space.

Interactive Training Space

An enclosed training space encourages active interactions between trainers and trainees.

Seminar Training Space

Highly flexible training tables and chairs encourage different study modes including group communication and discussion, and support students' personalized learning methods. The monitor, whiteboard and panel can visualize the training content and arouse students' attention.

Lecturing Training Space

The traditional one-to-many education model is suitable for efficient training purposes with little social interaction and few communication opportunities.

CONFERENCE AREA

Conference area is designed for more formal reception,communication, negotiation and conference where different teams can gather together to share or discuss projects. The mian activities include creative output, information sharing, project evaluation and decision making.

Small-scale Conference Space


Middle-scale Conference Space

Video Conference Space

When a large number of people attend the conference, desks, chairs and benches can be grouped against the walls to accodomate more people.

Flexible Conference Space

Flexible furniture layout in the flexible conference space generates in users a sense of coziness and freedom, also creates chances for social interaction. People can utilize any resource available in the space to spur exciting creative ideas and exchanges in the process.
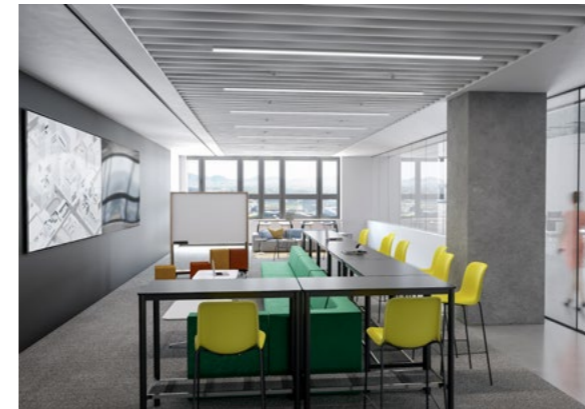
Brainstorming Space

Creativity needs the exchange of ideas, documentation, divergence and rapid prototyping of products. The free communication mode, cooperated by technical equipment, makes the brainstorming space an ideal place for teams to display work and promote the implementation of creativity.

Video Conference Space

The screen devices boost people to improve their communication efficiency with the help of technology, for which efficient collaboration is still obtainable even in distributed office work mode.

Leisure Conference Space

To achieve better performance, people need to stay active, so it is important to have an environment where people can adjust posture.Leisure Conference Space provide various options and ergonomic support.

03

WORK MODULE

Mainly for resolving the main job tasks, the Work Module is equipped with ergonomic desks and chairs. In the module, workers are assigned fixed workstations and areas with corresponding resources. The interaction and cooperation among workers help improve the professionalism and work competency of each other, while the sense of community promotes them to build trust, cohesion and a sense of belonging to the organization.

WORK MODULE
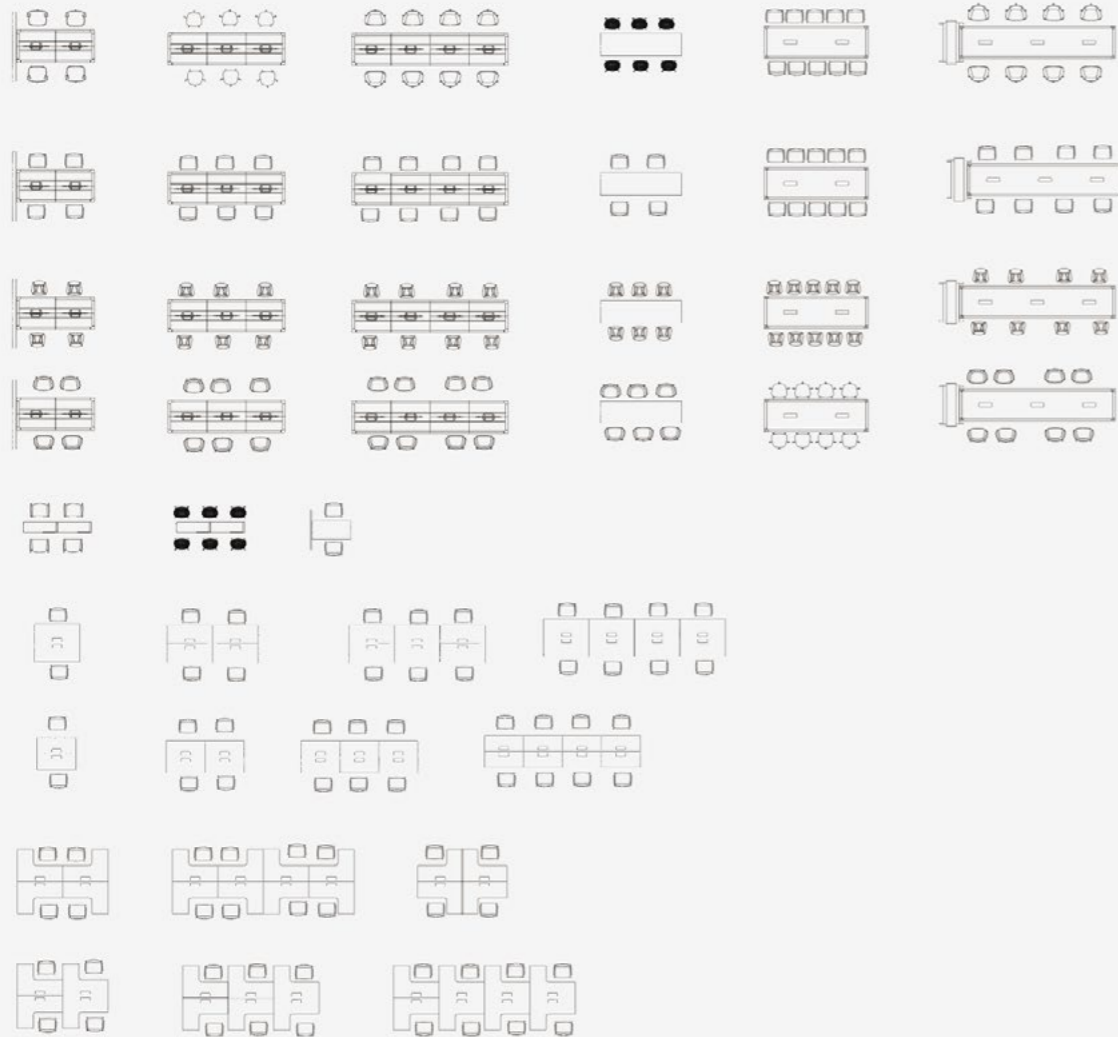
The rid of partition in open office space means both enlarged capacity and improved free discussions and collaboration among employees, which is likely to create more informal communication chances, spur harmonious working atmosphere and enhances the tacit cooperation among employees.

Community Work Space

As a work space based on the organizational structure, community work space facilitates the efficient information transmission and cooperation among workers through the sychronization of tasks.

Integrated Work Space

The furniture combinations of diverse heights and styles create a comprehensive and open work space for workers in the area.
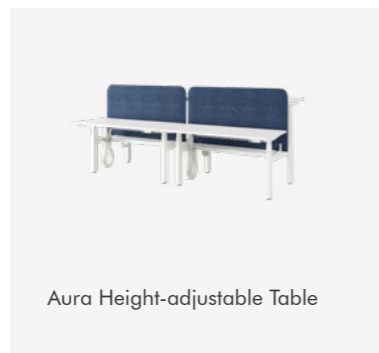
Studio Work Space

With highly open workstations, studio work space can lunch discussions and conferences at any time.

Frame Work Station

Dynamic Work Area

As an office space designed for the wellbeing of employees, it visualizes the care for employees of enterprises and conversely generates in employees a sense of joy and belonging, or even honor.

Dynamic Work Area

Multiple postures are optional including sitting, standing and relaxing. People in the area are encouraged to walk so as to generate more physical and emotional energy and stimulate the brain for improved alertness and focus.

Aura Height-adjustable Table

Flexible Work Area

The adoption of mobile office furniture as workstations helps to enhance the mobility of the work area. People can also arrange their own workplace according to the needs of independent work or cooperation.

DYNAMIC OFFICE WORK THE CHOICE OF HEALTH

A study commissioned by the Public Health Agency of England suggested that office workers should stand for at least 2 hours a day, with an ideal standing time of 4 hours. The results also showed that those who sat the longest were twice as likely to suffer from diabetes and cardiovascular disease as those who sat the least after comparing employees "hard to remain seated" with the most sedentary counterparts.

We all subconsciously think that employees who sit in office for a long time are good employees, which is, however, the wrong view. Siting for long will do great harm to the health of the employees, and will damage their efficiency and enthusiasm in work in the long run. Moreover, workers maintain the same working position will find it hard to concentrate.

Companies should encourage employees to change their positions frequently in work, and offer a variety of desks to choose from.

---Research of Public Health England

5% ↑
Enhance work performance

6% ↑
Increase the number of "best work" days per month

5% ↓
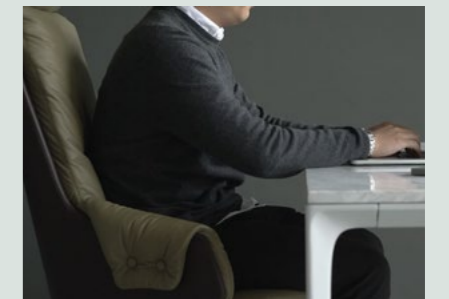Reduce unplanned absence

16% ↓
Reduce the number of visits to emergency room

20% ↓
Reduce the number of being admitted to or discharged from hospital

24% ↓
Reduce sick attendance

60% ↓
Reduce medical expenses

66% ↓
Reduce costs on medicine

Alternative Sitting or Standing Working position

A workstation system consists of height-adjustable desks can meet the needs of intensive and long-time work. Apart from finding out the most suitable sitting height, workers can realize the alternation of sitting or standing working position so as to work in a healthy way.
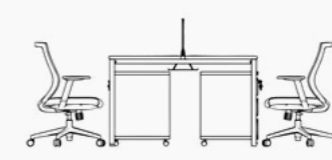
43cm Seat Height / 75cm Working Table

Height-fixed workstations, the most common settings in enterprises and also where employees keep their working state for the longest, are likely to cause fatigue in employees and decrease their work efficiency.

38cm Seat Height / Flexible Table

The brain is more relaxed and more creative if working by the floor or the reclining chairs. Let each discussion generate more novel ideas in a relaxed and lively space.
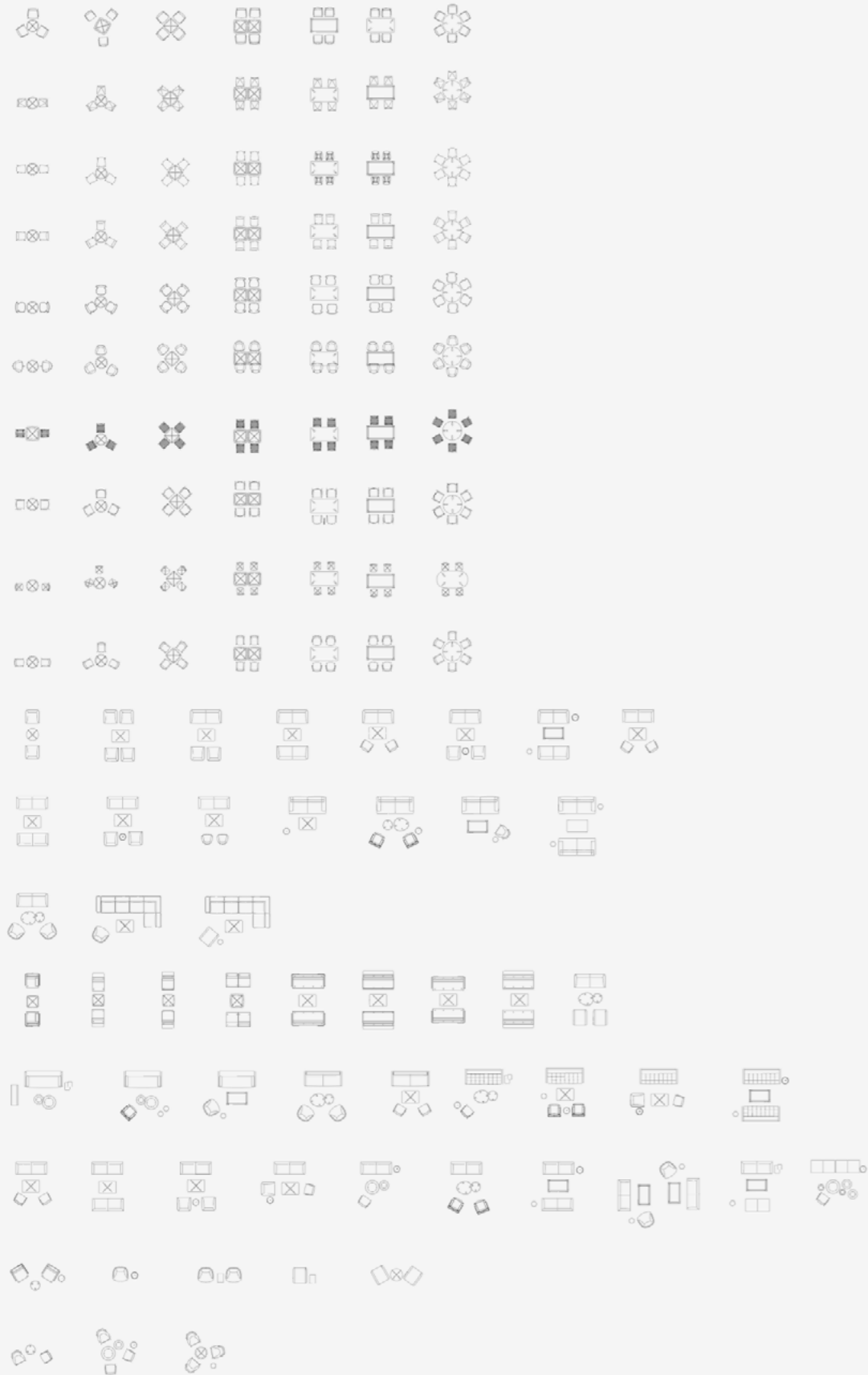
04

TRANSITION MODULE

Located between the open area of other modules, Transition Module connects the spaces and helps switching among different working modes. People can communicate and express their ideas freely at anytime and anywhere in this module, for which it has also become an important place for information exchange.

TRANSITION MODULE

Negotiation Transition Space

Negotiation transition space advocates people to sit down for communication when in need and make simple preparations before heading to the next agenda.

Focused Transition Space

Setting enclosed furniture in the wide transition corridors helps improve the space occupation and avoids the interference of passengers.

Socialized Transition Space

A leisure transition space provides conditions for people to socialize and enhance relations.

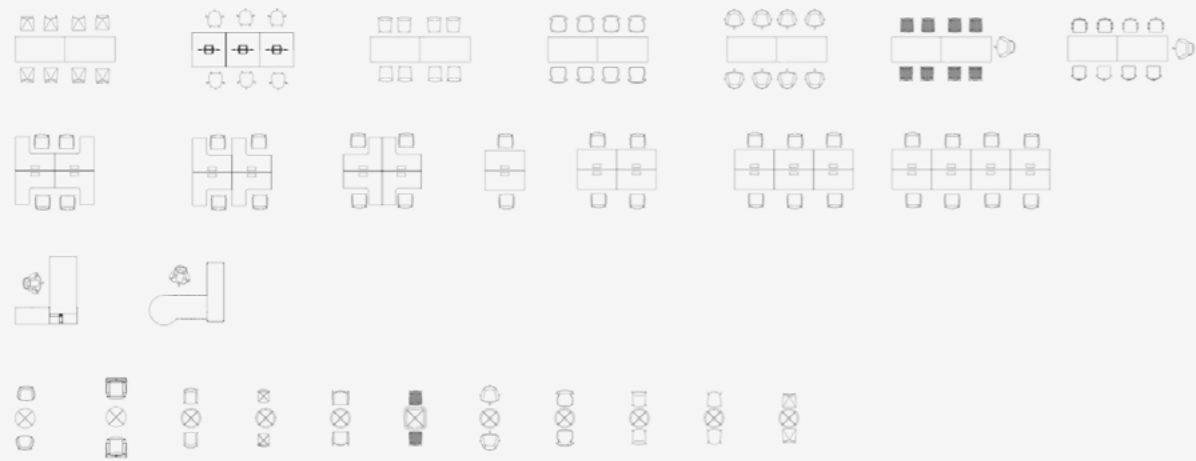# 05

Determined by the position, Administration Module is more closed and independent compared with the open employee area. Work in this mudule is highly independent and requires little interaction.

Administration Module

Administration Module

A private closed office for Management People.

Director's Office
A personal office for Directors.

Group Office
An enclosed group office for administrators.

President's Office

A closed private office for the president or the vice president which usually includes office area, leisure area and reception area.

Minimalist President's Office Space

Large President's Office Space

Leisure President's Office Space

Traditional President's Office Space

Reception Space
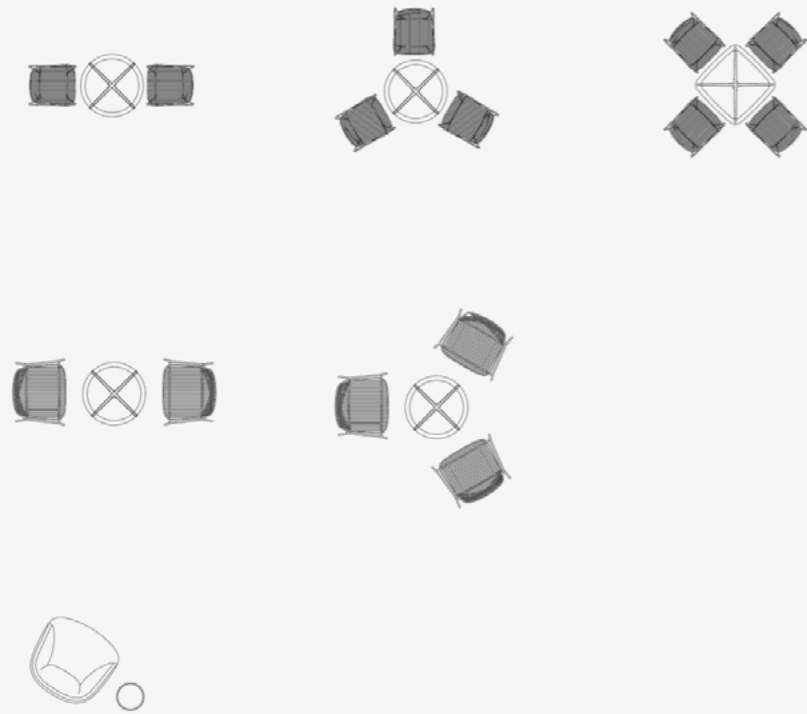A reception space is designed for important guests.

06

FEATURE MODULE

Feature Module is designed for the special needs of employees in accordance with the corporate and local culture, which fully demonstrates the humanistic care of the organization.

FEATURE MODULE

Nursing Room

A nursing room creates conditions for working parents to take care of their children and settle life issues so as to free them from worries at work.

Outdoor Space

Chats with colleagues help enhance employees' sense of belonging to the organization. The outdoor environment enables employees to experience the nature and cultivate a positive attitude after work.

Office Republic is a theoretical system of grado based on our thinking about office concept, through which we intend to inspire and shape new office and organizational behavior so as to facilitate the success of the enterprise.

FSC
100%

grado·

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