Unlike anything we have ever seen before in our lifetime, our buildings, workplaces, and our behaviors will be impacted by the aftermath of COVID-19.

What can we be doing now to prepare our facilities and our people?

Planning for the safe return of employees to the workplace is causing businesses to immediately re-focus on preparedness efforts as priority. Business leaders will heavily rely on facilities and HR for complete assurance that plans are in place so that employees can safely return to work.

If your business includes R&D, bringing back your teams to critical research may present challenges. It is essential that a comprehensive approach is taken from strategy to planning for new behavioral protocols. A safe workplace that assures work continuity in research is paramount in times of need. Whether your company operates in a free-standing facility or a tenant of a larger building, creating a safe employee experience is essential.

1. PREPAREDNESS & TRAINING
   How will our facilities, real estate, and HR teams mobilize to urgently address necessary changes? Who will help action on viable preparedness strategies? What new behaviors will we ask of our people to keep everyone safe? What change management and training will be necessary to ensure new norms are adopted?

2. ENTRY / LOBBY
   What must be done to our elevators, stairs, and entry doors to help employees safely distance themselves while arriving and departing our facility? How will staggered starts and new office hours help with density monitoring? How will visitor protocols be impacted?

3. WORKPLACE STRATEGY & DESIGN
   How will workspace density change on each floor, each building, and throughout the real estate portfolio? How will new workplace strategies and occupancy planning scenarios help manage to safe occupancy levels? What design changes must occur? What must change in shared workspaces? How will Work from Home (WFH) practices change?

4. AMENITIES
   How will social distancing and new sanitization guidelines impact fitness centers, café areas, mother's rooms, phone rooms, and other building amenities? How will training rooms, auditoriums, and conference room densities change?

5. BUILDING SYSTEMS
   What modifications can be made to existing HVAC and building systems to improve indoor air quality? How can touchless features aid in reducing virus spread?

6. LAB OPERATIONS & SOPs
   How is the current bench work operations and flow supporting social distancing between workforce? What changes in the workflow need to be made to support an efficient yet safe work environment? What new procedures must be put into place?