This program is pre-approved for ONE HRCI Credit and ONE SHRM PDC.



HR Certification Institute's[®] (www.HRCI.org) official seal confirms that Terryberry meets the criteria for pre-approved recertification credit(s) for any of HRCI's eight credentials, including SPHR[®] and PHR[®].

This program has been approved for 1 (HR (General)) recertification credit hour toward aPHR[™], aPHRi[™], PHR[®], PHRca[®], SPHR[®], GPHR[®], PHRi[™] and SPHRi[™] recertification through the HR Certification Institute.





Terryberry is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP[®] or SHRM-SCP[®] recertification activities.

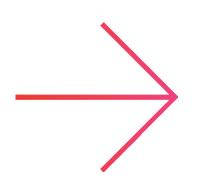
25-CTFKG

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Uncover the purpose of your place



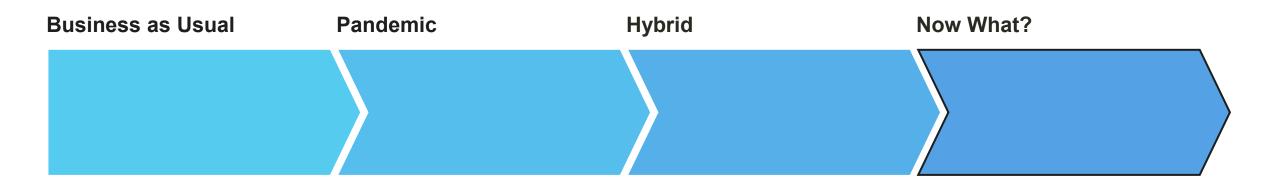
Design with Impact

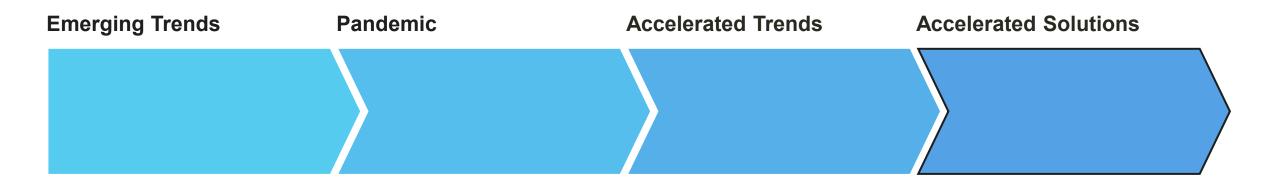


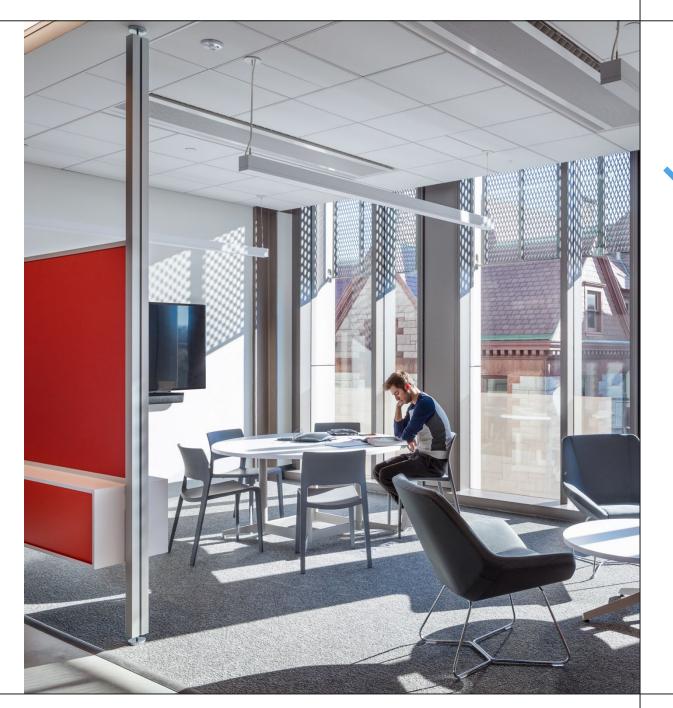
Why do we design spaces the way we do?



Informed Insights Based on Data

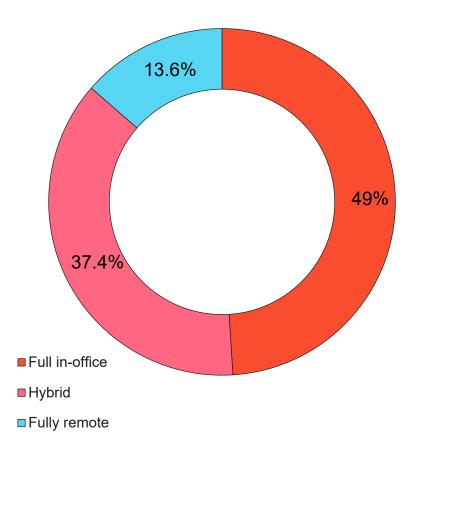




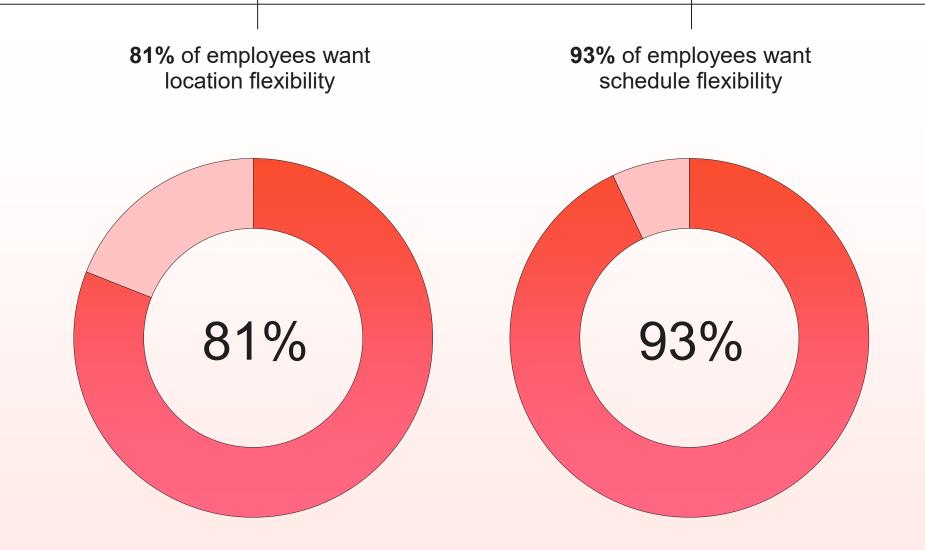


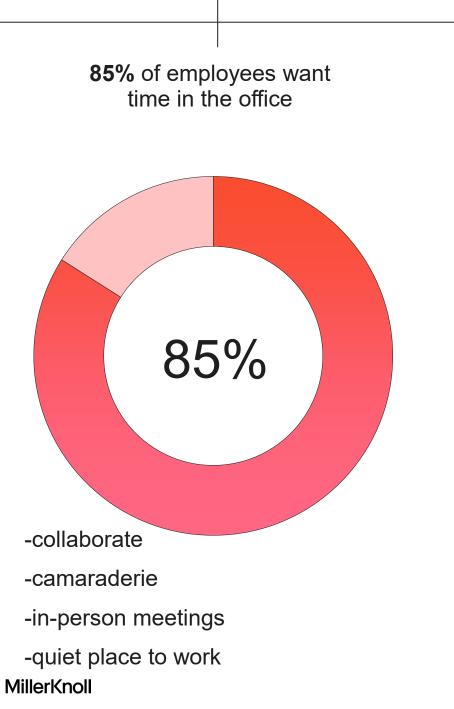
Less Time Together? Peer collaboration Mentorship Career advancement





Nearly 50% work for companies with fully in-office policies; of the 37.4% with hybrid policies, they're spending 3 days each week in the office





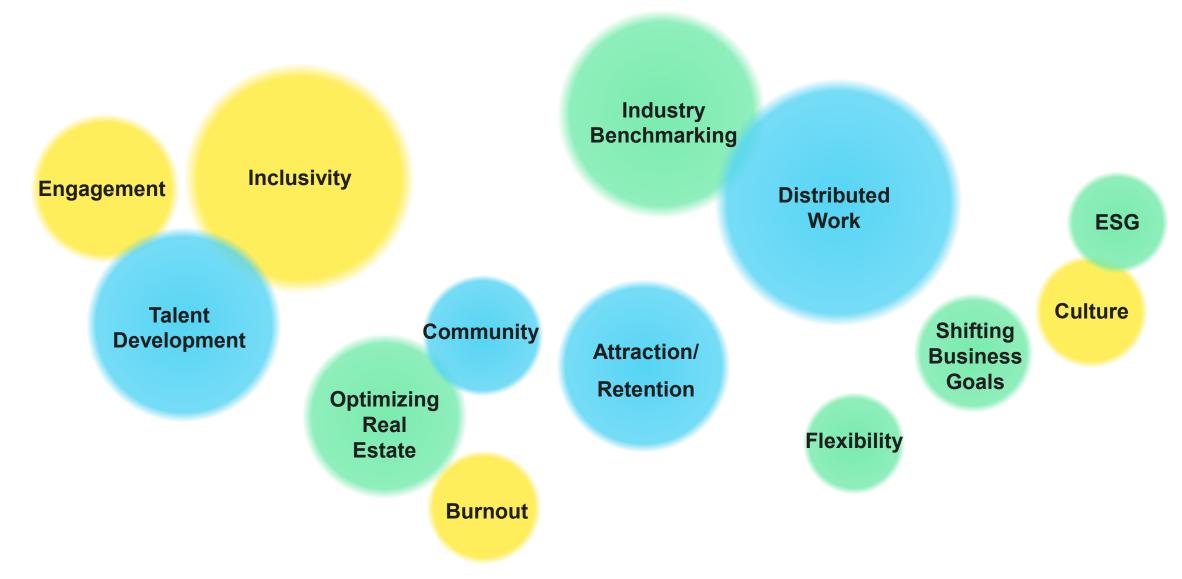


People are seeking more contact with their managers and teams

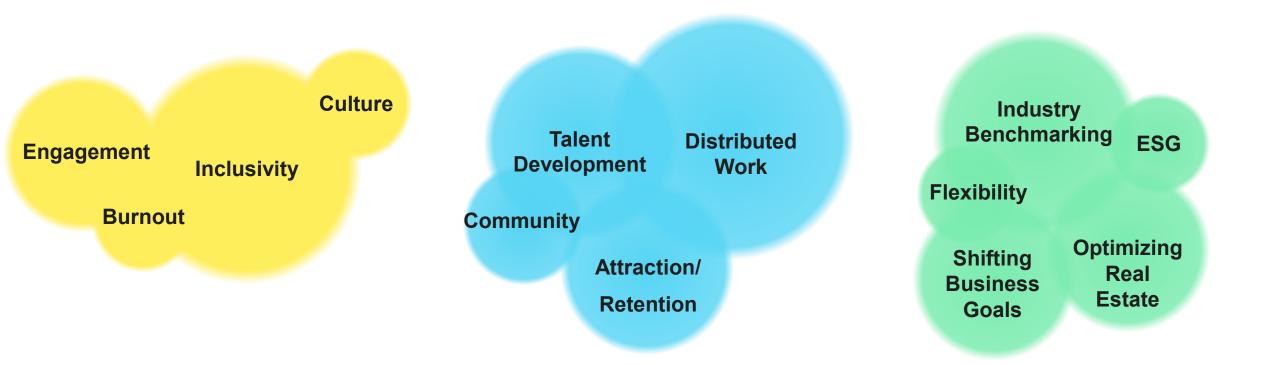
"The factors most likely to draw people to the office are teamwork, socializing, and connection—as well as access to spaces that support those interactions."

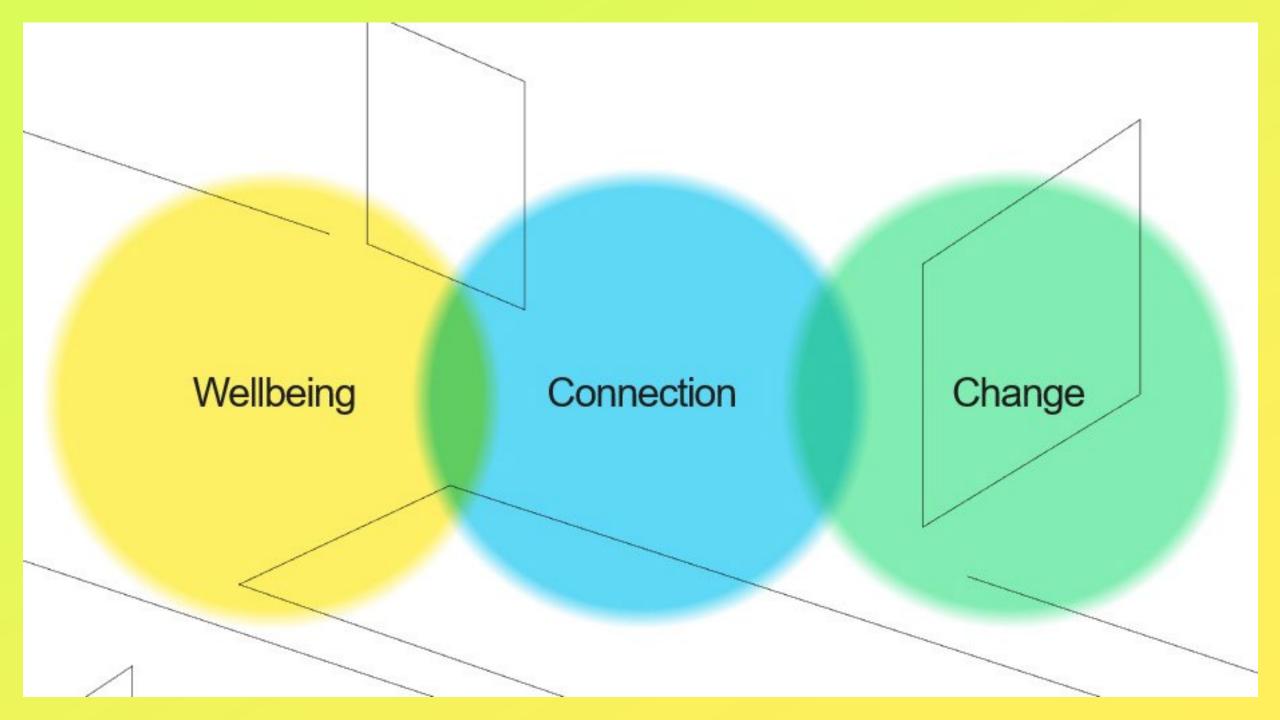
The Enticing Workplace: Attracting People Back to the Office, 2024

Challenges our Clients are Facing



22

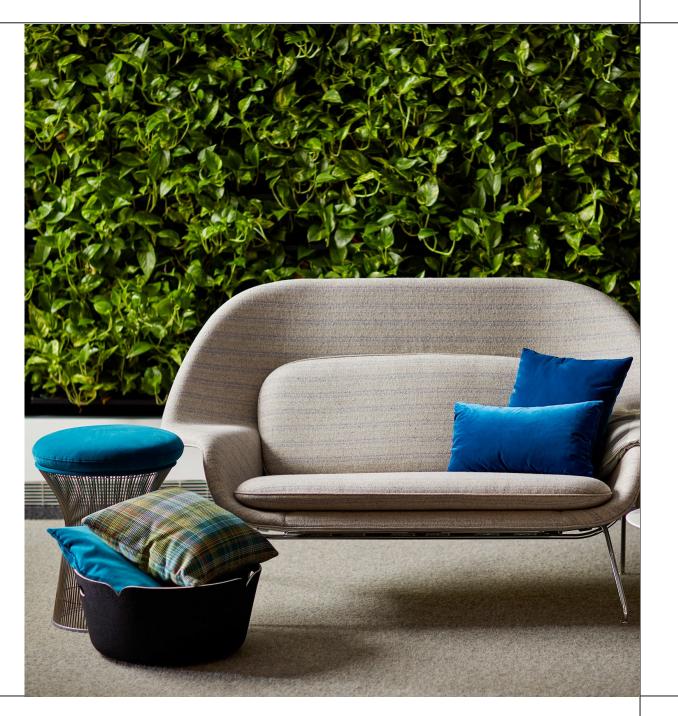




Define the workplace path forward by deepening our commitment to what people value, not by chasing novelty.





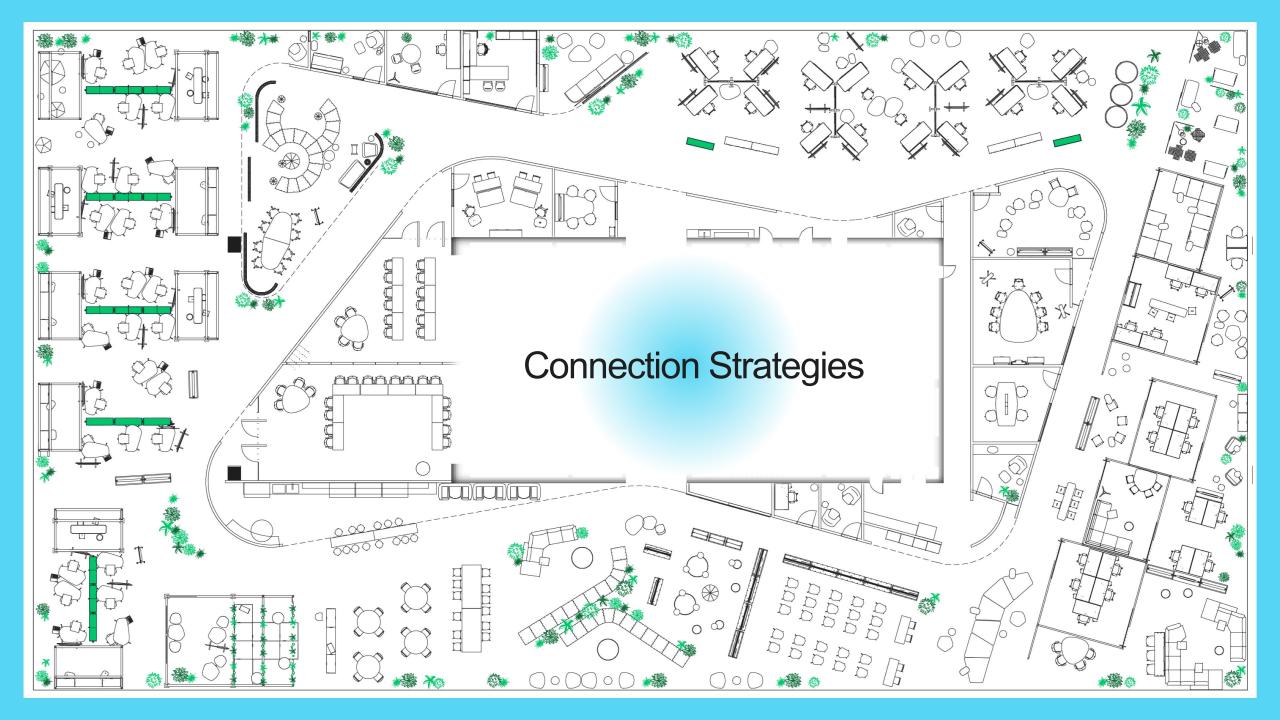


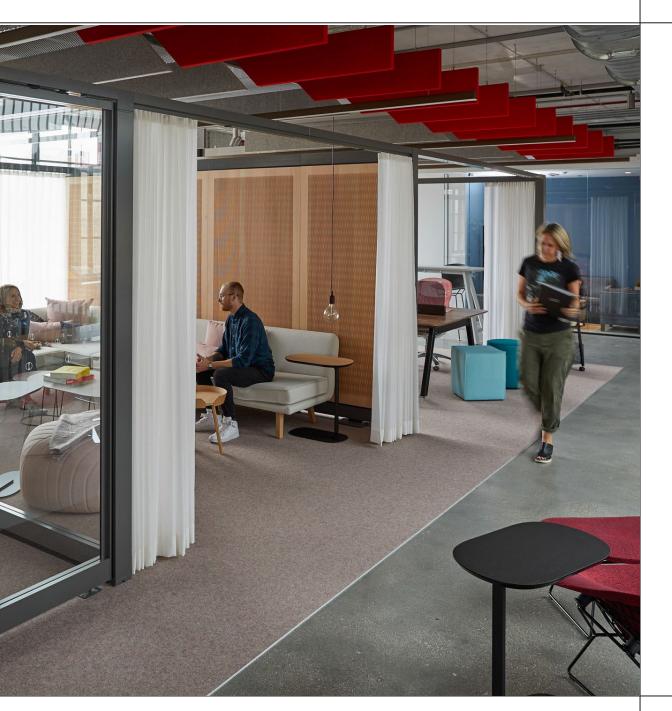
Holistic ergonomics

Hospitality

Respite opportunities

Biophilic design



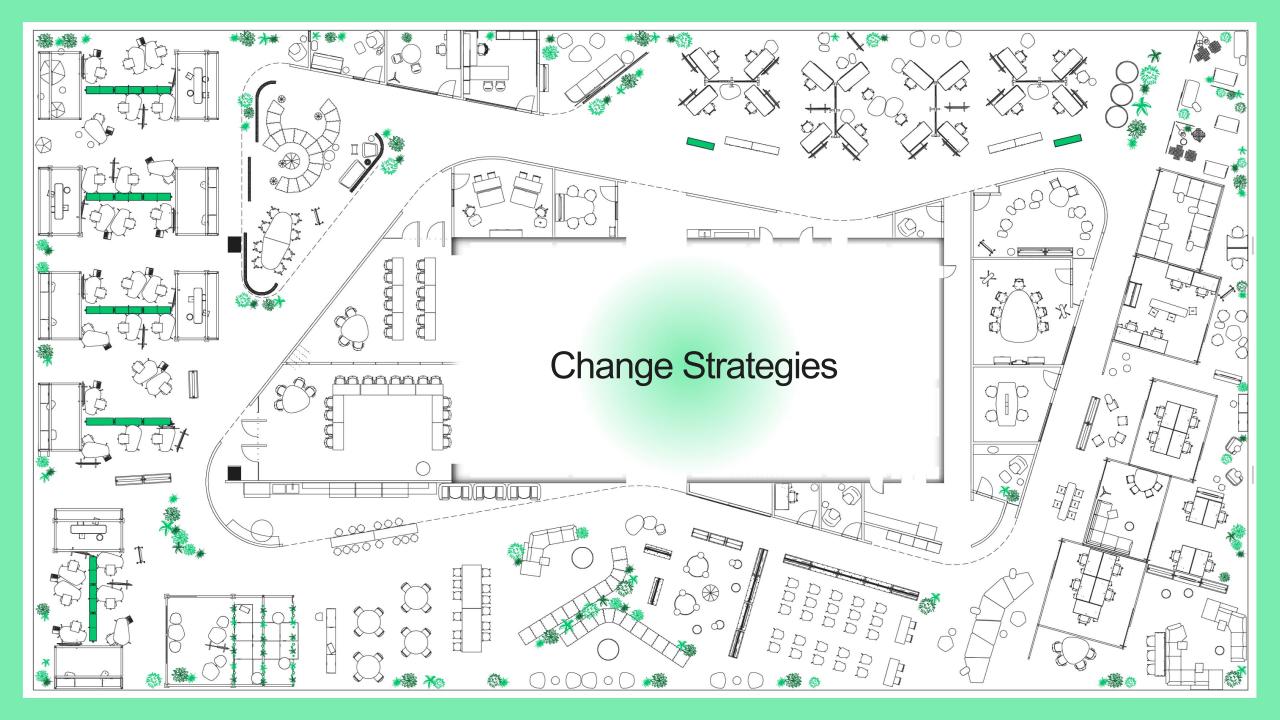


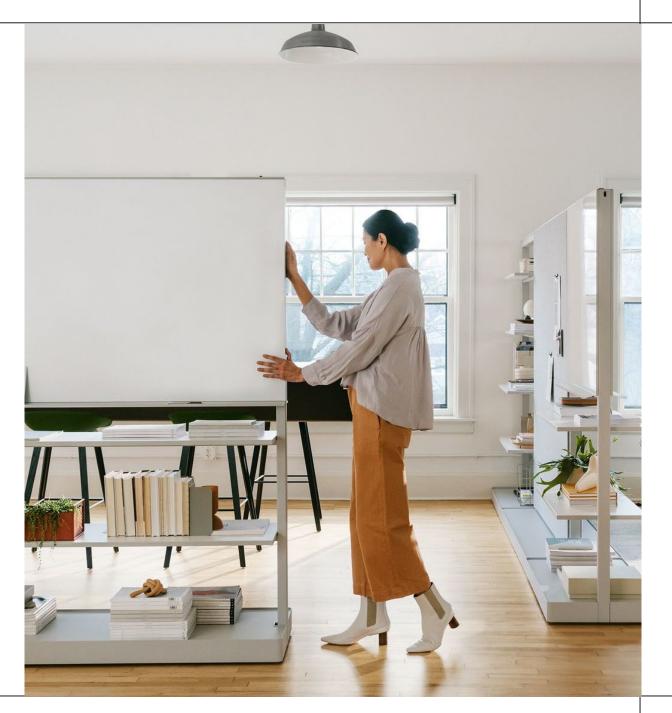
Facilitate weak ties

Deepen strong ties

Connect to leaders

Belong to a neighborhood





Voice and choice

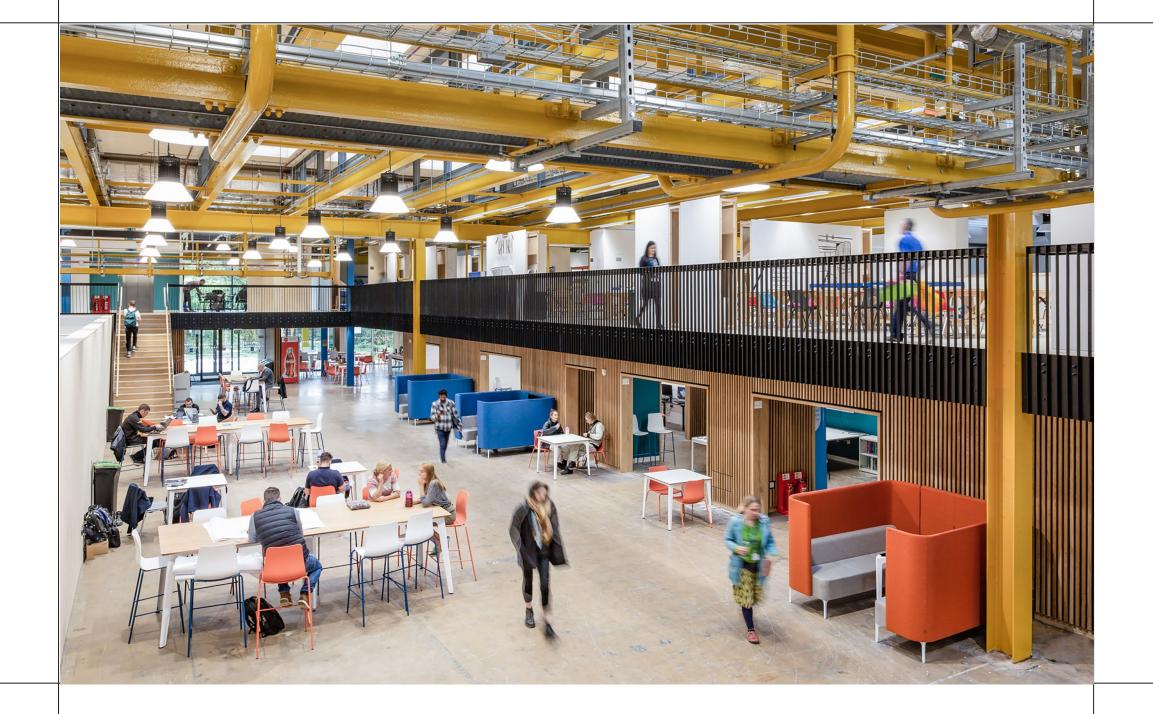
Piloting

User adaptability

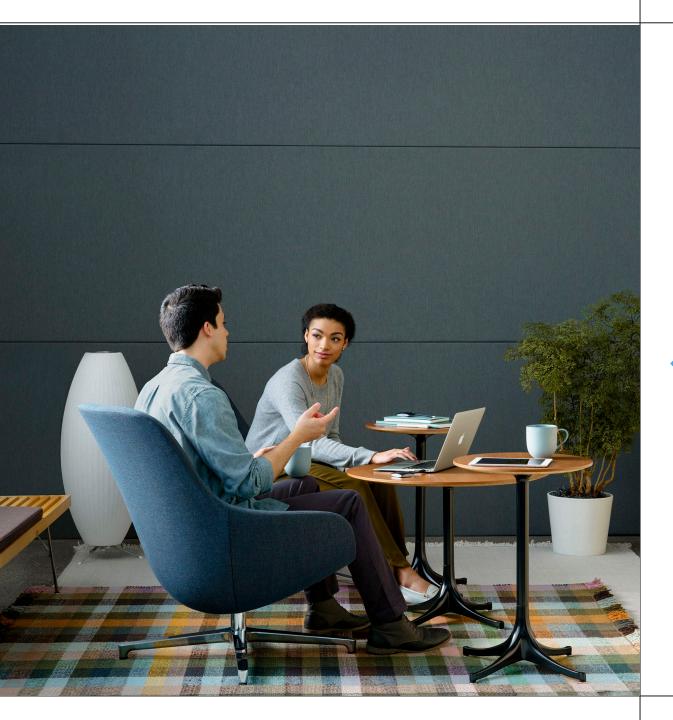
Change readiness

What does **impact** look like in your workplace?





How do we design spaces that work for you?



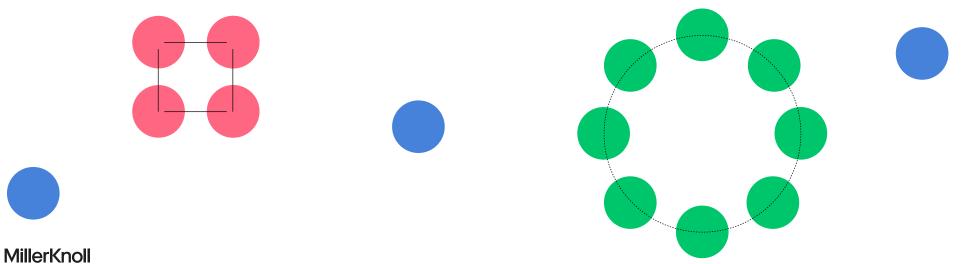
Define Business Drivers Begin with people Tap into ERGs/BRGs Participatory + inclusive

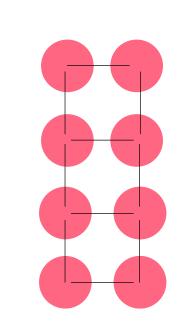
design approach

What does this mean for workplace planning?



Develop and grow relationships

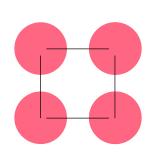


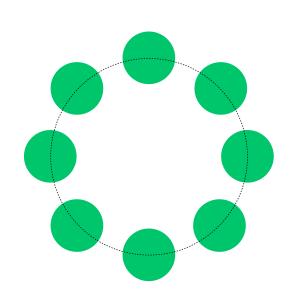


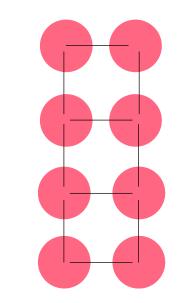




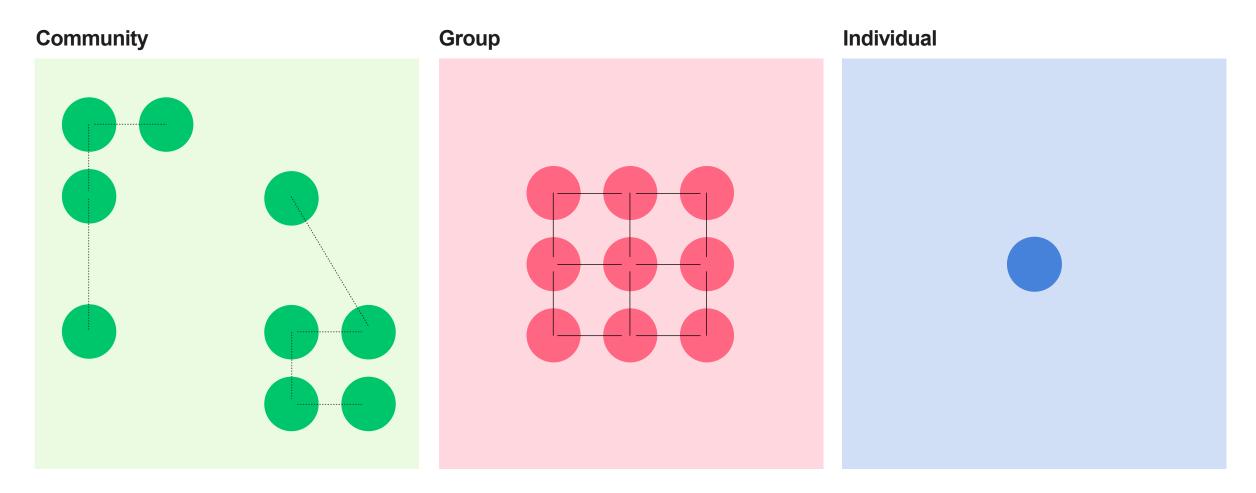
Is Enduring







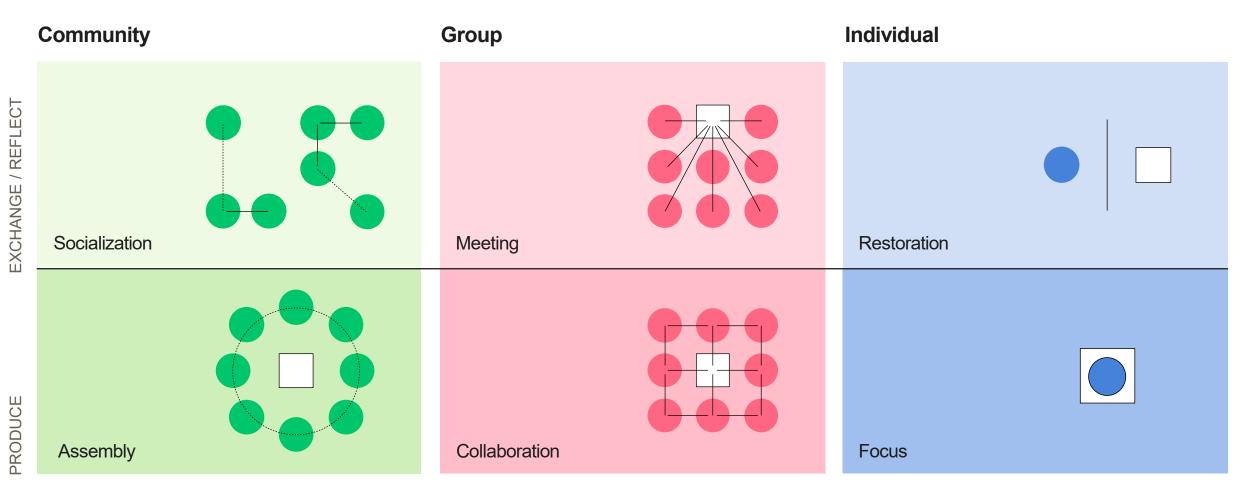
Levels of Interaction



Levels of Interaction – Conceptualize to Materialize

Community	Group	Individual
	— Exchange/reflect —	
	Produce	

Levels of Interaction



Settings

Community		Group	Individual			
XCHANGE / KEFLECT	Lounge Café Plaza	Enclave Meeting Space Conference Room	Respite Space Wellness Room Quiet Lounge			
EXCH/	Socialization	Meeting	Restoration			
PRODUCE	Landing Touchdown Space Forum	Workstations Workshop Neighborhood	Focus Space Private Office Study Hall			
L N N N	Assembly	Collaboration	Focus			

EXCHANGE / REFLECT

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Individual Setting Examples



Reflect: Individual Respite

WELLBEING **Design for neurodiversity** Designed to address how different people process sensory signals

CONNECTION

Abstract connection Allows people to filter out the "noise" and connect with what matters

CHANGE

Flexibility for individuals Gives people control over their environment



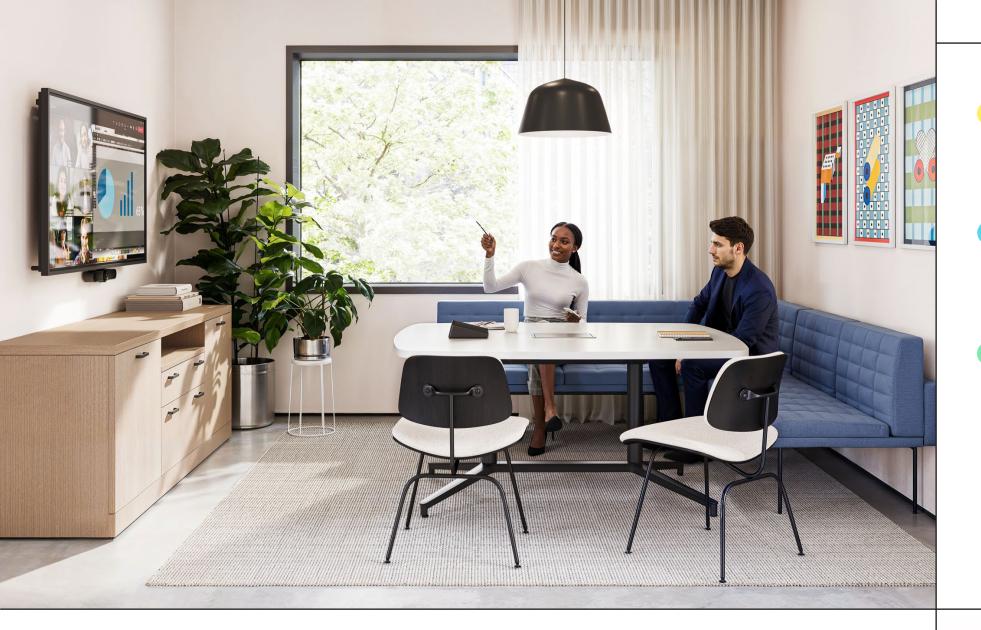
WELLBEING **Ergonomics** Ensures proper fit between space, furnishings, etc. and people



CHANGE Flexibility for individuals User adaptability

Private Office A fully enclosed room—often owned—designed for distraction-free focus Produce: Individual Focus

Group Setting Examples



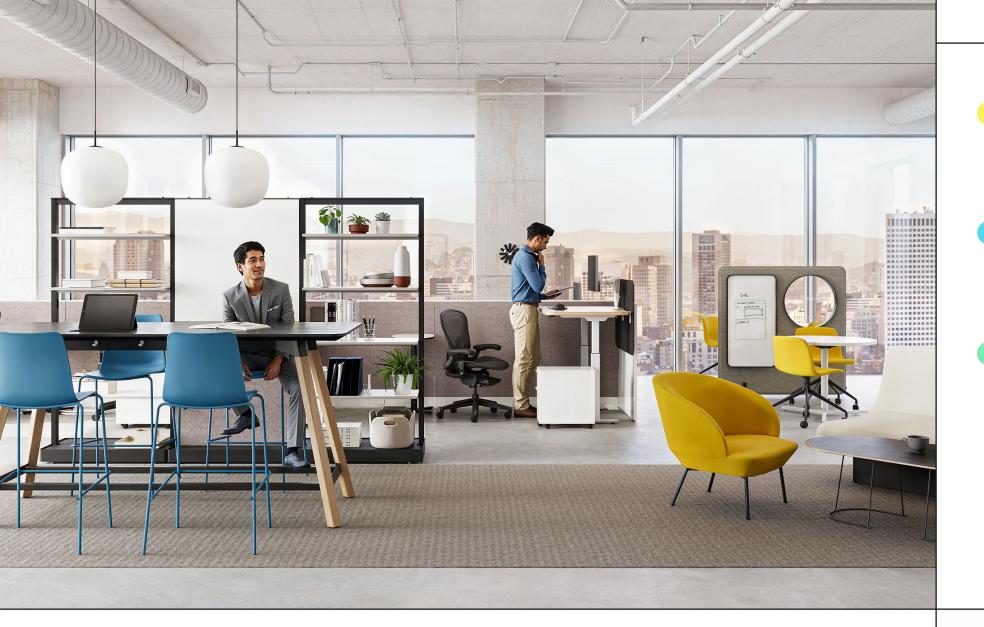
wellbeing **Inclusive design** Designed to accommodate everyone

CONNECTION In-person connection Encourages face-to-face interactions to build community

CHANGE

Adaptability for teams Adaptable and multiuse space to embrace change

Conference Room A structured, distraction-free environment for information-sharing Exchange: Group Meeting



WELLBEING **Autonomy** Meets expectations for flexibility by enabling choice

CONNECTION

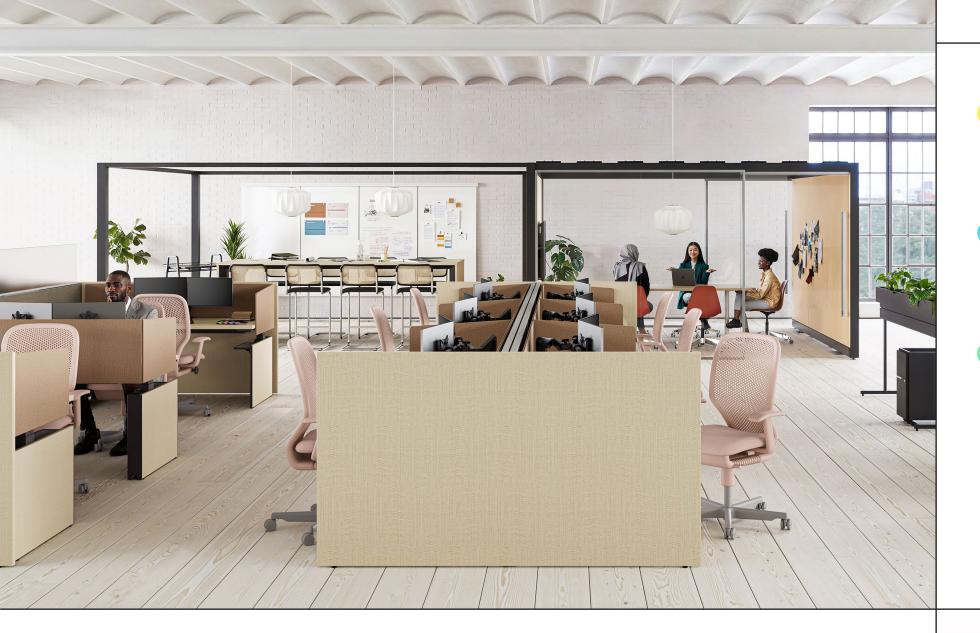
Strong ties

Supports collaboration and knowledge-sharing among trusted colleagues

Predictability for teams Owned space that fosters consistency - manageability

Neighborhood – Collaboration A setting tailored for a group, where members can work alone or together Produce: Group Collaboration

CHANGE



WELLBEING **Natural Light** Views to nature and the outdoors, biophilia, light

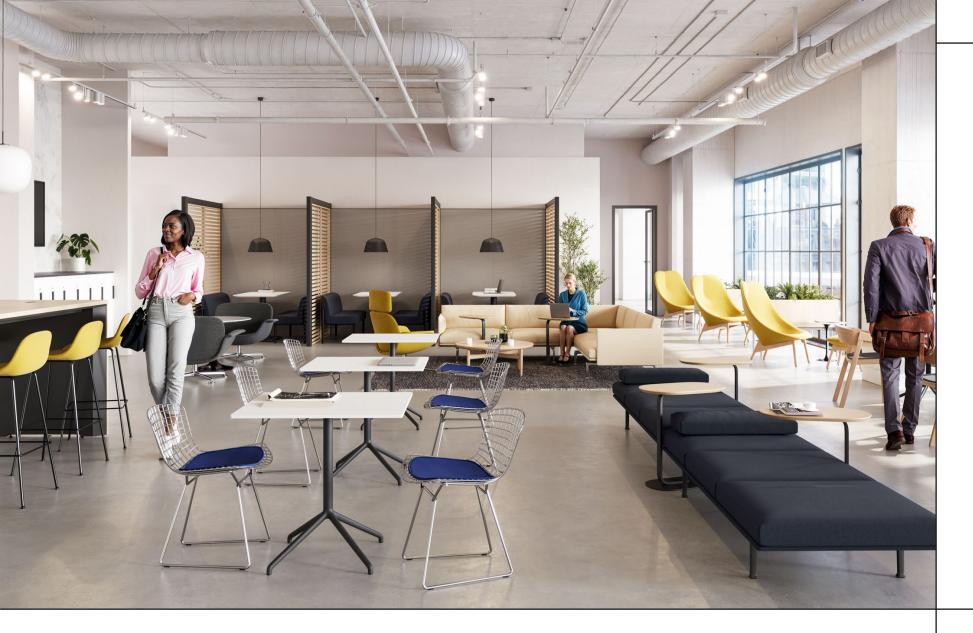
CONNECTION Visibility - leaders Supports transparency and fosters trust

CHANGE

Flexibility for teams Owned space that can be reconfigured for a group without broader disruption

Neighborhood – Focus A setting tailored for a group, where members can work alone or together Produce: Group Collaboration

Community Setting Examples



WELLBEING Belonging Designed to reduce social isolation

CONNECTION Weak ties Fosters relationships outside our immediate team

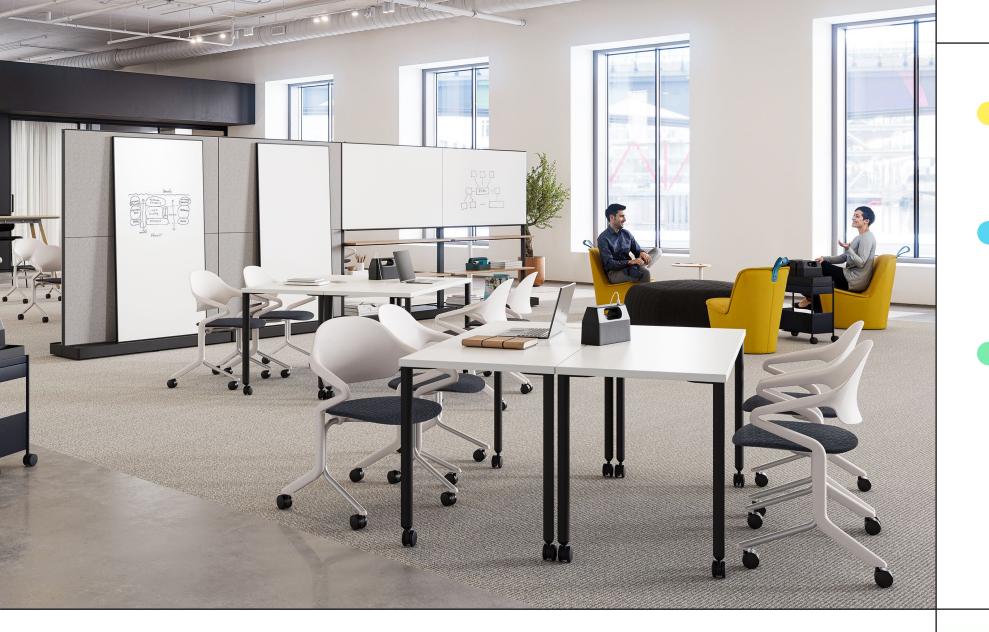
CHANGE

Voice and Choice -Acknowledged Purposeful variety allowing

regulation of interaction fosters psychological safety

Exchange + Reflect: Community Socialization

Plaza Ideal for gathering or hosting, often around food or drink



WELLBEING Hospitality Variety of furniture and tools – you belong here – we have something for you

CONNECTION

In-person connection Building weak and fostering strong ties in a cross functional setting

CHANGE

Flexibility for the Greater Org Adaptable and multiuse spaces to embrace change

Produce: Community Assembly

Forum Flexes to host everything from information sharing to networking events



Resources

MillerKnoll	About	Better World	Insights	Spaces	Investors	News	White papers
Ideas in action			Explore the purpose of your place with helpful insights we've gained from our own research, working closely with our clients, and engaging with experts from across industries.		White papers Webinars		
			Subscribe I	to Our Newslett	ər →		Case studies Podcast
Knowledge and insights. We're continually adding to our growing body of knowledge and insights. We share what we learn to help organizations unlock new ways to support people however and wherever they want to work.							Ryan Anderson, VP

Global Research + Planning

Forbes Contributor

Podcast Host: About Place

Thank You

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Rebecca Greier Horton, PG Senior Insights Strategist, North America – Global Research + Planning MillerKnoll

Rebecca is a multidisciplinary strategist who has served our clients for over a decade by tending to their organizations' physical, social, and cognitive needs.

She is a licensed environmental geologist who formerly led the Fortune 50 corporate Environmental, Health, Safety, and sustainability teams at AT+T, UTC, and Bombardier Aerospace and Transportation.

She is an International WELL Building Institute WELL AP and IWBI Faculty. She is an accredited Psychological Safety and IFC-certified leadership development coach. As a senior office ergonomic consultant, she represents MillerKnoll on the Office Ergonomics Research Committee.

Rebecca leads MillerKnoll's global ENABLED BRG team, which advocates for participatory design so individuals with physical and neurological disabilities can thrive in an accessible workplace.

Lastly, but most importantly, Rebecca's the mother of two amazing women and recently celebrated her 25th wedding anniversary.

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