



# WORK ENVIRONMENT 2022

Discover the trends that are changing the world of work



## INTRODUCTION

The work environment has never undergone such fundamental changes as it is now. For many companies, 2021 was marked by a return to the office, a search for flexibility and adjusting to the "new normal". Although the situation is constantly changing, 2022 will clearly test our ability to adapt.

I am therefore all the more pleased that it is CAPEXUS that is helping companies acquire offices that meet the demands of the times. A suitable work environment is about more than just design; it's also about furnishings, practicality, technology and health.

With the help of experts, we decided to take a closer look at all key areas of the work environment. The result is this unique summary of knowledge, practical insights and upcoming trends. It is these that will fundamentally shape the world of office space in 2022. Explore them with us and besides getting inspired you will also gain an edge.

**Daniel Matula**  
Managing Partner, CAPEXUS





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# OFFICE SPACE DESIGN

Companies' requirements and ideas about modern offices are constantly evolving. Read about where office design is headed and discover new perspectives on office space design. You will find out what elements should not be missing.



Contributors:

capexus  
the joy of interiors



# CAPEXUS

CAPEXUS is a leading player in the commercial interior market. For clients using office and retail space, it provides comprehensive Design & Build services following the latest work environment trends. It specializes in architecture, design, workplace consultancy, construction, building technology and turnkey interior delivery. CAPEXUS is a founding member of Studio Alliance, which brings together leading European work environment experts. It has been a member of the ČEZ ESCO Group since 2021.



**Lucie Malá**, Head of Workplace Consultancy, and **Apolena Weissová**, Workplace Consultant, told us how companies' approach to transforming the work environment is changing.

## Are companies' views on workplace consultancy changing and in what way?

**Lucie:** They are changing unbelievably quickly! Covid has put workplace consultancy in play because almost every company is now trying to figure out how to lure employees back to the office and how to operate in the "new normal". Even companies that previously resisted work from home and hybrid models are forced to accept these ways of working. Fortunately, companies have already realized that the interior and equipment of the office can help in this effort (or completely kill it). We are also seeing a greater interest in change management, which teaches employees in parallel how to thrive in the new ways of working and what to do differently than before.

**Apolena:** Compared to previous years, when the need for our services was perceived as very important by more progressive companies, which realized the irrefutable impact of the pandemic on how we work, we are now seeing a shift even among the more conservative companies.

## What topics will dominate workplace consultancy in 2022?

**Lucie:** I'm betting it will be hybrid work and the need to set up an office and its operations so that hybrid is not an obstacle.

**Apolena:** Adapting offices to the new needs of employees, mainly for work flexibility; the possibility to work from anywhere, variable and flexible working hours. Related to this is the shift in the methods of services we provide, such as the transition to a hybrid model of workshops.

## Is there anything companies can do to prepare if they want to involve employees in work environment changes in 2022? Any recommendations?

**Lucie:** The best preparation is to know what direction you want the company to go in. What the actual goal of any changes should be, whether in the design and organization of the office, or in the reconfiguration of processes.

**Apolena:** There are many ways to involve employees in the process, such as questionnaires, workshops or personal interviews. But the process strategy itself, training, data interpretation and proper internal communication are crucial.



**Martin Židek**, senior architect, and **Michaela Zámečnicková**, architect, answered our questions about new design trends.

## What trends in architecture and office design deserve attention in 2022?

**Martin:** It will certainly continue in a direction that is noticeable in our projects as well. For example, sustainable design processes and materials are a huge trend in office design. Recycled technologies are advancing rapidly and the range of sustainable options is very diverse. Another trend is the growing importance of flexibility. Flexible workspaces have been around for some time, but flexible work has become an enormously important trend in office design. It will also be interesting to follow the news in the field of smart devices, which are growing in popularity.

## Have you noticed any differences in companies' preferences lately?

**Michaela:** Today, companies enable and support a flexible work environment. There is a growing interest in meeting spaces, jobs are being shared and more coworking spaces are being created. There is a focus on employee health and satisfaction. Ergonomics and acoustics are extremely important. Offices contain more quiet rooms, gardens, relaxation and rest areas. In this I see a shift that is very positive for employees.

## Are any major challenges coming to your industry? For example, sustainability or technology integration.

**Michaela:** Sustainability is one of the main trends. The challenge is to incorporate recyclable materials and environmentally friendly solutions, from waste sorting to energy efficiency. Companies are more interested in ecology and are considering, for example, how to reduce their carbon footprint. Office buildings themselves face similar challenges, where the importance of certifications and the internal environment is growing.



**Kateřina Jonášová**, Head of Technical Design at CAPEXUS, discusses BIM or building information modelling.

## Is BIM design growing in popularity? Can it be regarded as a standard in our field?

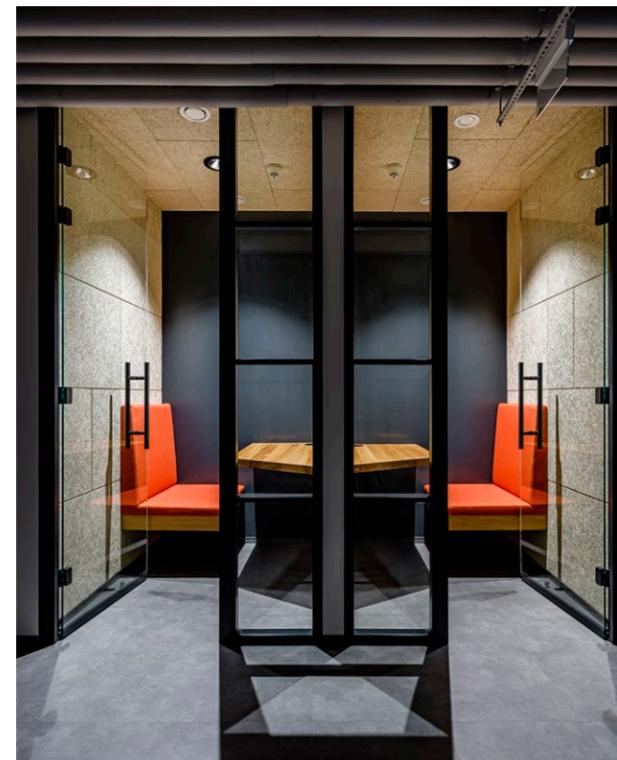
I don't know if it's appropriate to use the word popularity, but we are definitely seeing BIM much more often in our practice than before. BIM is taught at universities, large companies prefer BIM, clients require BIM in connection with the subsequent operation of the building, and from 2022 there will be an obligation to process above-limit public contracts in BIM. All these things are contributing to the growing trend. But it is still not the standard, also due to the cost of the initial software/hardware investment and especially the time that the designer must devote to mastering this technology.

## What news or events are you looking forward to in your field in 2022? What can be expected?

As regards BIM, the talk is mainly in terms of design. In the future we expect the use of this technology to expand into construction, for example in the form of augmented reality. In our specific field, we can expect greater demand for projects to be processed in BIM.

## What reasons in favour of BIM design do you think are the most compelling for companies?

The most interesting thing about the BIM model for investors is the possibility of continuously monitoring the development of the project in 3D, which is easier to imagine than 2D drawings. This is just as important for the architect. Another big advantage is the more accurate documentation processing and better collision detection.



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# VERTI

We are a Czech manufacturer of glass interior partitions. In our portfolio you will find glass partitions with metal and wooden profiles, fire safety partitions, variable mobile walls and built-in meeting rooms for halls. We have been operating on the market since 2015 and you can visit our showrooms in Prague and Brno. We also supply to Slovakia.



**Jaroslav Vendl**, CEO of VERTI, introduced us to another important element of office space. Glass walls clearly belong to the year 2022.

### Why opt for glass walls in the interior of the office?

VERTI glazed partitions enable individual workplaces to be separated without limiting their luminosity. It is a simple, elegant and airy solution, which is also highly functional in terms of acoustics. Glass is a timeless element that combines very well even with monument protected architecture, as it does not change its historical character.

### What are the most common system requirements from your offer? What most often plays a role in the selection?

We mainly get requests for aesthetic division and soundproofing of offices. For example, we offer VERTI PANORAMA partitions, which improve acoustic comfort and bring privacy at the highest level. The main role is played primarily by the needs of the client. Based on this, we can offer the ideal solution for any space and one that fits perfectly into its design.

### What trends do you expect in your field and how are you preparing for them at VERTI?

The trend is frameless, which provides an acoustic solution without compromise. Another trend is the use of partitions with a wooden profile, which can give the interior a touch of nature and a cosy feeling. A big plus of wood is its broad variability. We are increasingly seeing requests for recyclable materials that are environmentally friendly.



VERTI MADERA glass partition in a wooden frame

[www.verti.cz](http://www.verti.cz)

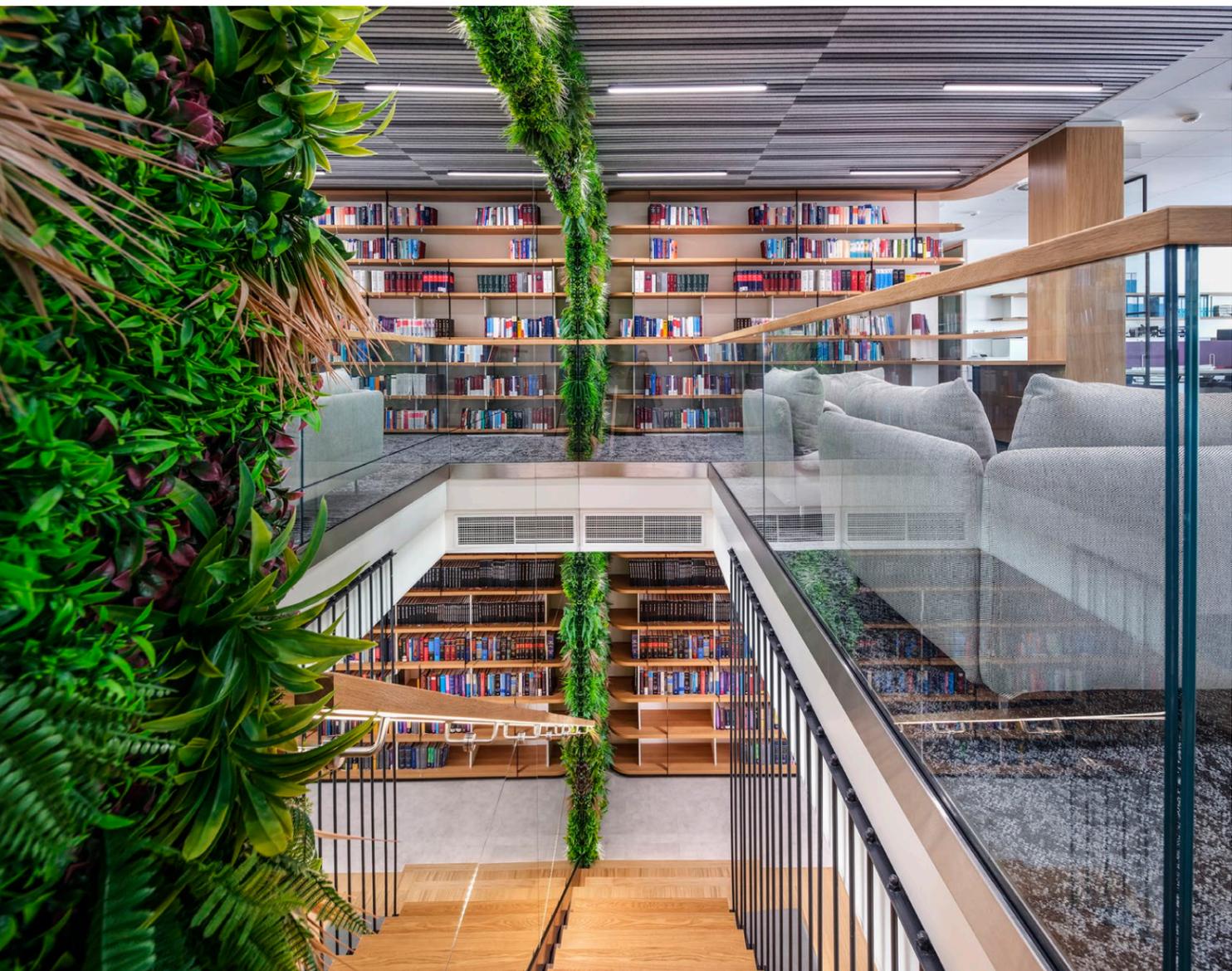


**VERTI MADERA**  
PARTITION WITH TOUCH OF NATURE

**VERTI.CZ**

# A HEALTHY WORKPLACE

We spend a substantial part of our lives at work. It's therefore no surprise that offices or coworking centres, for example, have an impact on our health. How are they taking care of this in 2022? That's what we tried to find out.



Contributors:



A HEALTHY WORKPLACE

# ECOPHON

Ecophon manufactures and sells acoustic systems that contribute to improving the environment for work, education and personal life. Its experts, in cooperation with prestigious academic institutions, carry out acoustic research, the results of which they then implement into the development of the quality and functionality of their own products. Ecophon is a proud sponsor of the International Year of Sound 2020–2021, a global initiative that emphasizes the importance of sound and the ways it affects our daily lives.



Iveta Králová, Concept Development Manager at Ecophon, answers questions about office acoustics.

## How does acoustics contribute to a healthy indoor environment and better work performance?

The optimal acoustic environment means that we feel good in the room, we are able to do our job and communicate without unnecessary distractions. Sound stimuli have a direct effect on, for example, heart and respiratory rate, and the production of hormones in the body, and thus directly affect our health. Many scientific studies identify noise as a significant stressor and have shown that, for example, "task accuracy" can even be cut in half in a noisy office environment, which also has an impact on a company's bottom line.

## What oversteps and shortcomings do you often come across in acoustic solutions?

A common shortcoming is the failure to address acoustic solutions for the space in the design phase. Sometimes I'm told that the space will first be put into operation and the acoustic modifications will be added later based on user experience. But this is more difficult. There is always a compromise to be made between acoustic measures and the end elements in the ceiling. Not to mention a fully equipped space where any damage is undesirable and traffic needs to be limited.

## You are a company for which sustainability is very important. What are the pillars of your sustainable approach?

Our sustainability strategy is based on creating value for society, i.e. creating a healthy internal environment, and the principles of circular economy. We are transparent. You will find specific emission values, chemical composition and the like for our products. We are committed to achieving carbon neutrality by 2050 and we are well on our way! All our production plants have received ISO 14001 – Environmental Management System certification. We significantly reduce the share of new raw materials in panels that contain more than 70% recycled glass.

## Which products from your offer are currently among the most popular and do you perceive any trends concerning, for example, the design of acoustic elements?

The trend is free-floating elements that hang under the existing ceiling. They are available in various shapes, colours and hanging methods and offer real freedom of expression and a unique acoustic design. There are also increasing demands on the colour design of ceiling and wall panels, most often in pastel shades, as well as for printing with the client's own graphic design.



[www.ecophon.cz](http://www.ecophon.cz)



# FLOWER SERVICE

We specialize in comprehensive solutions for interior and exterior plants for commercial and private spaces. We take an individual approach to each client and look for the most suitable options for them. Our goal is to design aesthetically, functionally and economically elegant solutions with the longest possible service life and with minimal demands for regular maintenance.



**Ondřej Valta**, Sales Representative at Flower Service, talked with us about office plants.

## What trends currently influence the selection of office plants the most?

Right now, the most significant trend influencing the selection of plants is connecting interior greenery with architecture and interior design. It's an attempt to incorporate greenery directly into individual elements like furniture, load-bearing structures and atypical elements of interior furnishings. In many projects, the number of solitary plants is reduced and greater emphasis is placed on grouping plants. I use these groups of plants directly in their designated interior design, so the work environment becomes increasingly green.

## Are the reasons why companies want plants in their premises changing?

The main reasons for using plants in companies do not change. They offer positive benefits in terms of health, air quality and work environment. At the same time, however, the changing ways in which office space is used is beginning to be one of the main reasons for interior greenery in offices, with more and more people working mostly from home and offices becoming places for meetings and social events. Plants thus become one of the main elements of these spaces, where the emphasis is on the cosiness of the whole environment.

## What were the most popular plants in 2021 and why?

The most popular plant species are the annual perennials (*Zamioculcas zamiifolia*, *Dracaena fragrans* and *Aglaonema "Maria"*). At the same time, the most popular plants are climbing species, which are necessary for the new concept of plants in office space (*Scindapsus (Epipremnum) "Aureum"*, *Philodendron scandens*, *Tetrastigma voinierianum* and the species-rich *Rhipsalis*).

Last but not least, flowering plants (*Guzmania* and *Anthurium*) are becoming popular. But these species must be changed regularly after flowering.



# SPACES

IWG provides flexible office facilities for customers who want full flexibility during their work activities. The network of centres comprises about 3,500 locations in about 1,000 cities in about 120 countries. Although there are various brands (SPACES, Regus, No 18, HQ) in the network of centres, uniform rules apply everywhere, which will simplify access for members and ensure a supportive work environment. The office centres are part of the IWG holding group (International Workplace Group).



**Karel Pelán**, Country Manager Czech & Slovakia at Spaces, told us about changes in coworking.

## Has the role of coworking centres changed in 2021?

Although this may not be obvious at first glance, we see a change mainly in the fact that international companies are switching to a hybrid way of working and allow employees to work from anywhere, i.e. from the company's offices, but also from coworking centres and from home. It will be a gradual trend in the coming years, but today we are already seeing record numbers of corporate clients requesting a hybrid model for their employees using the workplaces of our network.

## For what types of companies and employees is coworking a suitable choice?

With an offer of three products, we can cover everyone's needs. These are Membership, Office and Virtual Office, which meet different business needs and customer budgets. There is often a surplus of demand according to economic activity in certain localities. For example, companies that no longer succeed in reducing their office space or switching to membership or just a virtual office; and vice versa, if the company is experiencing growth, then it expands in space and in a combination of products and services.

## Can companies that have their own offices also use coworking? For example, to hold events?

Yes, we are mainly used by companies from the area who do not have enough capacity or just want to change the environment and thus support the creativity of their team. It can also be used for offices on a daily basis. Membership in Spaces gives you access to the global IWG network. In practice, this means that, for example, a member with an Office membership established in SPACES Nile House can work from 13 locations in Prague as well as in Regus locations in Brno and Ostrava or another 3,500 locations around the world.

## What spaces are in Spaces and what do you do for a healthy workplace?

In every Spaces, we think about the work facilities, but also relaxation and team building activities. We like to organize yoga lessons, fitness training with a coach, or ping pong or table football tournaments for teams.



# INTERIOR FURNISHINGS

Every detail and every piece of equipment plays an important role in how people will feel in the office interior. Lighting, furniture and decoration determine the atmosphere and overall level of comfort. What can we expect in this area?



Contributors:

**LASVIT**

**capexus**  
the joy of interiors

# LASVIT

LASVIT is a global leader in creating bold and unique spatial and lighting experiences that are designed to literally enhance everyone's feelings and aesthetics. LASVIT, founded by Leon Jakimič, is a leader in the global design industry. In addition to distinctive style and refined taste, LASVIT excels with its endless optimism and desire to combine design with art using traditional and modern methods and technologies. The result is breath-taking custom-made installations around the world, as well as an unmissable collection of lighting fixtures, drinking glasses and decorative glass.



**Leon Jakimič**, owner and founder of the glass and design company LASVIT, took us on a tour of the trends in lighting.

## What are the biggest current trends in custom lighting production?

Our clients' tastes change over time. Bolder and more sophisticated designs are in demand. Among the trends is the interconnection of natural organic materials, such as glass and metal. Ornaments become part of the structure. It is no longer so much that we hang installations from the ceiling, but for example we put artistic pieces of glass into the wall or concrete. We use lodging, bending or sealing of the glass, we strive for variety and we go with the times. We also combine modern technology with traditional craftsmanship. Our lighting installations are becoming more and more interactive, and we also use unique lighting.

## What are the most interesting challenges that Lasvit has encountered in 2021 and what others await it?

LASVIT generally looks at challenges as an opportunity. We have adapted to the market situation and are more focused on residential projects, where we are also seeing an increased demand for modern lighting fixtures and glass installations in residences, such as the entrance hall, living room, staircase or dining room. We are also focused on the development of our Glass for Architecture (G4A) division. We have launched new products from the LASVIT Art Walls series, which are works of art and practical interior elements at the same time. In addition, we are expanding the G4A division, which we strongly believe in, to include artistic glass facades for buildings, which are becoming increasingly popular.

## For which types of clients is custom production suitable?

Custom production is for all clients who have imagination, are creative and are not afraid to engage in the design process. We believe that our installations will raise the overall space, evoke positive emotions in people, and give everyone an extraordinary experience. Together with architects and designers, we want to create beautiful spaces, because we believe that light co-creates space and this space evokes emotions in people. For residential clients, products from the ICONS series, iconic and curatorially selected designs, from which we have created modular lighting fixtures that can be adapted to existing components and are affordable, may be a suitable variant.



[www.lasvit.com](http://www.lasvit.com)



# LASVIT

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**Immo Bellman**, Head of Interior Furniture at CAPEXUS, answers questions about office furniture and other equipment.

## Are there any trends in office furniture that are not to be overlooked in 2022?

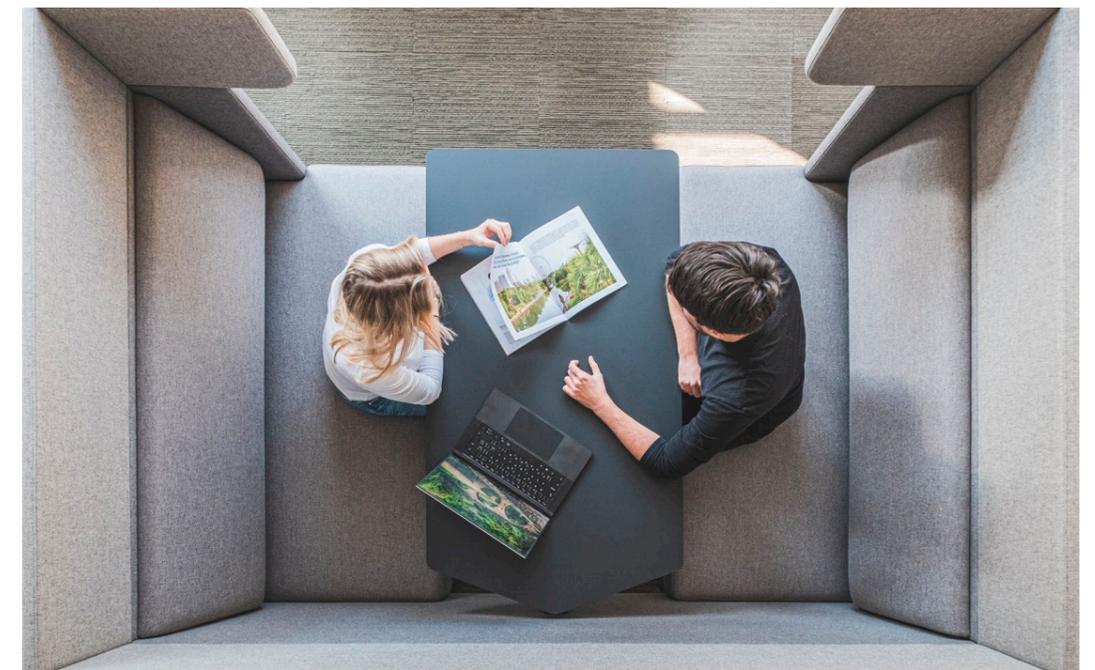
The flexible and perfectly conceived work environment that companies will strive for in 2022 requires practical and sufficiently adaptable equipment. Modular office furniture can be customized and put together in a variety of layouts. This adapts together with the office space. Adapting to a hybrid way of working and connecting with technologies is key. A continuing trend is also a strong emphasis on ergonomics, from healthy seating to adjustable desks.

## How big a role does sustainability play in clients' selection of materials?

Bigger and bigger. Although it used to be relatively difficult to find suitable environmentally friendly interior furnishings and furniture, today many manufacturers are already thinking about nature. In the offices we can see not only boards made of agglomerated materials, which contain no harmful formaldehyde, but also substances from recycled plastic waste from the sea on the seating furniture. Customers are also interested in certifications relating not only to product quality, but especially to the proportion of recycled materials in the product. Today the fact that wood used for office furniture is made with FSC certification is a matter of course. Such wood always comes from a carefully managed forest.

## Many companies have begun to focus on the quality of the work environment and the actual furnishings. For which categories of furniture is it worthwhile to invest in quality in 2022 and beyond?

There is probably no universal answer, but it is good to think about quality in the furniture with which employees or visitors come into contact most often. As a rule, these can be desks and chairs or the furnishings in common meeting areas, like kitchens. As part of our implementations, we always motivate our clients to choose high-quality furnishings, which may have a slightly higher purchase price, but are also made of better-quality and more environmentally friendly materials.



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# EMPLOYEE SATISFACTION AND WELLBEING

Part of a happy life is, among other things, work and suitable conditions for work. Physical and mental wellbeing has become a greater consideration in recent years and its importance is growing. Do you know what to focus on?



Contributors:

Artist's Hero

F POHYBU

SILENT LAB

SocioRating

EMPLOYEE SATISFACTION AND WELLBEING

## ARTIST'S HERO

Artist's Hero is a platform for sharing fine art that allows artists and art lovers to unlock the new value of paintings, photographs, sculptures or installations that would otherwise remain enclosed within the walls of studios or galleries.



**Marek Jakúbek**, founder and CEO of Artist's Hero, is a specialist in office art. And that's what we asked him about.

### What effect does art in the office have on the level of creativity, commitment and wellbeing?

According to the Making Art Work in the Workplace survey conducted by International Art Consultants in collaboration with the British Council for Offices, art has a positive effect on our creativity, productivity, involvement and wellbeing. Modern workspaces today are more about creating an experience than ever before. Visual art is one of the elements that contribute to the creation of an aesthetic and inspiring environment, so it is guaranteed to have a well-founded place in business.

### The perception of art is very subjective. How are specific pieces of art selected?

The process of selecting the right works of art begins with art consulting. It is about understanding personal preferences, the concept of interior design and expectations of the role that art should play – communication of the company's image or values, opening a discussion on a specific topic, inspiration or "just" putting the finishing touches on the ambiance. Based on the identified needs and the set budget, the portfolio is pre-selected by our curator. After the client confirms the final selection, the artworks are installed.

### Is there any art that is better avoided in the workspace?

You can't generalize, it really depends on the organization's preferences. It is ideal to let the preferences of each team member be expressed. The best practice is to let the team vote for specific works of art from a wider pre-selection. This will increase the effectiveness of the entire art program. People will choose for themselves what resonates with them the most and at the same time gain a real feeling that they can influence the environment in which they work.

### What are the benefits of renting art through Artist's Hero?

Besides the spiritual and mental benefits of being surrounded by art, renting allows for the portfolio to be scaled and flexibly replaced every four months. Regular changes in the art portfolio maintain a sense of "novelty" and regular mental stimulation. With Artist's Hero, you don't have to invest hundreds of thousands or millions of crowns in an art collection; our goal is to rent art for a fraction of its original price, which can only positively affect cash flow. A natural part of the service is art consulting, logistics and insurance. Finally, the art rental initiative can be part of the company's CSR program, as it can significantly contribute to the development of Czech artistic talent (financially and in terms of morale).



[www.artistshero.com](http://www.artistshero.com)



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Artist's Hero

# FPOHYBU

We teach you how to keep your energy and body pain-free during working hours, how mental health is connected with physical health, and that a gradual change of habits is important for our personal development. Through exercise programs in companies and conferences, we teach how to move from chair to balance. Come with us to stir up health, joy and creativity.



**Nela Ďopanová**, founder of Fpohybu, has some tips for us.

## What does the average corporate movement culture in the Czech Republic look like today?

The fish stinks from the head, so a lot depends on the approach of the employer and management. In general, a performance-oriented work environment often doesn't support employees in taking care of their body during working hours. Most often, we see high investments by companies in office equipment, but employees don't know how to use it at all. Until they can work with and be aware of their own body, even the most expensive office chair won't help them avoid pain. Here design comes at the expense of functionality and mainly lacks movement literacy.

## How are companies in which employees only sit in front of the computer getting people moving? How do they motivate them?

In a playful, simple way. Movement during working hours does not have to mean changing into different clothes or rolling out exercise mats. It is about applying a few movement principles. Thanks to these, employees can feel better physically and mentally even during working hours. For motivation, it is necessary for every employee to know why – what specific benefits the application of a minimum amount of exercise will bring them. Subsequently, team support helps to motivate. For this reason, our programs also include movement challenges, which entire teams participate in together. The feeling that I'm not alone plays a key role in creating habits.

## In terms of health, are there any elements of the work environment that companies should not forget about when thinking about new offices? Many companies have smaller gyms, for example, but sometimes this isn't possible.

The key is to create an environment that inspires employees to lead a healthy lifestyle. Gyms are honestly mostly a perk for employees to stay at work longer. They are usually separated from the workplace and will be appreciated by only a few individuals. It is ideal to incorporate the "gym principle" into the entire work environment. Have pictures on the walls motivating physical and mental health. Educational materials posted in key places. Support walking barefoot. Have railings and furniture that is not only attractive but also functional – a chair and a desk that support a change of position.

## Could you give exercise advice to people whose days are full of long work meetings? Can you use a lunchbreak, for example?

Definitely, this is the main focus of Fpohybu's programs. We teach you how to move during a long online or offline meeting while waiting for coffee or lunch. How to work with stress or tension with the help of the body here and now. How at any time during the day you can regain your balance with the help of body perception. We are already helping people with this in 56 companies in the Czech Republic and elsewhere.



[www.fpohybu.cz](http://www.fpohybu.cz)



FPOHYBU

# SOCIORATING

The SocioRating Institute is a Czech-Slovak company that helps companies predict the long-term value of the organization, its sustainability and impact on society. Through the SocioRating tool, it helps companies measure levels of innovation, trust, identification, satisfaction and responsibility among employees. This determines the vitality of the organization. It can quickly and effectively identify possible problems in setting up corporate culture and the impact on its overall operation.



**Hana Matějková Fabíková**, Business Development Manager, looked at interesting metrics with us.

## You help companies measure the social environment and build their corporate culture. How does culture and social environment affect physical space?

The last two years have been exceptional in this respect. While before the pandemic, all companies competed over who would have better-equipped offices, now they're working on how to make up for the "absence" of chats at the coffee machine. However, if we look at the work environment from a long-term perspective, probably everyone understands that inadequate equipment makes work difficult and causes frustration and demotivation. People need an environment that allows them to handle a variety of job responsibilities without having to worry about it.

## What was 2021 like in terms of the individual indices you are evaluating? Is there a bigger significant change on average in some of them?

Among employees in companies, we evaluate the degree of identification, satisfaction, trust, innovation and responsibility. We have been observing a positive trend in all indices for a long time. This means that companies are increasingly understanding the need to devote time and energy to their employees. What's more, they really do. From the point of view of the pandemic, we have not yet seen any significant impact. However, the innovation index is largely influenced by the work environment and the personal meetings of the people in it. We are starting to find out what impact work from home will have on this index.

## How can employee motivation be measured?

From the beginning, it is necessary to realize that motivation comes from within. We do not focus on self-motivation, but on what leads to it. The need for self-realization, the feeling of fair treatment or the expertise of superiors is much more important for the internal motivation of employees than above-average pay. Trust between colleagues and the company's management is also key. Office equipment and access to the tools needed for the job are also considered important by people. The combination of these factors improves overall wellbeing. Therefore, we believe that motivation is a natural outcome of a healthy corporate culture.

## What steps should companies looking to build a corporate culture focus on?

The basic step is to regularly map the attitude of employees towards the company and therefore take an interest in their people. It is important not to focus only on satisfaction or dissatisfaction, but to monitor the relationship of employees to the company as a whole. We see from the data that companies whose corporate culture is built on an understanding of how the organization functions as a whole, trust across the organizational structure and responsible behaviour towards employees both externally and internally achieve better profitability and develop a culture of innovation among their people. Such companies are much better able to cope with the challenges of a rapidly changing world.



[www.sociorating.org/cs](http://www.sociorating.org/cs)



SocioRating

# SILENTLAB

SilentLab provides an original acoustic concept that will soundproof any interior and bring peace and privacy to even the noisiest spaces. The team includes acoustics experts, thanks to whom the company designs and manufactures all its products itself. Acoustic wall and ceiling tiles, acoustic stools and screens, and even designer soundproofed mobile offices are created in factories in the Czech Republic. Thanks to SilentLab, employees and companies are more satisfied, because silence increases work productivity by up to 10%.



**Jan Kaňka**, Sales Director and Co-Founder of SilentLab, presents the future of the MICROOFFICE and other acoustic solutions.

### You offer modern acoustic solutions for offices. Which ones are currently the most popular?

We offer a whole range of solutions in acoustics. I consider MICROOFFICE to be our most popular product line. These are mobile soundproofed meeting rooms and telephone booths, where you can not only make a phone call in peace, but also join a teleconference or just focus on an important project without disturbing colleagues. Their great advantage is that they can be installed very quickly and without making a mess in any space. You will appreciate the silence, privacy, comfort, but also AV equipment, sockets and USB connectors. In terms of soundproofing quality, our MICROOFFICE achieves the best results on the market.

### What are the most common shortcomings in terms of acoustics that you have come across in 2021?

The forced transition online was definitely a big event from the point of view of acoustics, too. Many meetings moved to the internet and did not return. Meeting online is fast, secure and efficient. The disadvantage, however, is that large open space offices are simply not built for this style of communication. There are not enough meeting rooms or soundproofed rooms for conference calls. It is then quite difficult to make such online calls and it often disturbs other colleagues. But this is something we can help with efficiently and quickly.

### Are companies starting to perceive the importance of proper acoustics in the office, or do you think there is still some catching up to do in this regard?

Yes, proper acoustics have been a real trend in the last few years. Earlier, companies began to perceive the importance of proper acoustics. With the rise of online conferencing and companies trying to lure employees back to the offices, this has intensified. But it's not just about acoustics; we also address other aspects of wellbeing in the workplace, such as privacy, proper lighting or fresh air supply. In general, companies are trying to place more and more emphasis on employee satisfaction. As a result, the employees are more efficient and loyal to companies, which pays off for everyone in the end.

### How big a role does design play in the development of your products?

It plays a huge role. We are focused not only on creating a functional but also an aesthetic environment. Employee satisfaction is determined by a pleasant work environment in all aspects, and design plays a key role in this regard. We have collaborated with first-rate designers in the field on the current form of the MICROOFFICE, and the collaboration has proved its worth. We have won many design awards, such as the Red Dot Design Award and the German Design Award. We deliberately differentiate ourselves from the competition in all respects. We use high-quality and acoustically unconventional materials. We prefer doing things by hand. We simply care.



[www.silent-lab.cz](http://www.silent-lab.cz)



# QUADRIO I A PERFECT OASIS OF SILENCE



SILENT LAB

MICROOFFICE



# BUILDING TECHNOLOGY

It is no longer practically possible to imagine modern offices and buildings without technological conveniences. The move from conventional electronics to smart devices is accelerating significantly, and now you can see what technology must not be missing in 2022.



Contributors:



**SPACEFLOW**

capexus  
the joy of Interiors

# BLOCKS

Blocks are smart shared boxes for buildings and offices, which, thanks to an app, allow you to pick up packages from all e-shops, hand over keys and store personal belongings. The already successful technology and design start-up was founded by tech enthusiasts Bartoloměj Holubář and Alex Studnička at the age of 21. Its clients include one big name after another and major global players with bases in Prague, Brno and Bratislava.



**Bartoloměj Holubář**, co-founder and CEO of Blocks, discussed with us interesting facts about internal logistics.

### What problems do Blocks smart lockers solve in offices?

Blocks solves problems associated with the delivery of packages and the need for contactless delivery of items. It typically resolves situations where you are expecting a package from an e-shop or, for example, you need to hand over the keys to a colleague who's working from home. You will automatically receive a PIN and pick up the shipment whenever it suits you. Blocks boxes thus fully digitize internal logistics, save staff capacity and clear reception desks and mailing rooms of unsightly piles of packages.

### What new challenges has 2021 brought to your smart dispensing box system? Do you have any interesting statistics that surprised you?

The main challenge was to make our product as multifunctional as possible. Previously, our boxes were used primarily for receiving shipments. With the new hybrid way of working and contactless needs, the whole product had to be adapted to the easy transfer of keys and documents between colleagues. In terms of statistics, with the advent of intensive teleworking, for example, we expected a reduction in the number of packages that people sent to the office. However, after the first wave of Covid, the trend turned out to be the opposite. People started shopping online more than ever before, but as a place of delivery, they still preferred an office, which they perceived as a place where the shipment always waited for them.

### Your customers often appreciate Blocks' design and collaboration with architects. Do you have any other plans for the product?

Design is among the top priorities from the start. In addition to functional values, the product should also complement our environment visually. Our type modules can be freely chained to each other and modified in size and material. We are increasingly supplying Blocks in the form of IKEA, where we can implement our plug-in technology within existing solutions and thus become a beneficial upgrade of previous projects and storage lockers for employees.



[www.blocks.cz](http://www.blocks.cz)



## Revolutionary lockers for efficient workplaces



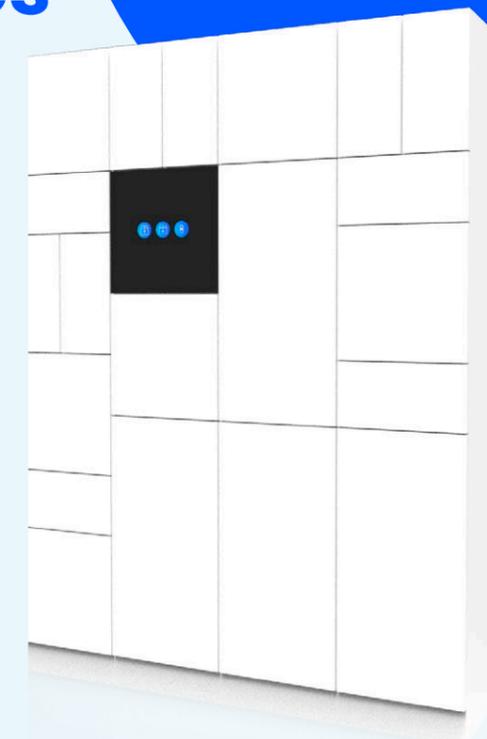
Automate delivery flow



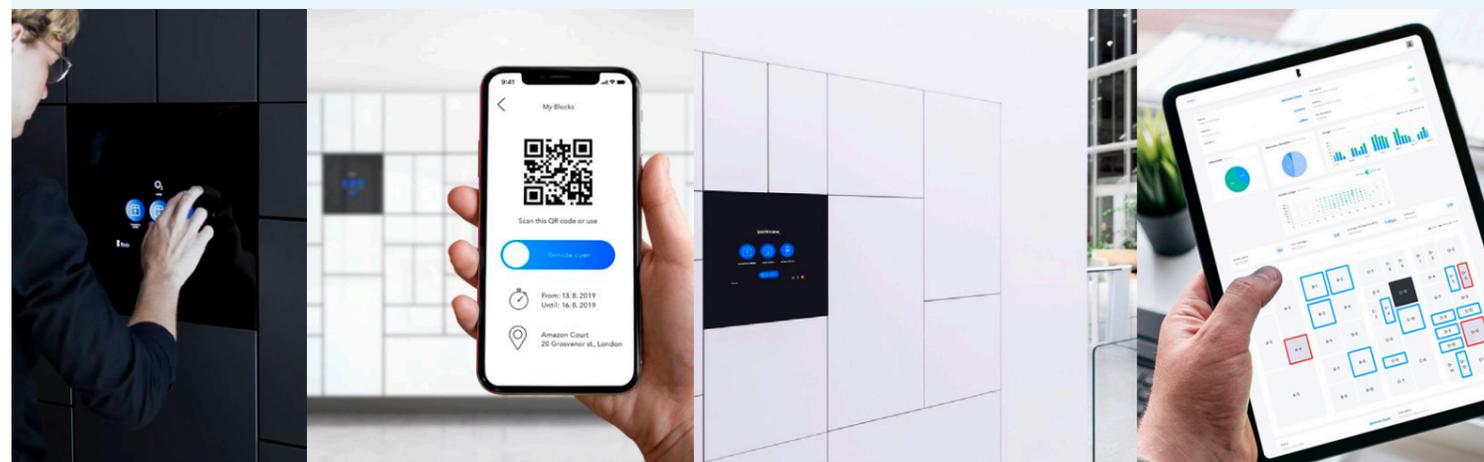
Create a place for sharing



Benefit from keyless storage



## Future-proof technology designed for modern offices



user-friendly interface

contactless opening via our App

award-winning modular design

remote control and updates

# SPACEFLOW

Spaceflow creates digital experiences to enable better life in buildings. Integrating data, technology, and people, the company helps both commercial and residential landlords and building operators go through digital transformation to finally connect buildings with their occupiers. Spaceflow provides an all-in-one solution for property and asset management to integrate building hardware and analyze data, and for occupants to enjoy the convenience.



**Petr Bořuta**, Head of Marketing at Spaceflow, answered questions about the digitalization of buildings.

## Is it still possible to imagine office buildings without digitalization today?

Today, there are no more office buildings that have not at least partially digitalized their operations. But most real estate, at least if we're talking about the Czech Republic, does not have a digitalized part that covers daily activities for tenants, and if it does, the technologies work separately.

In the past, office buildings attracted tenants with great location. In the next phase of the evolution, it has been thanks to services, certifications, a healthy environment and a combination of these things. Landlords now gain a competitive advantage if they can integrate the technologies that people use at work every day into a single platform: booking meeting rooms and other equipment, opening turnstiles, doors and even calling elevators and other smart building functions, as well as ordering services and making payments. Such a building, if it has the other features tenants want that I mentioned, will be a winner.

## Did the pandemic affect the interest in tenants' comfort and the effort to bring smart solutions to buildings?

At the start of the pandemic, we saw a large increase in interest in technologies that enable safer office use and a healthier environment, such as contactless technologies, air quality monitoring and so on. In addition to these areas, emphasis was later placed on solutions that will help attract employees back to the office, even for a few days a week.

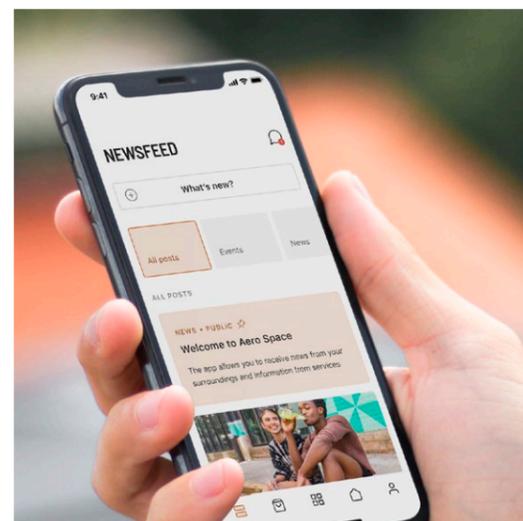
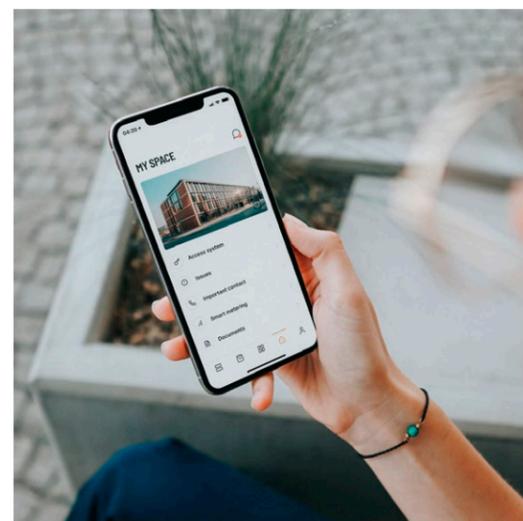
This is understandable when your property is only partially full. That's why tenants are redesigning their offices, and that's why landlords are changing common areas, digitalizing more, and communicating remotely.

It is important that landlords maintain a relationship with tenants as well as office end users. Our solution also helps in this regard.

## How has the commercial real estate market changed in 2021?

For new real estate, the emphasis is on the mix of possible uses: retail, housing, offices, coworking, short-term accommodation. We can easily find all these things within one complex. We have all experienced that you can largely work from anywhere for at least some time, which of course has a big impact on how people think about the environment and how they use buildings. As a result, the individual segments are clearly merging and so we are seeing mixed-use real estate more and more often.

Even before the pandemic, the market for flexible offices was growing and leases were shortened, so the ability for the office segment to respond, adapt and offer what the end user wants when they want it will be key.



[www.spaceflow.io/en](http://www.spaceflow.io/en)



# SPACEFLOW

# CAPEXUS

CAPEXUS is a leading player in the commercial interior market. For clients using office and retail space, it provides comprehensive Design & Build services following the latest work environment trends. It specializes in architecture, design, workplace consultancy, construction, building technology and turnkey interior delivery. CAPEXUS is a founding member of Studio Alliance, which brings together leading European work environment experts. It has been a member of the ČEZ ESCO Group since 2021



**Antonín Krejčík**, Senior Project Manager HVAC, discusses technologies that may not always be visible at first glance, but are therefore all the more important.

## What trends in air conditioning, heating and cooling deserve attention in 2022?

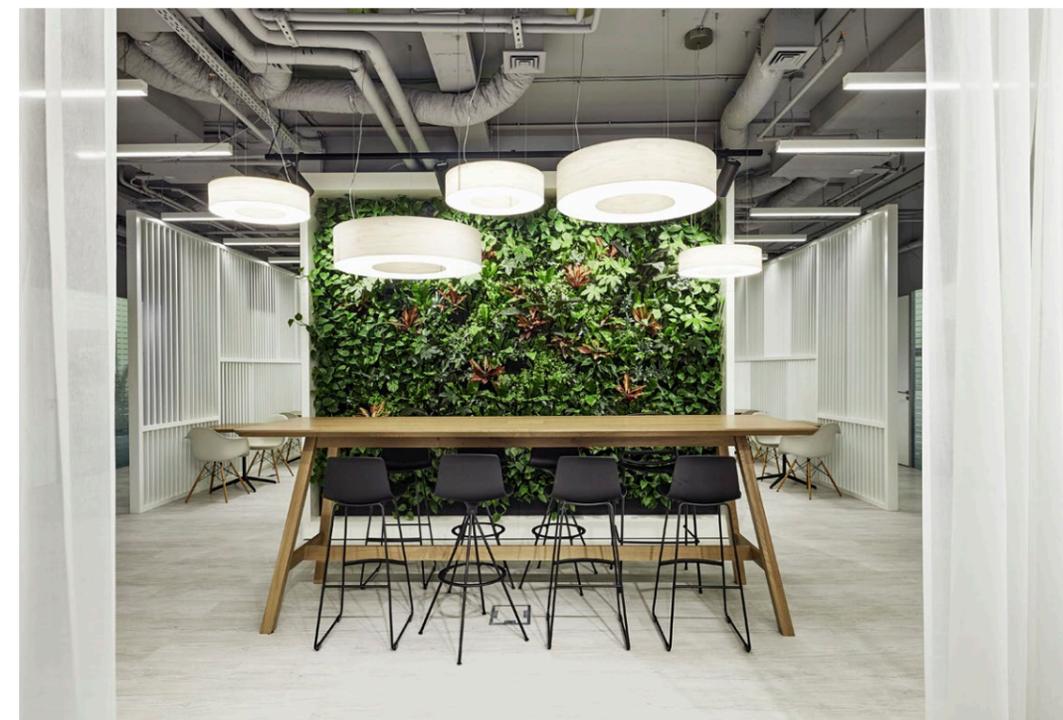
Definitely sustainability and a more environmentally friendly approach. The world of technology is trying to adapt to increased concern for the environment, but more advanced devices may be more expensive than less environmentally friendly versions. This is mainly due to high technological and production costs. However, over time, the price is likely to fall, especially with increasing competition.

## Have you noted any differences in companies' preferences and requirements lately?

Whereas previously all discussions revolved mainly around thermal comfort, now air quality and employee health are also crucial for companies. In addition, various surveys show that air quality is one of the most problematic factors in offices. I am very pleased that CAPEXUS can design and implement a suitable solution. If clients have offices in older buildings where the technology to meet all the required parameters (such as humidity) is lacking, there is a significant reduction in comfort during the year, including higher rates of employee illness.

## Are there any technologies that you are looking forward to next year?

I am definitely curious about what new technologies will emerge to eliminate the spread of viruses in air conditioning systems. In recent years, with the advent of Covid-19, virus-eliminating devices have begun to develop and there is room for new installations to improve the indoor environment. It will also be interesting to monitor the growing impact of automation and data evaluation directly from operations, where technologies allow us to continuously measure a number of values and then adjust the configuration of the entire system according to them.



[www.capexus.cz](http://www.capexus.cz)



**capexus**  
the joy of interiors

# HYBRID WORK

A big part of the future is the hybrid work model. It creates equal opportunities for everyone, whether they are in the office or working remotely from home. What else can we expect in this area?



Contributors:



## HYBRID WORK

# AV MEDIA

We have been providing modern audio-visual solutions for 30 years. We are passionate about what we do. We enjoy passing on experience, inspiring customers, offering high-quality services and designing completely new, original and innovative solutions. We develop the AV world in companies, state organizations, schools from kindergartens to universities, hotels, museums, cinemas, conferences, events and television studios. In our eyes there is no customer who does not need our services.



**Jiří Plátek**, Workplace Design Specialist, answered several of our questions about audio-visual technologies.

### How will the work environment develop in 2022?

The work environment will not go back to 2019, because we understand now that we can be productive from anywhere. The Covid-19 pandemic has brought about rapid changes that affect the actual performance of work. Through the hybrid model of work, we realize not only when, where and how we work, but also why we work (for the company, for the boss, for the leader, for the team, for ourselves). We are looking for the real meaning of work! The primary challenge will be to further develop and transform the new work environment and corporate culture, to actively involve people from anywhere with the help of digital technologies.

### How to create a work environment in which people feel good?

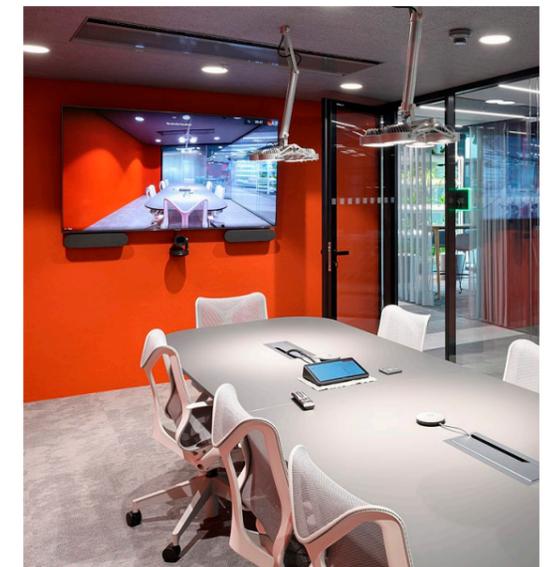
First, ask people to identify their needs and wishes. Then think about how to create a work environment that becomes the centre of your work experience. Furniture, lighting, acoustic elements, technology and other sustainable equipment are designed in accordance with diversity. An environment that is constantly growing and evolving with you expresses your story, corporate DNA, interpersonal connections, teamwork or individual work.

### What will the world of remote communication and collaboration look like?

The beauty of remote communication and collaboration is that we can be available from anywhere in the world: from the office to the comfort of your home or coworking space. At the same time, we understand that new skills are important for remote communication. In combination with the hybrid work model, we have seen that the freedom to work from anywhere leaves us with traces of satisfaction, productivity and setting our own work-life balance. Organizations can evenly involve and engage people as well as offer greater flexibility and security.

### What does smart office mean?

People want to feel in the work environment like they do in their modern vehicles. Imagine that you are holding a mobile phone in which you have an app installed. The app allows you to share the floor plan of all office spaces with colour indicators. You will find out what desks, rooms or parking spaces are available and simultaneously book them. The work environment of a smart office is equipped with sensors that automatically set the right temperature and light intensity, evaluate the maximum number of people present and much more. The goal of a smart office is to create a secure, flexible and intelligent environment.



[www.avmedia.cz](http://www.avmedia.cz)



# DIGISKILLS

Whether you're drowning in a sea of office applications or want to embark on a wave of technological transformation and streamline teamwork with process automation, Digiskills is your safe haven. In 2020, thanks to the Digiskills.cz portal, we paved the way for a personal digital revolution of more than 11,000 newly registered users. Following a detailed survey of employees' digital knowledge, we prepare tailor-made training for small businesses and multinational companies, but we also offer our know-how to individuals.



**Hana Půllová**, CEO of Digiskills, talked with us about online work and the importance of understanding technology.

## Teleworking is a big topic. In your experience, what are companies' most common concerns?

The HR meetings that I organized last year and this year and which were attended by important representatives of the HR community showed that companies' biggest concerns are in the area of leadership, performance and maintaining the company's culture. Leaders are changing the way people work. When they share an office with them, they often feel that they have more control over what their people actually do during working hours. They need to trust more in the online environment, and this can be difficult for some leaders. They also have to change their approach to their team, be more interested in people's personal situation, listen. Otherwise, people feel detached from the company.

## You offer the largest library of practical online courses for the correct and efficient use of office applications. Which are the most popular?

In first place are more advanced tips for working with e-mails. The second most popular topic is how to effectively make video calls, because even online meetings have their unwritten rules. Other topics in the series are working with your own time, calendar and notes. With the transition to M365, many companies are very interested in deepening their knowledge of this tool. I must add that e-learning has become more of an accompanying part of our training in the last year and a half. We are seeing increased interest in the so-called hybrid training model, where we combine synchronous and asynchronous parts. Microvideos are part of an asynchronous studio, which we supplement with inspiring and practical webinars. We have seen that people more quickly gain the necessary skills.

## Do you have any recommendations for effective work from home?

Schedule your working hours well. Microsoft's research shows that the online work environment is moving into non-working hours. Between 8 a.m. and 9 a.m. and between 6 p.m. and 8 p.m., while weekend work has increased by 200%. It's also important to have your rituals, to be able to separate the time when you work and the time when you do not want to work. Consciously set transitions between them. They are constantly improving in the use of tools for online work and collaboration, because they can greatly simplify work. But at home we can't overhear digital hacks from someone. The good news is that a lot of tutorials are available for free online or for a small fee in the Digiskills database.

## What in your opinion are the basic principles of digital productivity?

The key is to make good use of the tools you already have at your disposal. Feel free to get inspired and learn new features. Use them to simplify your work. This involves not only learning new habits, but also quitting old ones, which is a major obstacle to success. Have a well-established work agenda structure. Have dedicated times for focused work and collaboration with the team. Be able to break down disruptive moments and to work with the "do not disturb" regime, turn off notifications and social networks.

Think about the activities you do routinely. Can they be simplified through automation or a new app?

Last but not least, the ability to turn off. Digital detox should be a habit for most people who work digitally.



[www.digiskills.cz](http://www.digiskills.cz)



# FLEXJOBS

FLEXJOBS Consulting – we bring seven years of experience in setting up a flexible environment and developing a hybrid style of work. We lead change projects for the transition to flex offices. In 2021, we teamed up with the Odyssey team, which brings comprehensive know-how in the field of wellbeing and performance optimization. Together, we provide proven methodologies and tools as well as truly effective development programs for sustainable performance in the new normal, i.e. in a flexible and hybrid world of work.



**Jana Špačková**, partner at FLEXJOBS Consulting, discusses work flexibility.

## Work flexibility reduces costs and makes employers more attractive. Are there any "quick wins" in this area that any employer can implement right away?

I'd give three quick tips:

- 1/ Don't be afraid – create a proposition that will be really attractive. Flexibility in a wide spectrum. From the possibility of using work from home to part-time work, etc. You will have the opportunity to attract high-quality candidates.
- 2/ Ask your people what they expect and for management to respect it. Create the conditions for it.
- 3/ Incorporate changes in work style into office layouts, tool settings, rules and skills.

In this way, a system can be set up that is very cost-effective and supports employee satisfaction and motivation.

## What do companies currently underestimate most in terms of setting work flexibility?

First, I would like to express my appreciation for the tremendous effort that companies are putting into establishing the future setup. However, they often imagine that it's just a mutation of the original system. The fact that we have managed the pandemic crisis does not mean we are ready for long-term success in the new reality. Companies now greatly underestimate the details of the solution, the permanence of the change and especially its development. Not only managers, but above all the employees.

## What to keep in mind when a company wants to introduce desk sharing?

Today, many prejudices and, above all, emotions are automatically associated with desk sharing and the FLEXI office in general. It is necessary to prepare for conceptual communication and meaningful exceptions and to calmly work with emotions when implementing the change.

## How is the Czech Republic doing in terms of work flexibility compared to other European countries?

With its conservative approach to work flexibility, the Czech Republic has long lagged behind the Western European countries we are most often compared to. Work from home options in Prague are now comparable to other countries, but this is not the case in the regions. The opportunities for part-time work are still very scarce. It is already clear from the numbers that companies offering work flexibility will have the best people.



[www.flexjobs.cz](http://www.flexjobs.cz)



# SUSTAINABILITY AND THE CIRCULAR ECONOMY

Efforts to eliminate or mitigate negative impacts on our environment also apply to office buildings and offices. Find out how to incorporate sustainability into everyday working life.



Contributors:



**crea** — **tula**

# CIRA ADVISORY

CIRA Advisory is an advisory and consulting company focusing on the field of circular economics across all economic segments from agriculture or waste management to innovative methods, including the benefits of digital technologies. Its goal is to help companies and other institutions move from a linear principle to a circular one. At the same time, it sets an effective communication strategy both within the company and towards the general and professional public.



**Laura Mitroliosová**, CEO CIRAA, reveals the principles of the circular economy and sustainability in offices.

## How are Czech companies doing in general in terms of the circular economy? Were there any positive changes in 2021?

The theme of sustainability and the circular economy has begun to resonate across sectors over the past year. Material recycling, smart product design or backup systems are being discussed in the retail, construction and food industries, and this is a huge success. In practice, however, the world is only 9% circular, and the circular economy is applied mainly by visionary companies and early adopters. I believe this will soon change radically thanks to the Green Deal, or due to pressure from banks and investors for non-financial reporting, and many more companies will start to put the circular economy into practice and will view it as an opportunity.

## What are the cornerstones of a successful sustainability strategy?

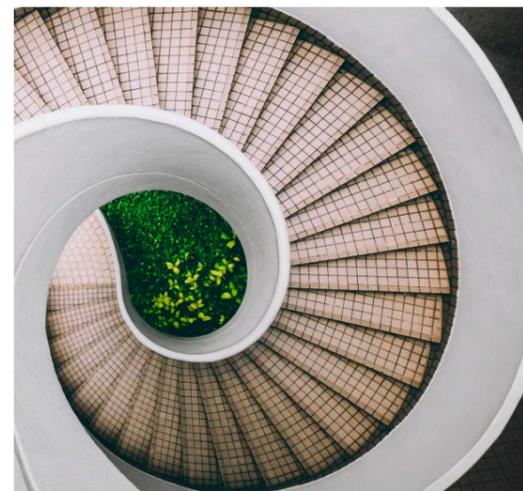
The best sustainability strategy is one that is based on high-quality data. Only in this way can the company identify in which areas a change in operations, production or product settings can have the greatest impact. Then we select a specific metric for data analysis – usually carbon footprint calculation or lifecycle analysis. We help companies analyse the current situation and reveal what their strengths and weaknesses are, and accordingly we create entire sustainability strategies or propose partial solutions on how to set up processes more sustainably or circularly. But these are always very individual outputs.

## Are there any sustainability steps that virtually any company can take without major investments (both of time and money?)

When we start working with a new client, we often deal with the issue of offices and the work environment. In this area, it is possible to start simply and easily with steps that can save the company the costs of normal operation and at the same time reduce the amount of waste produced. Another very effective tool is also the gradual setting of sustainable criteria for suppliers. Companies can try it on simple contracts, such as corporate gifts or coffee suppliers, and gradually apply circular and sustainable criteria to energy purchases or production materials.

## How big of a problem is greenwashing? Are companies already taking notice?

Greenwashing is not specific to the Czech market, but it is a big problem. Companies often do not know how to communicate circular and sustainable efforts to specific target groups, and then either overdo it or do not provide enough information. This area is very closely monitored by both consumers themselves and the inspection authorities. It is therefore important to set up communication well and be as transparent as possible. We are currently working with Charles University on a methodology that will give companies instructions on what, when, how, why and to whom to communicate to avoid greenwashing.



www.ciraa.eu



# CREA—TURA

The crea—tura architectural studio focuses on the principles of responsible construction and architecture. For them, architecture is not only about making beautiful buildings, but about creating and preserving value. It believes in a world where the architect can be a guide to a more responsible future.



**Ing.arch. Karel Golář**, Partner and Sustainability Director, discussed the issue of sustainability with us.

## In your opinion, what is currently the basis of responsible architecture?

The responsible approach has been and is something that belongs to the architects and buildings we admire. The responsibility lies in the care we give to the designs. As architects, we have a responsibility to our clients and the public, and now the importance of environmental responsibility is growing as our knowledge of the environmental and climate impacts of buildings expands and deepens. So responsible building and architecture is not just about aesthetics. Good buildings have a cultural and material value that is passed down through the generations. We need to design buildings for the entire lifecycle and anticipate what will come after it.

## Have you noticed growing interest among clients in responsible design and sustainability?

As in other sectors of human activity, we are witnessing a downward trend in buildings. There are several pressures on us, the legislative one “from above” and then the client “from below”. So us architects must also offer services that are in line with this. The banking and financial sector also began to play a role with ESG and responsible investment, which gave the concept of sustainability the necessary foundation of seriousness. Sustainable architecture was seen as an alternative movement in the 1990s. Today it is already part of the mainstream.

## Are there any fundamental limits to responsible design that you still perceive as an obstacle?

There are still several limits, starting with education and ending with legislation. To move from visions and ideals to practical solutions, we should better connect the various actors in construction. Naturally, the architects who oversee the entire process now accept this role together with the clients. But even architects lack the practical knowledge and tools of responsible design that would better help in design and implementation. Another limit is a certain scepticism about innovative and creative approaches and solutions. For example, if you use secondary materials in your implementation, which of course affect the design itself, these approaches may be perceived with some uncertainty.

## Europe should become a climate-neutral continent by 2050. Are we on the right track in construction?

Buildings are the most complex product of human activity. This is one of the reasons why achieving building neutrality is challenging. They are necessarily associated with a large amount of material, which is also difficult to manufacture. We have managed to reduce the energy requirements for the operation of buildings quite well, which means it is now all the more important to address the amount of CO<sub>2</sub> and energy bound in the material. Without creative thinking about buildings and materials and their use, we will never be able to achieve neutrality.



www.crea-tura.com



# KANCELÁŘE.CZ

We are an advertising and information platform in the field of work environment. We bring you a modern view of workspaces. We educate, create new work trends together and help cultivate your offices. We focus on areas such as workspace, design, business, technology, architecture, lifestyle and finance.



**Theodor Klán**, co-founder of the project, gave us a look at the office spaces and the company's offer.

## What workspaces are and will be of the greatest interest in 2022?

The coronavirus pandemic has changed the way we work, and with it, altered workspaces and human flow. People have become more accustomed to working from home and, thanks to digital technology, they do not have to go to the office every day. However, working from home also leads to certain difficulties, such as lower productivity or social isolation, and for some it is simply not feasible. Therefore, the trend is to offer a hybrid model, which will enable work both from home and from the office. The main purpose of the workspace will be to create a place to meet, which will allow people to easily interact or get a dose of concentration and inspiration.

## Has the way companies go about choosing suitable spaces changed and what criteria currently play the biggest role?

Many companies and coworking spaces now offer both open spaces and places with more privacy. A trend now is activity-based offices, which allow employees better conditions for various activities.

Sustainability in the construction, implementation and operation of offices, as well as symbiosis with flora, is becoming an important criterion for companies as well as employees. People spend a lot of time at work, which is why companies are trying to bring elements of nature into their interiors. Today the use of natural materials, increasing the number of plants in the workplace, but also building roof terraces with cafes and lots of greenery are all matters of course.

## The role of offices has changed dramatically in recent times. Are you expecting any more changes?

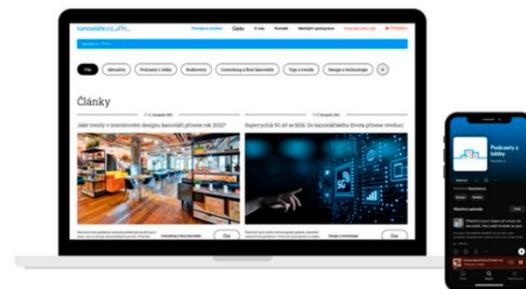
According to current demand, we expect not only companies but also individuals to make more use of shared workspaces, which will allow them to network more often, meet interesting people and make new contacts. We want to incorporate new topics into the content of Kancelář.cz, such as art in the workspace, which, thanks to the right combination of works of art, can create an atmosphere that reduces stress and enhances creativity. The colour of the environment also has an undeniable effect on work performance, which is why we want to introduce the topic of colour psychology into what we do.

## How is the offer of offices in Czech cities outside Prague? Is interest in regional cities growing? What are the biggest differences between Prague and other areas?

Although the highest number of office offers is in large cities, the offer is expanding to smaller cities, where many of them are already fully operational. The growing popularity of shared spaces and the interest in the community environment show that demand is constantly growing. At Kancelář.cz we record traffic across the entire country, and even from abroad. We aspire to be the main Czech office broker and we want to bring unique content from areas such as workspace, coworking, design, business, technology, architecture, lifestyle and finance.

## Where do you see Kancelář.cz in a year?

Our vision is to become a TOP platform for all developers, real estate agencies and coworking centres in the Czech Republic and beyond, where they can offer their services. This will create a strong base for their current and future customers, where not only thanks to the wide range of our advertisers, but also thanks to the very sophisticated content we actively create, they can get up-to-date information, interviews with top players and domestic and global news to make their decision-making easier and choose the best work environment for them.



[www.kancelare.cz](http://www.kancelare.cz)



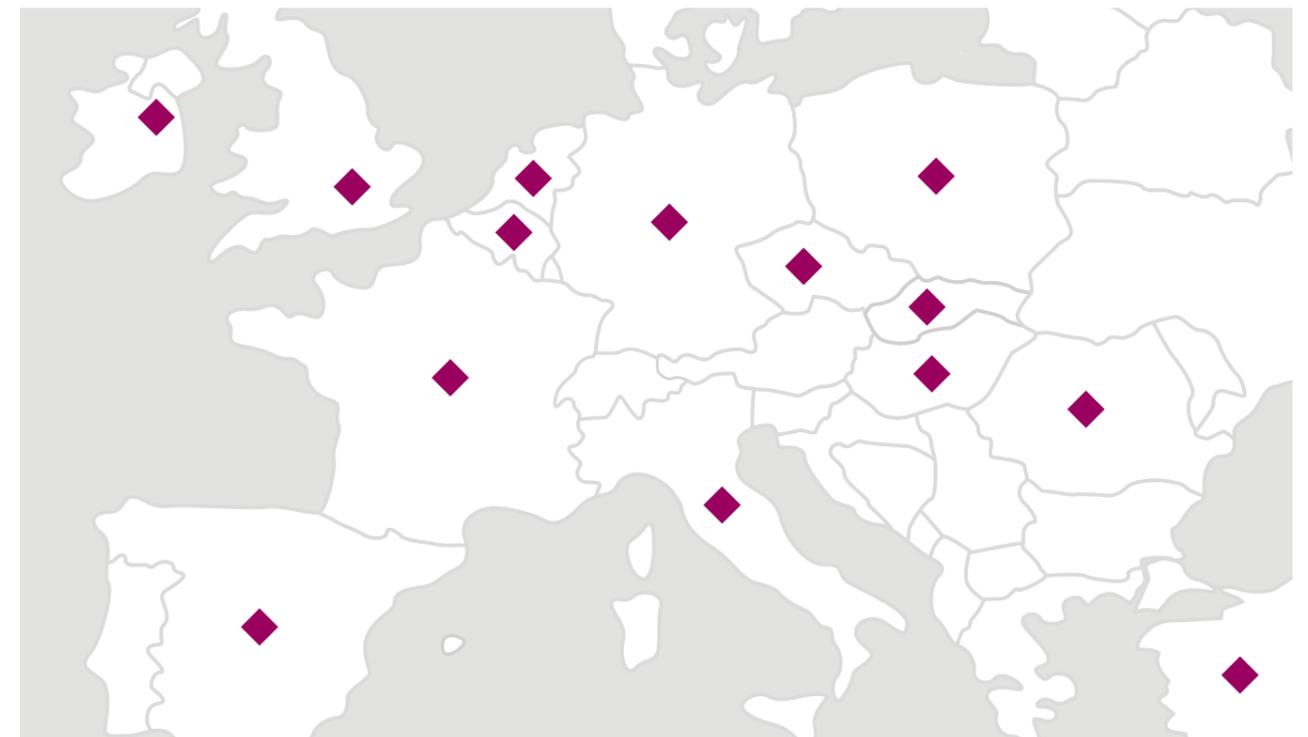
kancelář.cz

# STUDIO ALLIANCE

Studio Alliance, of which CAPEXUS is a member, is the first and only European work environment alliance. The goal of the alliance is to offer clients continuity of supply, easy communication and guaranteed quality. Together with other members, we share best practices, knowledge and experience, all with the aim of offering high-quality services in the field of work environment consulting, architectural and interior design, fit-out and furnishing of commercial space.

The alliance offers local market knowledge combined with experience working in more than 5,000 buildings across Europe. Adapting to a language, local regulations or a unique culture no longer needs to be an obstacle for your future offices abroad.

If you have a project in Europe or want to learn more about Studio Alliance, feel free to check out the alliance's official website.



 <b>UK</b> <a href="http://www.area.co.uk">www.area.co.uk</a>	 <b>BELGIUM</b> <a href="http://www.alternativ.be">www.alternativ.be</a>	 <b>UK</b> <a href="http://www.area.co.uk">www.area.co.uk</a>	 <b>SPAIN</b> <a href="http://www.cador.es">www.cador.es</a>	 <b>CZECH REPUBLIC &amp; SOVAKIA</b> <a href="http://www.capexus.cz">www.capexus.cz</a>
 <b>FRANCE</b> <a href="http://www.cdb.fr">www.cdb.fr</a>	 <b>TURKEY</b> <a href="http://www.diem.com.tr">www.diem.com.tr</a>	 <b>HOLLAND</b> <a href="http://www.ditt.nl">www.ditt.nl</a>	 <b>HUNGARY</b> <a href="http://www.dvmgroup.com">www.dvmgroup.com</a>	 <b>IRELAND</b> <a href="http://www.iisspace.com">www.iisspace.com</a>
 <b>ITALY</b> <a href="http://www.ilprisma.com">www.ilprisma.com</a>	 <b>ROMANIA</b> <a href="http://www.morphoza.com">www.morphoza.com</a>	 <b>GERMANY</b> <a href="http://www.real-group.com">www.real-group.com</a>	 <b>POLAND</b> <a href="http://www.reesco.pl">www.reesco.pl</a>	

[www.studio-alliance.com](http://www.studio-alliance.com)



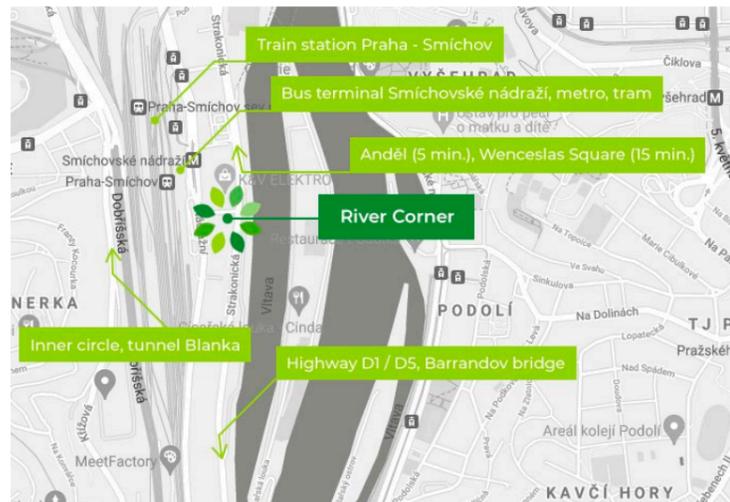
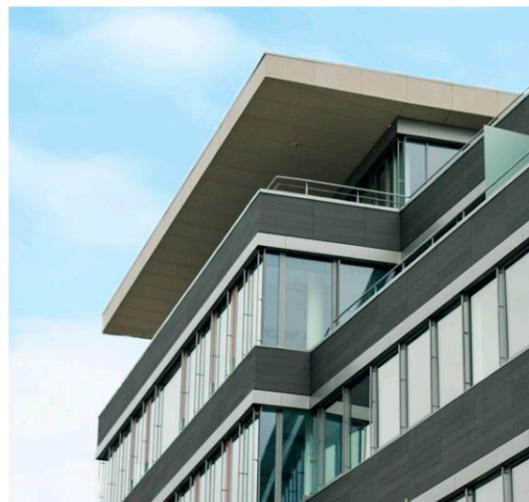
# THE WORK ENVIRONMENT AS AN EXPERIENCE

River Corner is a modern office building in Prague's Smíchov district and since May 2022 also the home of our offices, through which we present our vision of the work environment as an experience.

Do not hesitate to visit us to discover the latest trends and inspiring solutions. We will be happy to guide you through the offices, answer your questions and help you shape your ideas about the ideal office space.

[www.capexus.cz/nove-kancelare-capexus](http://www.capexus.cz/nove-kancelare-capexus)

More about the River Corner building:  
[www.rivercorner.cz](http://www.rivercorner.cz)



# CAPEXUS BECAME A MEMBER OF THE ČEZ ESCO GROUP

We help companies grow, but we want to grow too. That is why CAPEXUS became part of the innovative ČEZ ESCO division at the end of 2021.

This connection comes at the right time, as the energy of buildings and the office environment is undergoing a major revolution with an emphasis on energy efficiency and the climate footprint. The demand for modern and functional revitalizations is growing, as is the importance of protecting the environment.

The connection thus allows us to continue our excellent work and at the same time use our many years of experience in the field of building energy. We have already met with ČEZ ESCO subsidiaries on the market and now we can save customers money and time together.

Energy-efficient buildings and the latest trends in sustainable building technologies are highly attractive opportunities. Over the ten years of our existence, we have changed the work environment for more than 400 companies, and we are convinced that a number of other interesting projects await us going forward.

More at [www.capexus.cz](http://www.capexus.cz) and [www.cezesco.cz](http://www.cezesco.cz).



# A FEW WORDS ABOUT DESIGN & BUILD

Design & Build is an approach based on the complete implementation of a project from design through construction to final furnishing. It is also the guiding principle behind CAPEXUS' ability to save its clients' money and time, be they small start-ups or large corporations. Discover its benefits and find out what it can bring to you.

## What are its main advantages?

### Risk minimization



Because one company is entirely responsible for all the work, the risk associated with inconsistent quality when selecting different suppliers is reduced.

### Time savings



The phases of the project run in parallel and the works follow each other. Eliminating unnecessary downtime allows projects to be implemented more quickly.

### Money savings



The delivery of a complete project means significant savings in the scope of work. The budget thus remains under control and you save when modernizing your offices.

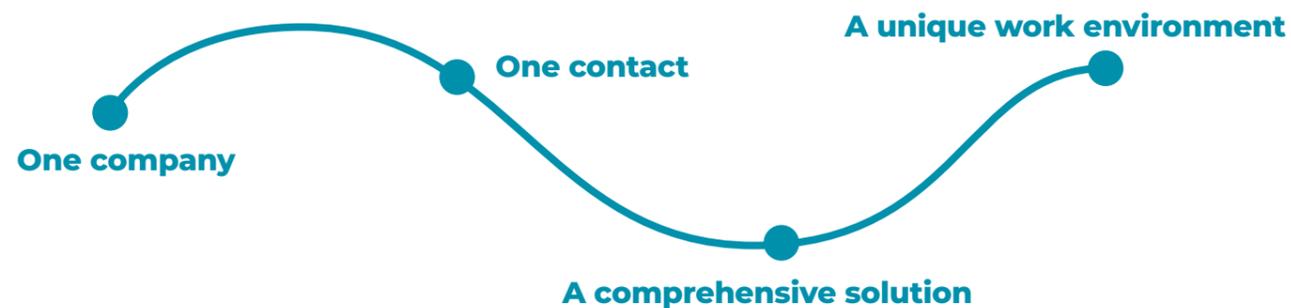
### One contact partner



The last major advantage of the Design & Build approach is that you always know who to contact. One contact, who has a perfect overview of everything, is used for communication.

The traditional approach requires more time, because each phase can only start after the previous phase has been completed. Design & Build constitutes parallel implementation of the project phases. While the architectural study is being drafted, the furniture or project documentation can already be addressed.

Effective time and budget management go hand in hand not only with the trends of 2022, but also with the CAPEXUS philosophy.



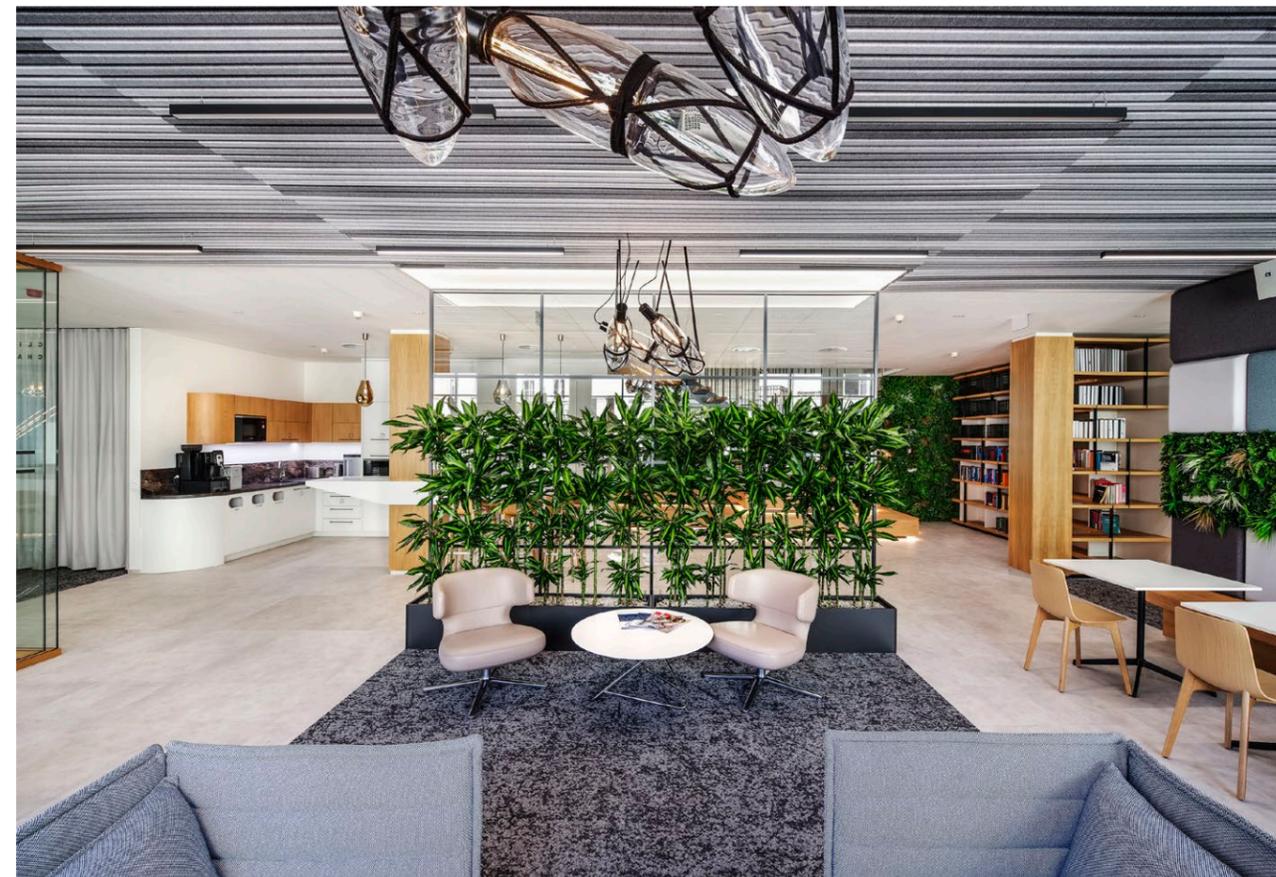
## These are some of the companies that have put their trust in us:



If you too think that your work environment needs a change, do not hesitate to contact us. Our professional team will take care of your project from start to finish.

[www.capexus.cz](http://www.capexus.cz)

# IN CONCLUSION



Keeping up with the times and all the changes in the work environment is not always easy. We believe that the answers and all the information in this booklet will be a guide and inspiration for you in the coming months.

So, what definitely awaits us? The basic trends without question include the emphasis on sustainability, flexibility, employee wellbeing and modern technology. An effective office revitalization must consider all these aspects and offer an environment that employees can easily look forward to.

Even small office modifications make sense if they increase employees' comfort, satisfaction and overall productivity. Do not hesitate to move towards changes. As you already know, a suitable work environment is not just about design, although this too is crucial and should reflect the philosophy of your brand. However, you can also focus on properly selected furniture, technical equipment in meeting rooms, kitchen equipment, lighting or plenty of greenery in the workplace.

Modern offices can help you not only build a corporate culture and team spirit, but also reach completely new talents, of which there is currently a shortage on the labour market. Not to mention that it is much more pleasant to welcome visits from potential customers or business partners in an attractive environment.

The year 2022 will be a turning point for offices in many respects. Don't underestimate the importance of offices and strive to keep up with the times. Therefore, do not hesitate to contact us at any time. Together with our partners, we will do our best to make your offices a place people truly look forward to going to.

If you would like to be part of a future issue of this publication, do not hesitate to contact me.



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# ISSUE PARTNERS

Many thanks to all our partners for their cooperation in preparing this annual publication. Thanks to you, we create work environments according to the latest trends.

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