

RWS LIFE SCIENCES

Headquarters

East Hartford, CT

Project Partners

Clohesy Harris & Kaiser LLC

Trends

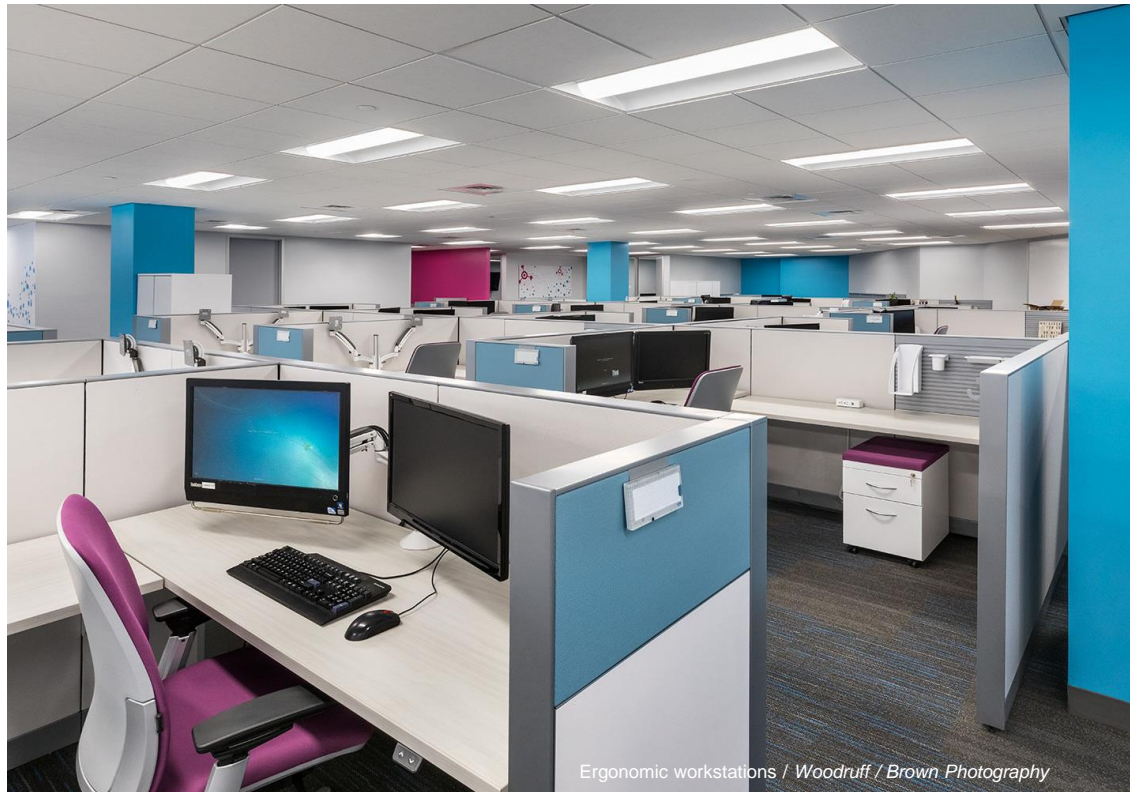
Brand + Culture

Collaboration

Ergonomics

Solutions

Furniture



Ergonomic workstations / Woodruff / Brown Photography

Building a Collaborative Culture in a Highly Concentrative Work Environment

RWS Life Sciences fills a very specific corporate niche, providing language services exclusively in the life sciences industry. Their people serve as unique linguist specialists, translating highly complex content for pharmaceutical and medical device industry across a wide variety of languages including Romanian, Arabic, and Chinese. This nature of work requires privacy and keeps people at their desks with concentrated work for an extended period. When RWS Life Sciences moved into their new East Hartford location, they wanted a space that would support individual work and help encourage collaboration. By adding shared settings and lively graphics they created a bright, welcoming space that supports the work being done while promoting a strong brand and cultural change.

The New Workstation: Ergonomics & Privacy

RWS Life Sciences' people perform very technical work so they need workstations that support extreme concentration and long-term occupation. Ergonomic solutions were used to create spaces that are comfortable and easily customizable. Adjustable height desks, monitor arms, and high-quality chairs support well-being and allow for individuals to fine-tune their settings to their own wants and needs. In the new space, partitions were lowered just enough to encourage collaboration while still providing the necessary amount of privacy and sound blocking. People were strategically re-located to achieve the environments necessary for their work; Editors sit together which creates a quieter environment and allows them to focus.



Conference setting with visual transparency to others.

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Collaboration Spaces for All Meeting Sizes

By opening up the floor plan and adding new shared settings, RWS Life Sciences has created a space that encourages more employee interactions. Even though a majority of work is heads down work, leadership wanted to create spaces for teams to meet and share knowledge. In their previous space, teams were constantly looking for rooms large enough to accommodate them. Now, a number of conference rooms and meetings rooms ranging from small to large, allowing employees the autonomy to choose. A large employee lounge provides a relaxing space for casual conversation and a variety of huddle room spaces accommodate 2-3 person meetings. In an effort to maximize space, the Managing Director's private office was configured to double as a conference room when she is traveling. By adding a variety of collaborative spaces, RWS Life Sciences has created a space that supports their ongoing needs on any given day.

Cultural Change from Communication Protocols, Ergonomics to Inspiration

In the old space, communication was email centric; now employees walk over and relay information in person. With the new space, employee interaction has increased. Lower panels and collaborative spaces have encouraged people to get together and share ideas. Ergonomics have helped improve quality of life at work and overall, morale has increased significantly. The walls are covered in graphics in the company's colors and photographs of different global destinations, a reminder of the importance that global connectivity has on their work. Life Sciences RSW has used their new space to achieve their goal of happy employees and a tight knit community.



Collaborative soft seating



Workcave; Colors and graphics reflect company culture



Meeting Room with integrated technology and vibrant graphics