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TYTTI ORAS, COLLECTIVE AGREEMENT REPRESENTATIVE, UNION OF JOURNALISTS IN FINLAND



Case: Union of Journalist in Finland

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We went to see the Fondia workspace and realised what you can do and what you can change with interior decorating. We found that you can do anything with decorating, so we wanted to make good use of that kind of know-how.”

The initial meeting was held between the project manager and the designer. Later, a large

project meeting was held with all related parties present. “The designers came to a project meeting where there were the property owner, the architect, our representatives and Workspace designers. The biggest change about the new workspace was that everyone could work on the same floor.

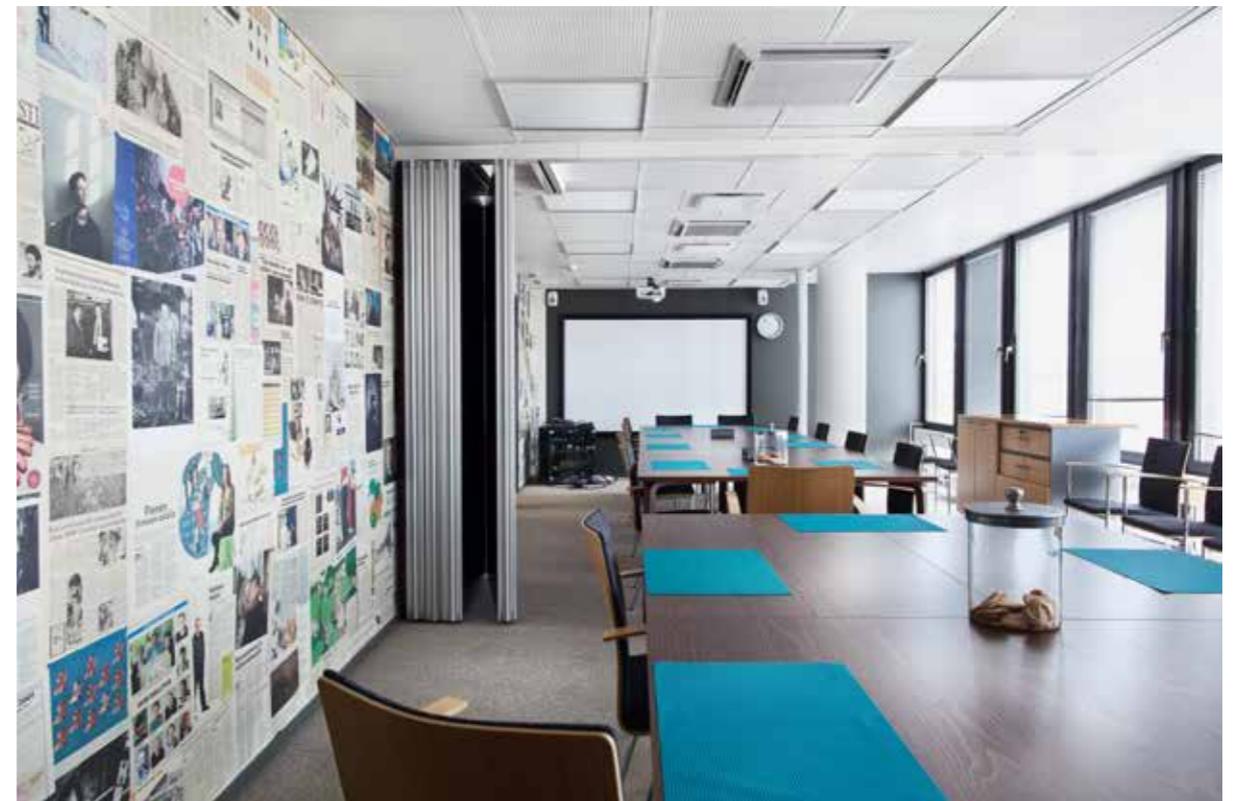
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Also, we understood that this was an opportunity to improve co-operation, interaction and information flow in many ways. Any of us didn't have a terrible amount of time or know-how to devote to this project, but with the help of Workspace experts we were able to take care of the basics.”

The personnel were encouraged to participate in designing the workspace with the help of large concept image posters. The employees voted for their favourite out of three images with different atmospheres.

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We got a pretty clear result based on the concept image posters. We were looking for a practical and functional solution. People were able to give their input and that's why everyone has been very pleased with the result. It was good in many ways that an outside designer was making the choices.”



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Investing in interior design does not always mean an expensive project and acquiring large amounts of furniture. For The Union of Journalists in Finland, too, one of the premises of the design plan was keeping the old furniture. Many pieces of old furniture were modified to suit the new workspace by upholstering and restoration, and by being innovative.

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We wanted to use as much as possible of our old furniture. That was one of the reasons why we picked Workspace as our designer.

You had experience in transforming old into new. Upholstering and restoration do cost somewhat, but we wanted to support Finnish handiwork. It suits our own work culture well, and recycling never hurt anybody. Old cupboards were upholstered with news papers among other things, which suits nicely to the journalistic theme. All this reusing came about thanks to the ideas of Workspace designers.”

Spaces have an impact on work contentment

The everyday functionality of the new workspace at the Union has increased people’s work contentment. Tytti Oras condenses the change as a transition from being “Upstairs, Downstairs to one happy family”. In the old space, the organisation was divided into three different compartments which made it difficult to create communality and encourage co-operation.

“The change has been physical and mental. Especially for those who have been with us for long, this change was a positive one and made people cope better. Change cheers you up even if it was a difficult one. You get new kind of activity between brain cells when there is something new to look at. I’ve noticed in my work that when you’re stuck on something old, all you have to do is to change your physical point of view - that already gets your brain going. Just doing that helps having new ideas.

The whole is greater than the sum of its parts. Cosy doesn’t have to mean rustic, it means that you have sofas that you actually use. I haven’t heard a word of complaint which is amazing. Everyone has really liked the space and I think that our co-operation and a kind of casual communication have increased. People from different departments get to meet each other here at “Plaza”, the personnel meeting place. We’ve also agreed on the rules of using the space.

The new space has also partly eased mobile work since it is so easy to pick up your laptop and go sit on a sofa and work. The workspace change - when it comes to laptops - has made mobile work easier and more natural.

I haven’t found anything negative to say about the new workspace. Now, we have different operational levels in the same space which is nice since it’s led to more co-operation with them. It has been a delight to invite guests here and that way we spread the good word on how workspace can have a positive effect.

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We knew how working environment could have a favourable effect, but it was a surprise how well it actually works. People were excited to move here and the excitement hasn’t diminished after the move.”



Ask more information!



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