



NELSON

**BOLDLY
TRANSFORMING
THE HUMAN
EXPERIENCE**

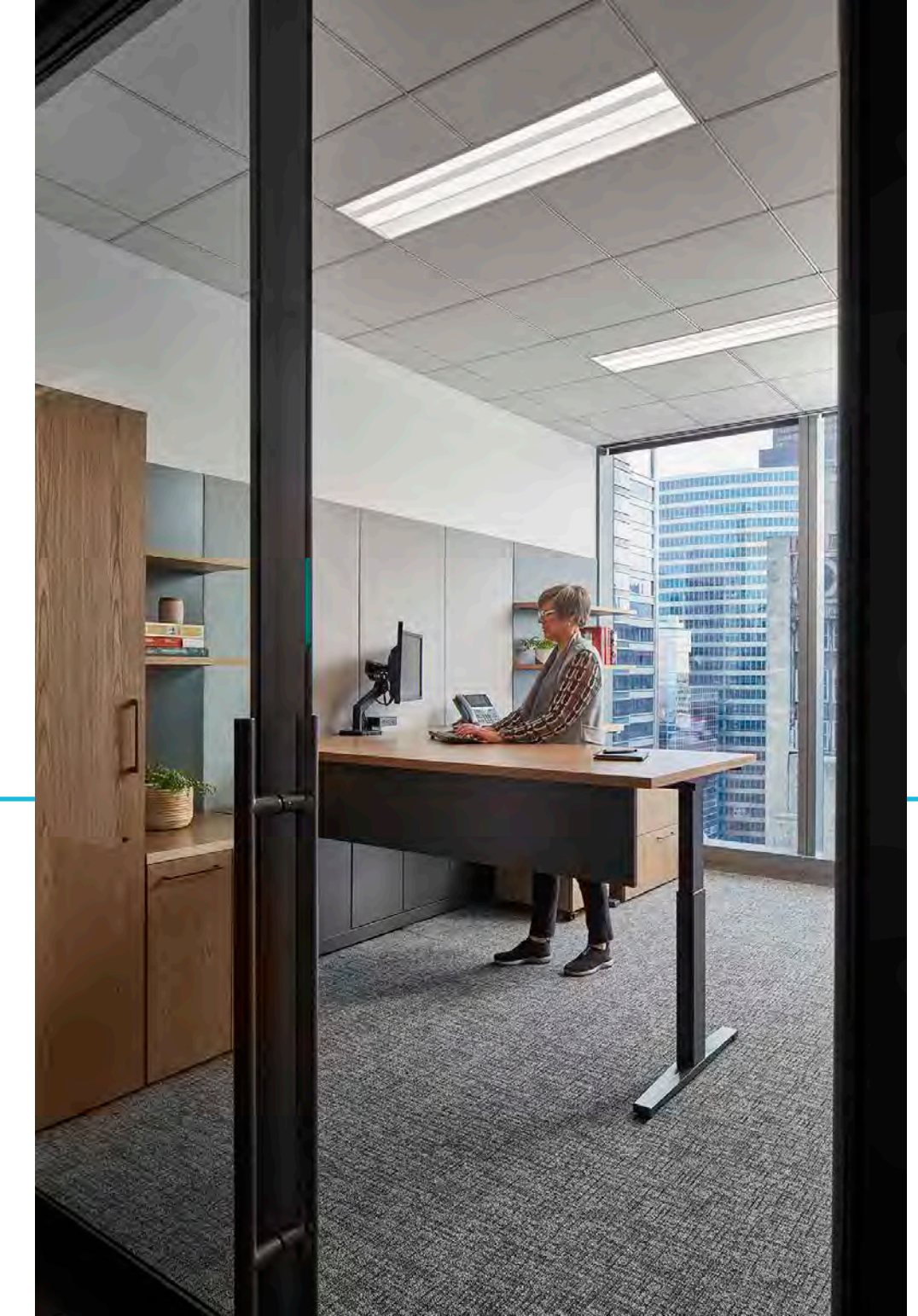
**Insights into
Today's Legal Workplace**

A Guide for the NEW WORLD

Let's face it – the workplace of today is light-years from where we were five years ago. In today's world, hybrid work models are the norm, and change-weary employees are often asked to adapt to new methods of work. This is why we must rise to meet the challenges and demands of this new era.

During this time, NELSON has designed 1.5 million square feet of legal workspace for 28 different law firms. Fundamental to our approach has been asking questions that push beyond the borders of a particular project: Rather than responding solely to requests for design services, we explore firm objectives, operational methods, and culture to develop solutions that truly respond to deep organizational needs.

This has given us a unique perspective on what makes a successful legal workplace. We have distilled that knowledge into five core insights that can guide firms as they think about creating contemporary workplaces.



PERKINS COIE, CHICAGO, IL

Core Insights into today's LEGAL WORKPLACE

01

Formalized Flexibility

We are now seeing more creative ways to address individual office space in order to support more equitable offices cultures and reduce the real esdtate foorprint.

02

Age of Individuality

How firms support and celebrate their individual cultures, clients, and employees is now top of mind. It's the people that make the company and the pffice is a tool to express that belief.

03

Entertainment-Forward

More spaces for events and large meetings that offer a variety of seating options and even have alcohol on tap are being prioritized.

04

A Fresh Look at Amenities

Creating an office that attracts and retails the best talent requires first-class amenities.

05

21st Century Technology

Increased virtual client meetings and court appearances require spaces that offer one-touch connectivity, A/V technology, and flexible furniture options to create a successful environment for the legal firm of the future.

01

Formalized FLEXIBILITY

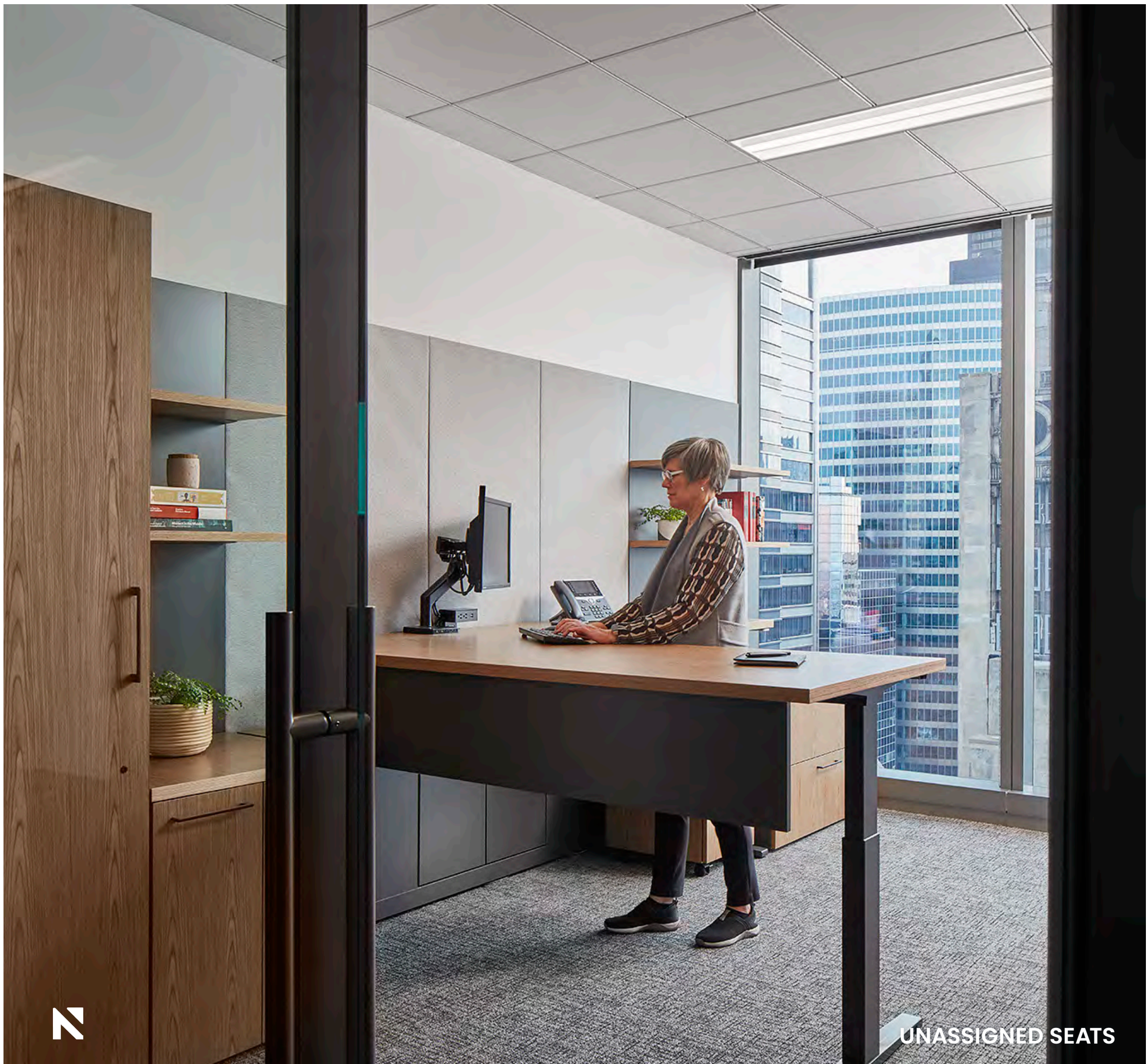
Firms are now committing to flexible work schedules and incorporating these strategies into policy, making it harder to justify one seat to every person. We are seeing more creative solutions to individual office space that support more equitable office cultures and reduce the real estate footprint.

Options we are seeing firms experiment with: giving every employee access to an unassigned private office, doubling associates up two people to one office, utilizing areas of the office to function more like flexible working spaces for those who are more transient, and even going back to the hub and spoke model where a firm retains a smaller office in a large city center with all of the amenities but then has additional office space in areas nearer their attorney populations, where real estate tends to be more affordable.

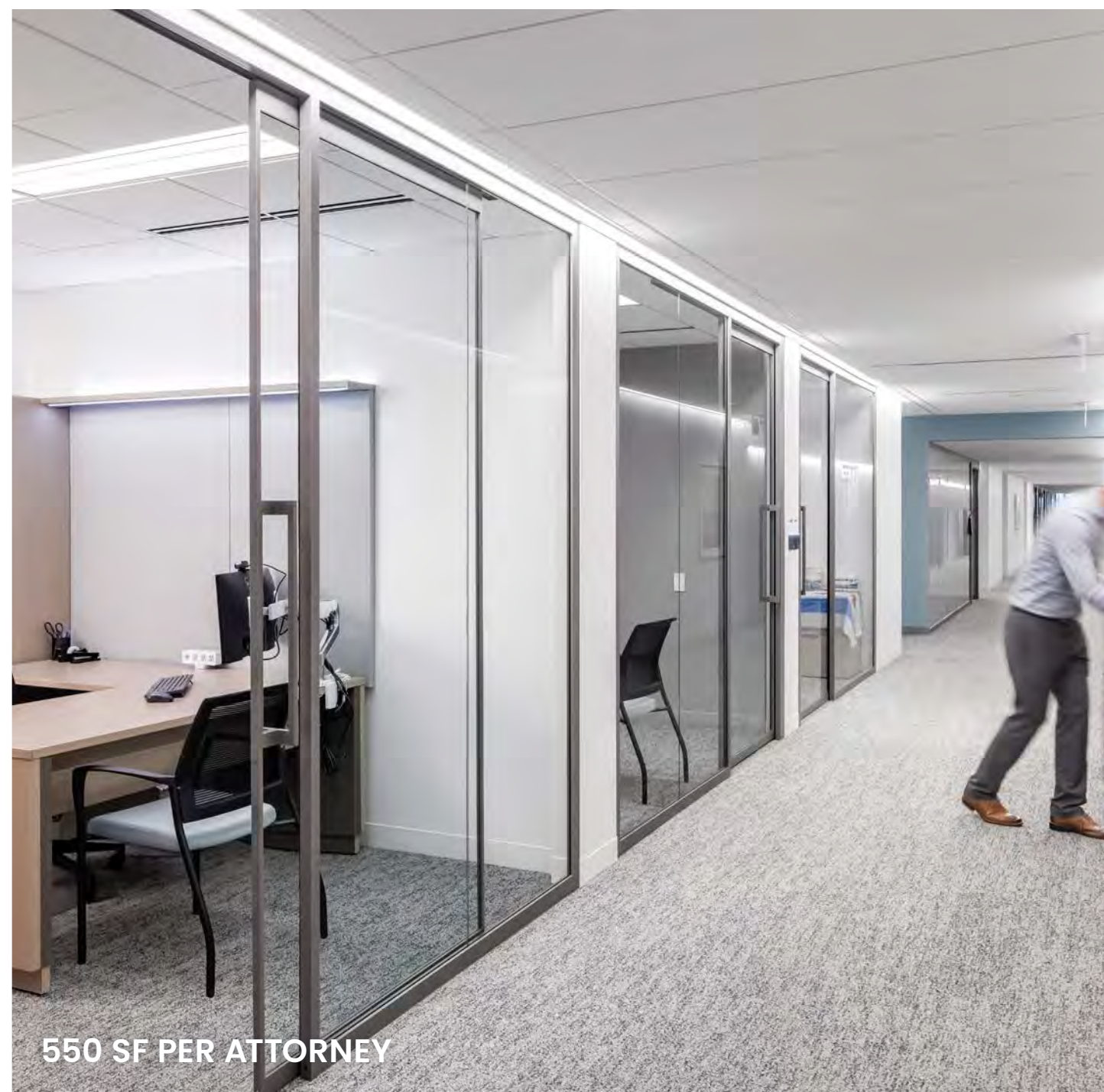
FORMALIZED FLEXIBILITY



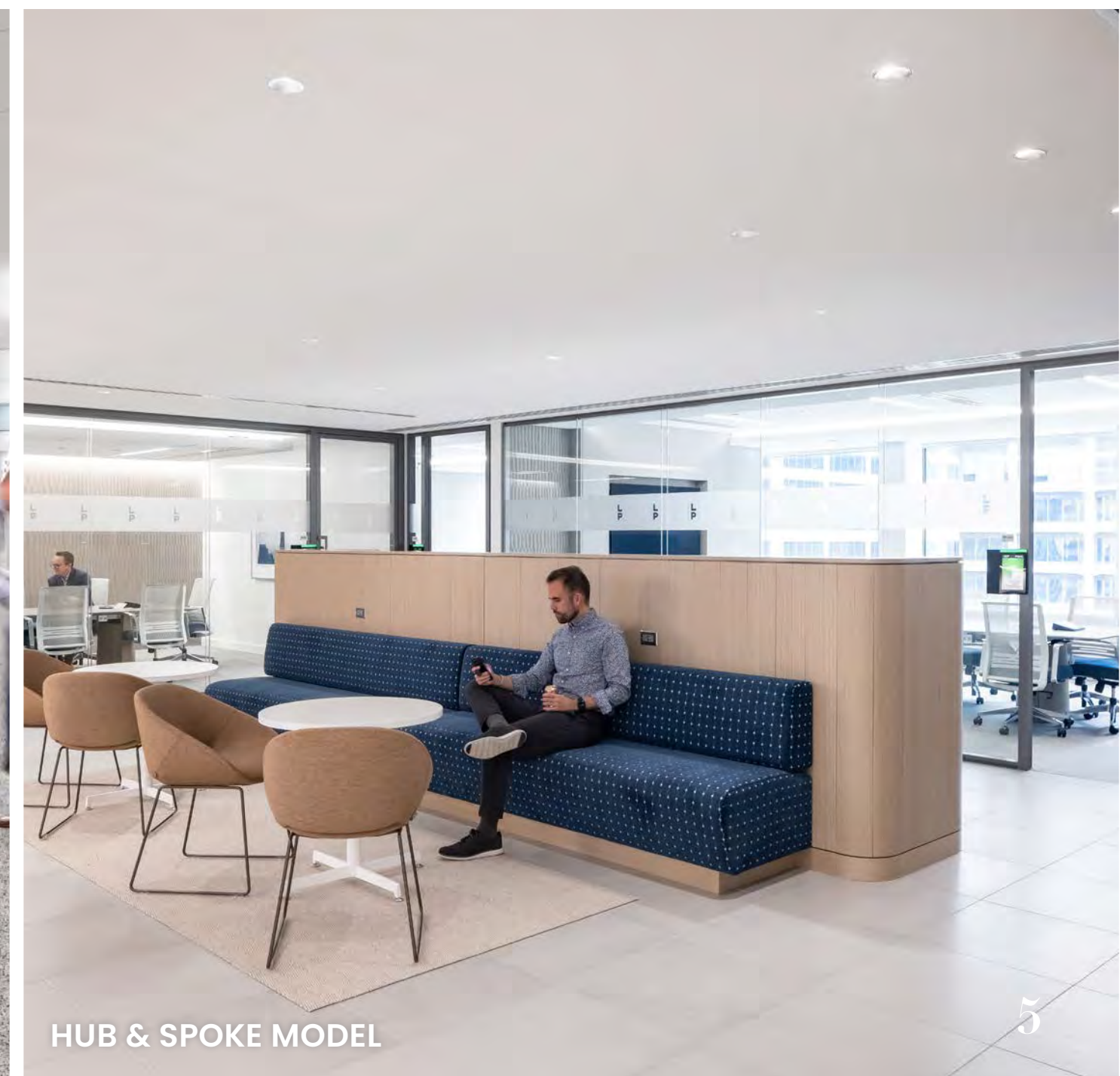
FLEXIBLE WORKING SPACES



UNASSIGNED SEATS



550 SF PER ATTORNEY



HUB & SPOKE MODEL

02

Age of INDIVIDUALITY

Rather than comparing themselves to others, firms are now focusing on supporting and celebrating their individual culture, clients, and employees. Design solutions can include increasingly personalized spaces that allow control of acoustics, temperature, lighting, and posture while still adhering to overall standards.

The legal office is also borrowing from hotel lobby and airport lounge functions with bespoke details such as branded environmental graphics, curated accessories, rugs, lighting, and sound settings to make the office feel like home while maintaining a cohesive aesthetic and giving employees choice.

AGE OF INDIVIDUALITY



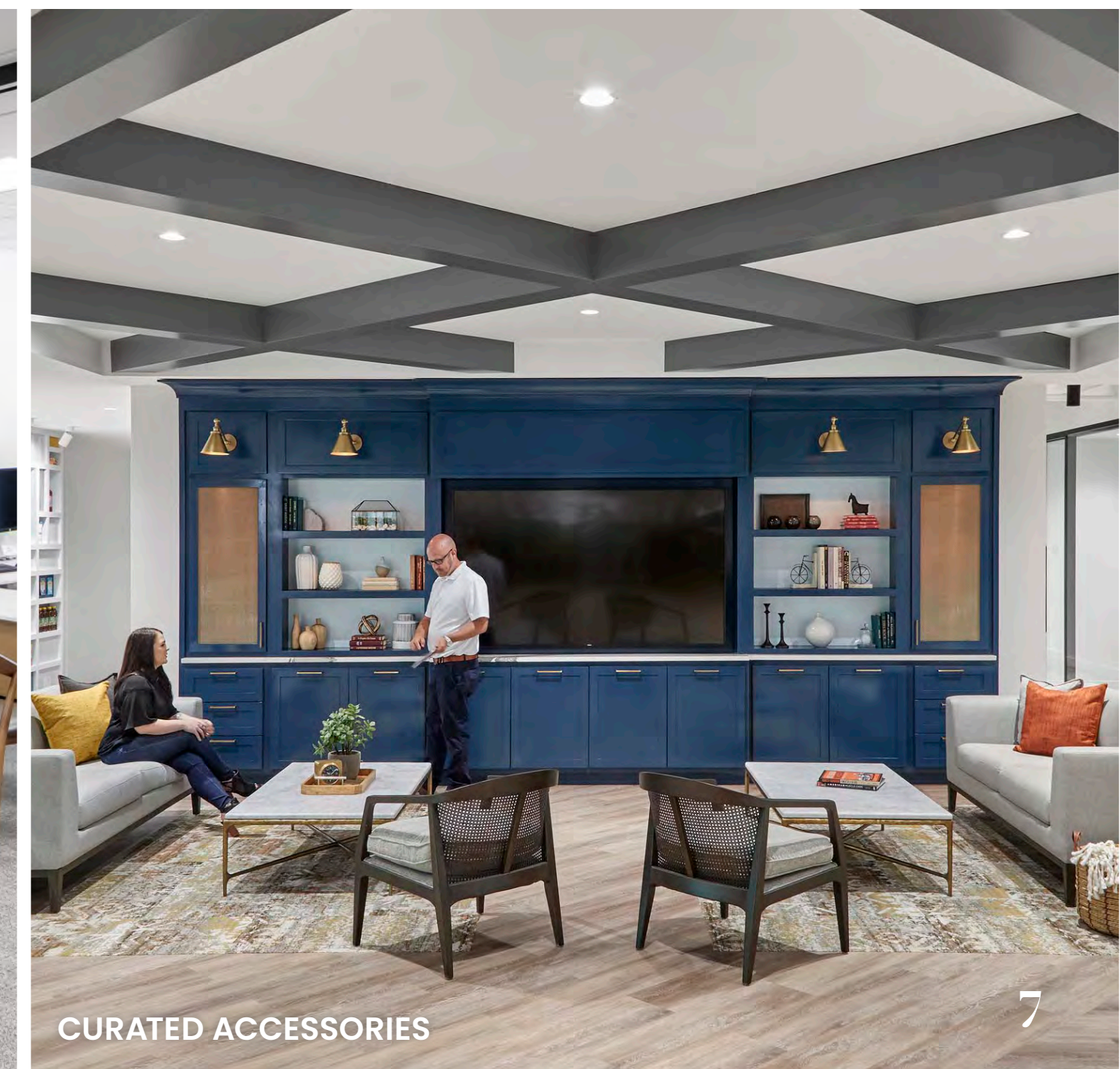
HOTEL/LOUNGE FUNCTION



WORKPLACE CHOICE



PERSONALIZED WORKSPACES



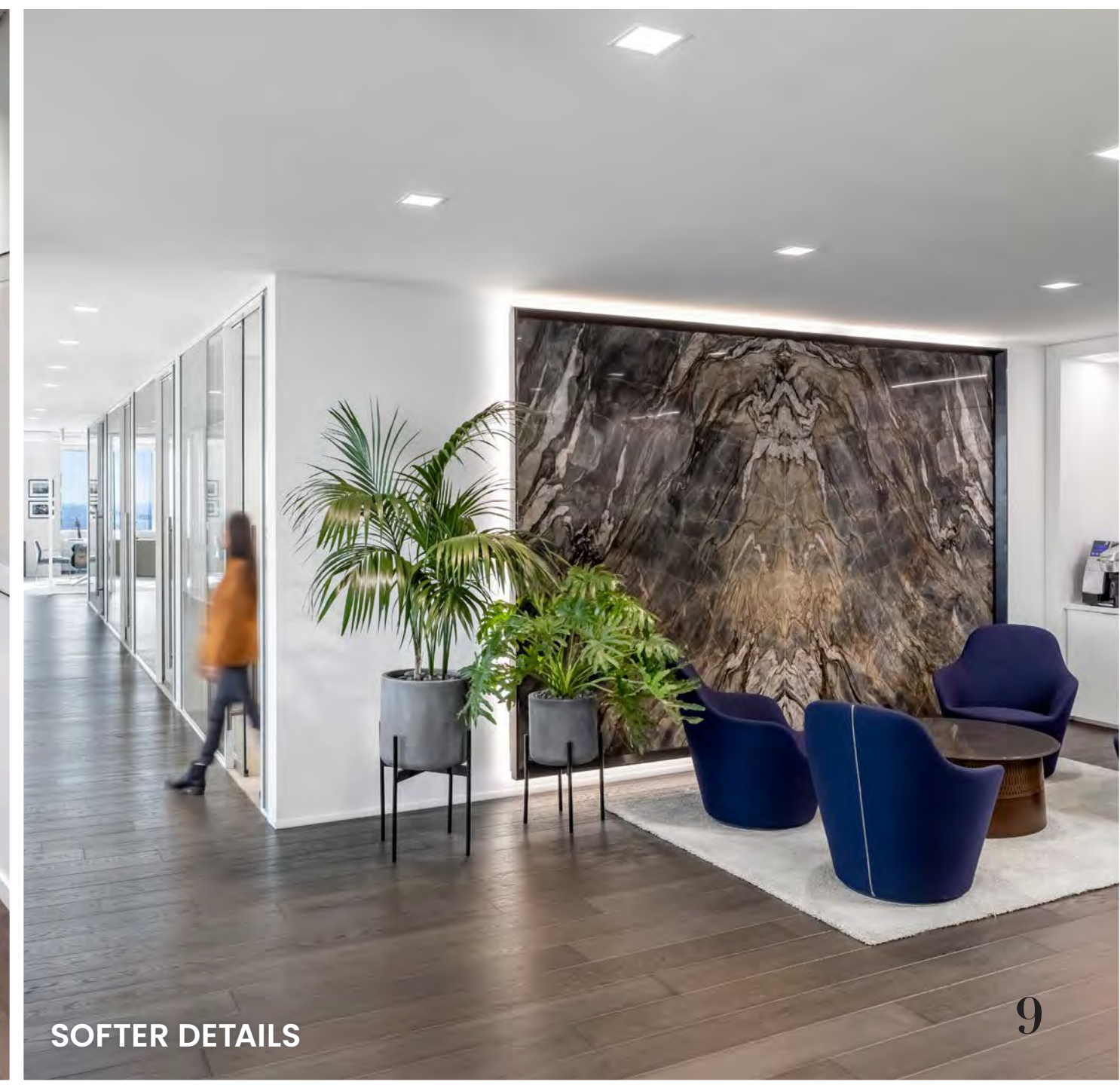
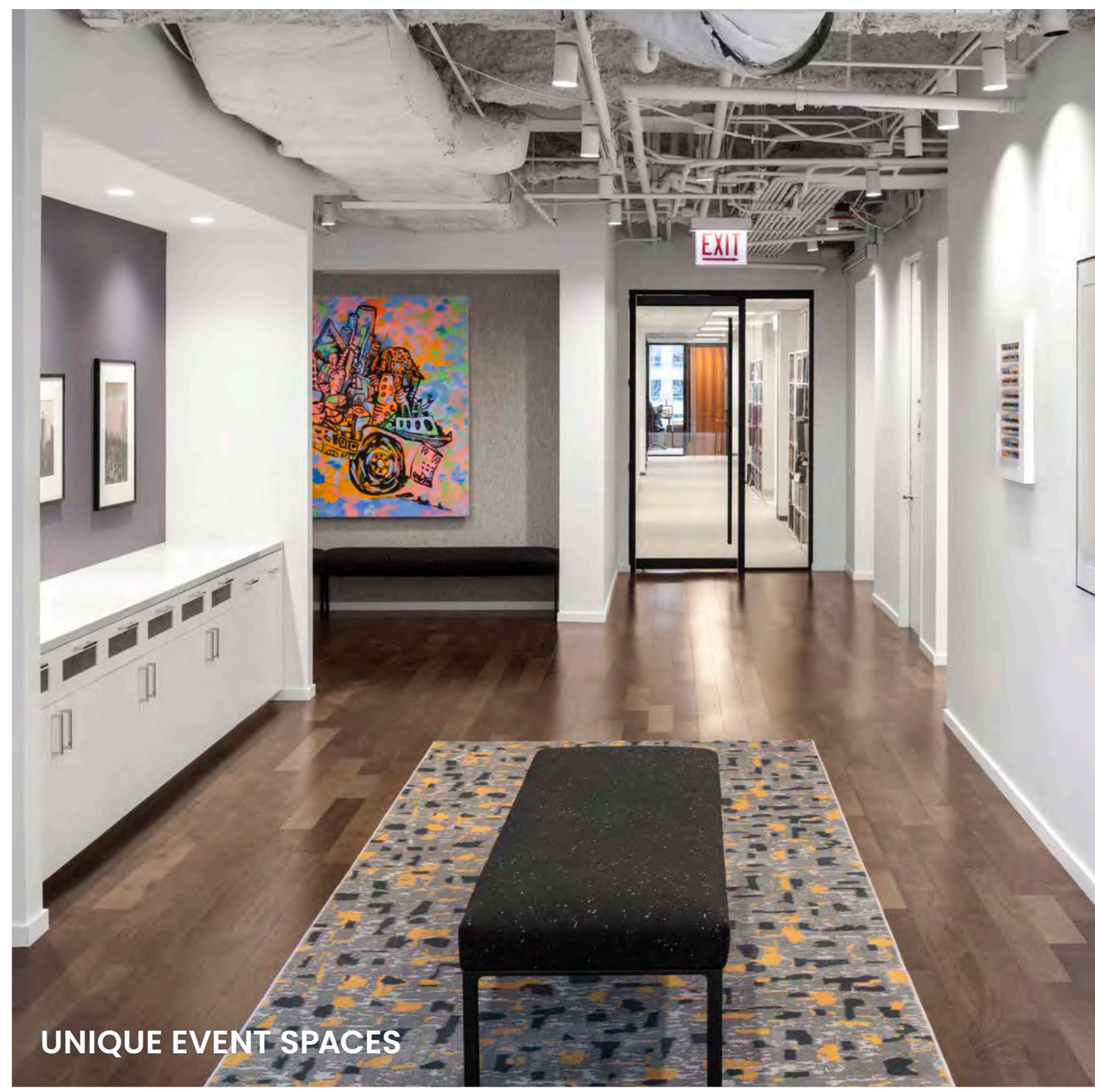
CURATED ACCESSORIES

03

Entertainment FORWARD

Formalized meeting spaces have morphed into larger scale, multi-use spaces for internal and external events. These spaces can have the capacity to hold 200+ people with a variety of seating types and feature movable walls, and softer details like rugs, drapery, decorative lighting and background music. Proximity to employee cafe spaces, coffee service, and outdoor space is key.

ENTERTAINMENT FORWARD



04

A fresh look at OFFICE AMENITIES

Attorneys prefer spaces that borrow from hospitality settings that emulate their favorite coffee shop, or give a law library feel, where they can work alone but amongst others. Within these spaces, access to natural light and natural views is often prized.

Since the coffee shops and cafes that once serviced crowded urban areas are still hard to come by, firms are going back to offering food and drink within their office space. This includes small-scale warming pantries or areas for soups, sandwiches and small plates, staffed coffee bars, more robust self-service options, and warmed food lockers for delivery services to drop off.

▶ A FRESH LOOK AT OFFICE AMENITIES



WELLNESS OFFERINGS



ACCESS TO DAYLIGHT AND VIEWS



REIMAGINED DINING & BREAKROOM SPACES



LAW LIBRARY FEEL

05

21ST CENTURY TECHNOLOGY

It's more than "Zoom rooms" with better acoustics, lighting and furniture arrangements. We are designing upgraded spaces for virtual court appearances with one-touch connectivity, proper acoustics, microphones, lighting, green screens and height-adjustable surfaces and technology. Mock trial rooms feature cameras and screens on walls, movable furniture, and holograms for more realistic experiences.

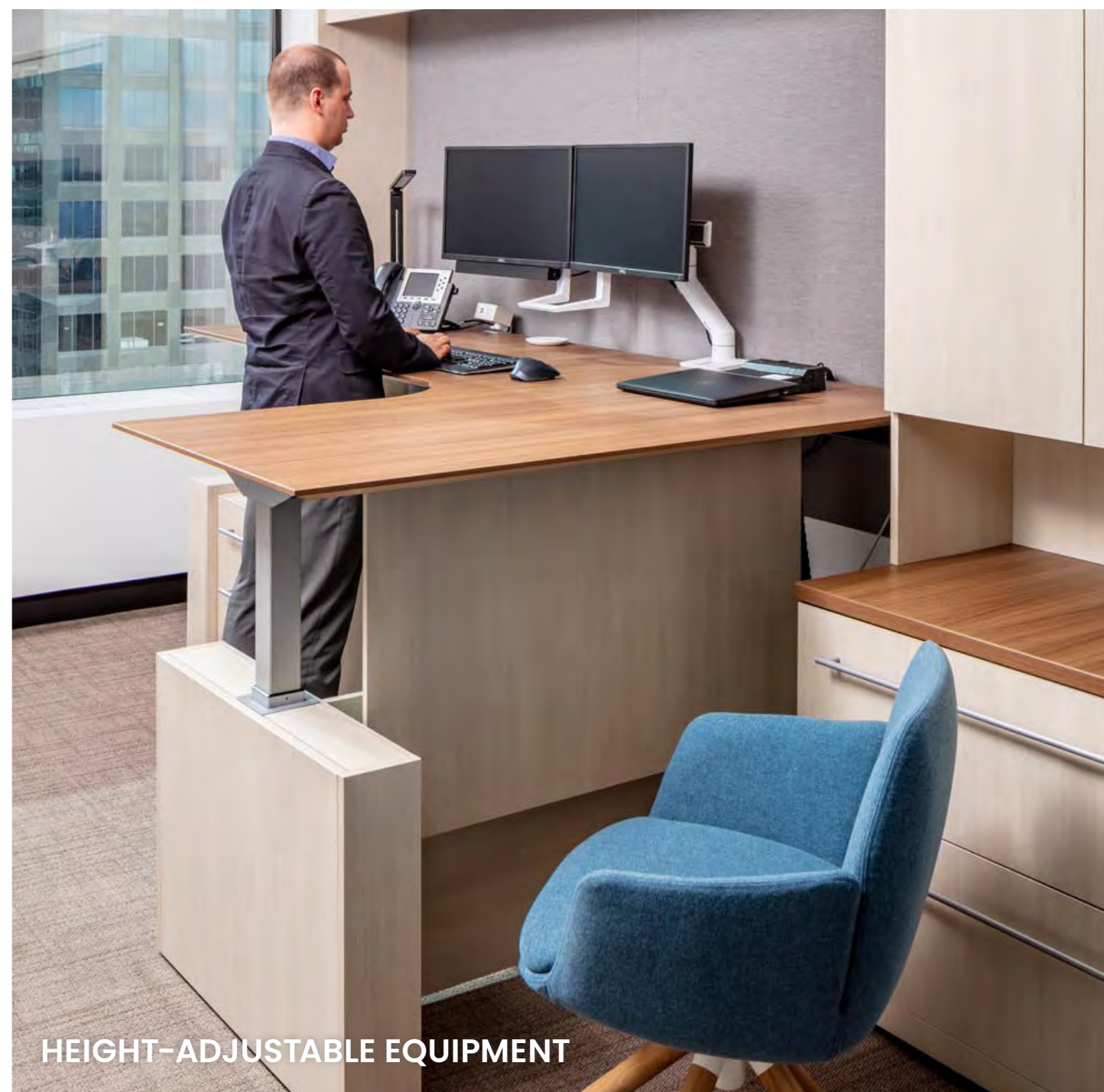
21ST CENTURY TECHNOLOGY



ONE-TOUCH CONNECTIVITY SPACES



FUTURE FORWARD TECH



HEIGHT-ADJUSTABLE EQUIPMENT

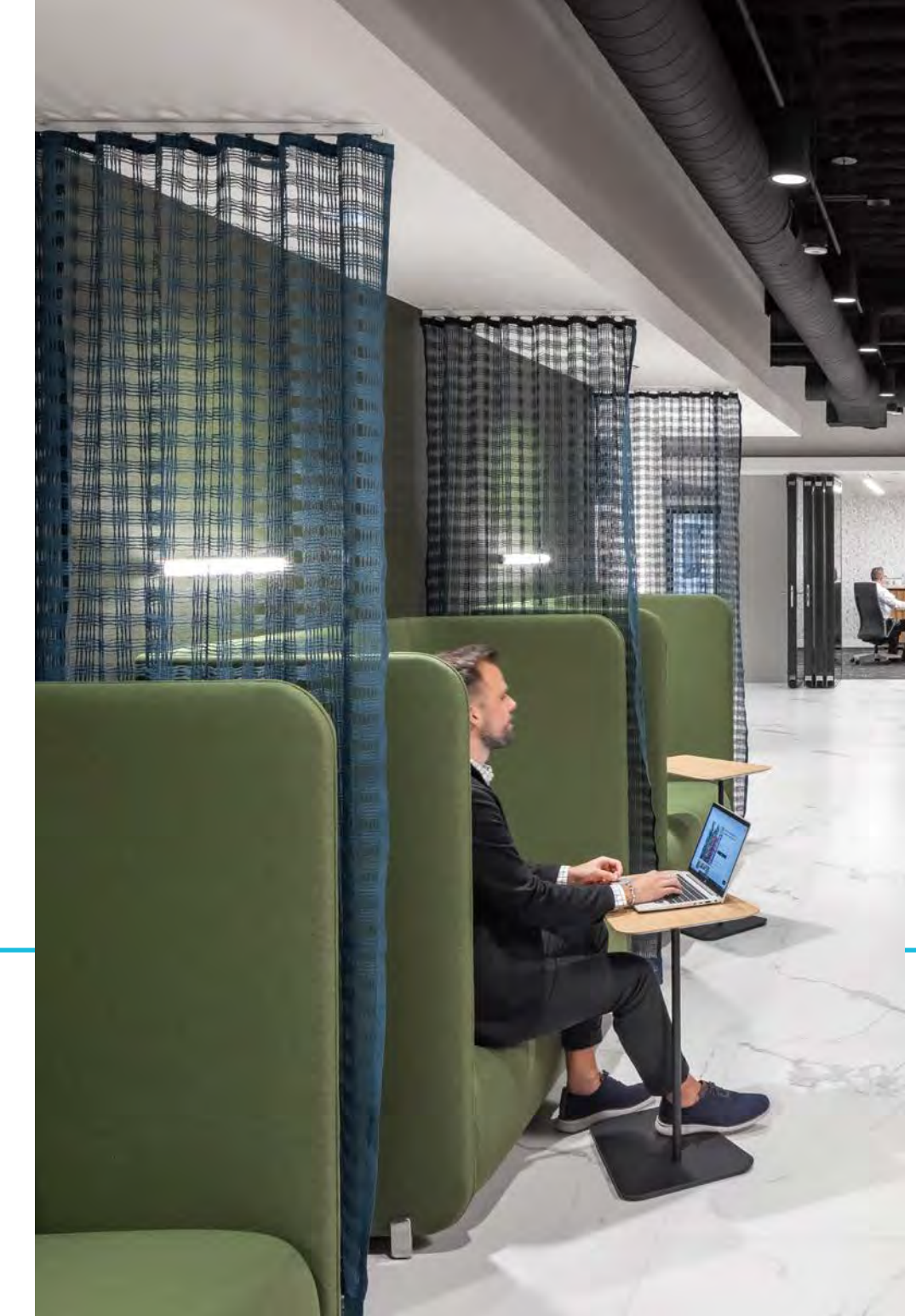
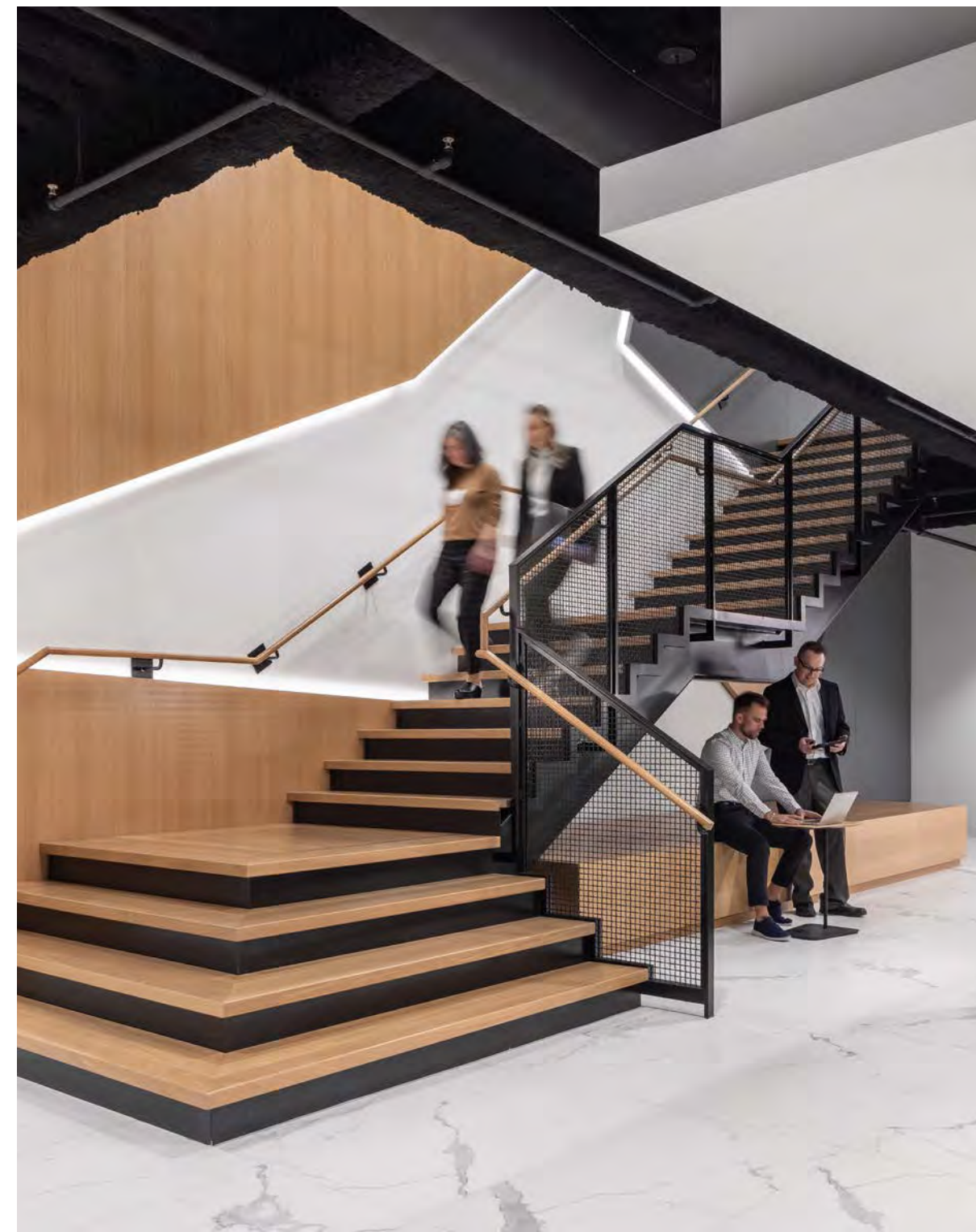


VIRTUAL COURTROOM EXPERIENCE

Your Firm YOUR GOALS

These insights are a starting point to help you navigate the ever-evolving and increasingly consequential world of work. While these trends are common across the sector, one thing remains true. Gone are the days of one-size-fits-all solutions, cookie-cutter offices, and rigid design philosophies.

We recognize that your firm's goals are unique to you – but together we can shape a future that embodies your visions and empowers you to excel.



ICE MILLER | CHICAGO, ILLINOIS

NELSON

We look forward to transforming all dimensions of the human experience, together!



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