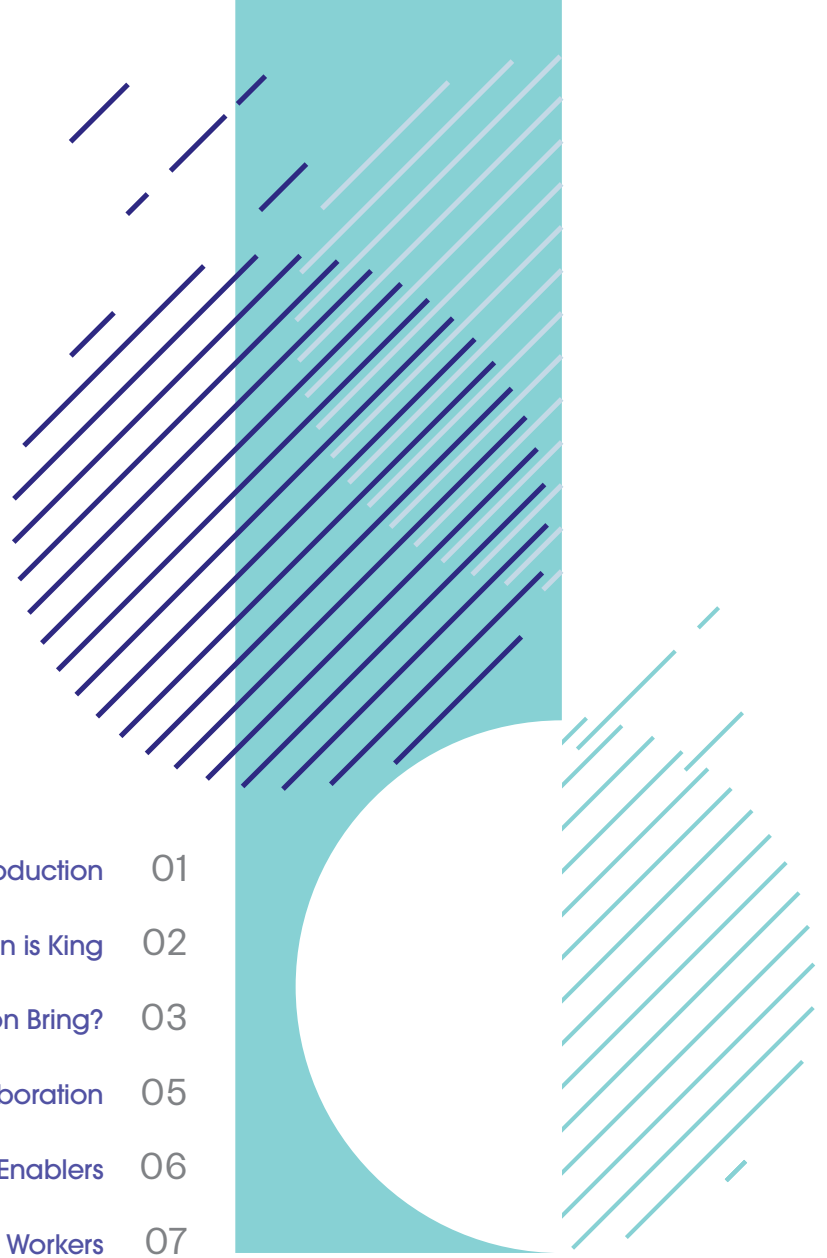


CapitaLand
Workspace
Insights



Fostering Innovation

The Changing Landscape
of Workspaces for Science
and Innovation



Introduction	01
Where Knowledge is Queen, Collaboration is King	02
What Value Can Interdisciplinary Collaboration Bring?	03
The Workspaces of Collaboration	05
A Step Further with Business Enablers	06
Building Rapport Among Workers	07
Wellbeing for a Holistic Workplace Experience	08
The Spaces of Socialising	10
Placemaking with a Purpose	12
The Importance of Business Ecosystems	13
Holistic Workspaces for Knowledge-based Workers to Thrive In	14



Introduction

In today's ever-evolving world, science and innovation are the driving forces behind countless breakthroughs that shape our lives. From tech gadgets to life-saving medicines we depend on, these groundbreaking discoveries are the product of tireless efforts by dedicated knowledge workers—scientists, researchers, and innovators. To truly empower and support this modern knowledge-based workforce, it is essential to understand how they work in order to support them effectively.

Gone are the days of confining scientific work within the four walls of research labs, separated from the broader community. Modern knowledge professionals are reshaping their work, increasingly engaging in collaborative efforts across different disciplines to address the complex challenges of our time, and bridging the gap between science and the public sphere.

Supporting the innovations of the knowledge-based workforce goes beyond mere acknowledgment; it requires a holistic approach. The dynamism of today's Research & Development (R&D) landscape demands that we create an environment where these pioneers can thrive.



Sharon Teo, Managing Director of Workspace Management at CapitaLand Investment, emphasises the evolving nature of workspaces:

“**The role of workspace is rapidly transforming. It is no longer just about the physical space; it is about what the space is set up to do. Companies are increasingly gravitating towards collaborative, purpose-built workspaces that provide an integrated and enriching workplace experience. This transformation goes beyond enhancing productivity within the confines of work; it also prioritises employee wellbeing and fosters a sense of community.**”



To gain insights into the elements of workspace environments that will empower the next generation of change-makers, we speak to **Brenda Ong, Executive Director at Cushman & Wakefield**, a global commercial real estate services firm. Together, we explore the essential facets of creating the ideal workspace for those dedicated to advancing human knowledge and driving innovation.



Where Knowledge is Queen, Collaboration is King

Solving modern problems requires modern solutions. And with today's problems becoming more multifaceted, scientists, funders, and universities must investigate them with multidisciplinary skills.

In the world of scientific research and innovation, there's a significant shift happening. Today, it's all about collaborative research and processes - take a look at the author lists on science and engineering research papers. You'll find them grouped between six to ten individuals hailing from multiple institutions. This change is now more common as compared to the pair and trio combinations from three decades ago.

According to Ong, she notes that this trend toward collaboration is only going to gain momentum. As science and technology continue to advance, more challenges are likely to become increasingly complex. In short, knowledge will increasingly require multiple perspectives to be produced.



What Value Can Interdisciplinary Collaboration Bring?



Beyond the wealth of expertise and diverse perspectives, working with bigger research teams can actually be more cost-effective, giving teams a competitive edge while also speeding up the process of bringing things to the market.



Teamwork across different fields offers a host of advantages. The more minds and talents you have at the table, the better. This kind of collaboration can give teams a significant edge because they blend unique specialisations and pool together resources and expertise.

Having a variety of voices and viewpoints is also a great way to counteract something called confirmation bias. For instance, when smaller groups of like-minded people work together, they run the risk of only reinforcing their pre-existing views. This can limit their ability to see things from a different perspective, limiting their potential to make new discoveries. But when you've got a larger team, there are more perspectives in the mix, providing room for new viewpoints and insights into scientific discovery.

Beyond the wealth of expertise and diverse perspectives, working with bigger research teams can actually be more cost-effective, giving teams a competitive edge while also speeding up the process of bringing things to the market.

In the field of science, making significant progress alone is pretty tough. Take, for example, **Roceso Technologies**, a medtech company specialising in soft robotics devices for neurorehabilitation. Their star product, the EsoGLOVE, helps patients regain limb mobility after neurological damage. From their headquarters at Singapore Science Park 1, Roceso forms partnerships with nearby key research and medical institutions such as National University Health System and Alexandria Hospital. These collaborations provide easy access to patients testing test-bedding their products, which, in turn, plays a crucial role in advancing medical solutions and treatments in the healthcare field.



Artist impression: An example of a business park workspace featuring a mix of collaborative break-out areas and zones for focus work catering to today's knowledge-based economy



The Workspaces of Collaboration

As technology becomes an even bigger part of how scientific research is conducted, the way the knowledge-based workforce works will change. And this means workspaces need to evolve too. In fact, modern research spaces have to do more than just provide room to work – they have to support collaboration, technology sharing, and resource sharing.

Ong also shares that flexibility is key to accommodate to different research needs. The research process requires a mix of collaborative and individual work, and the ratio can shift from project to project. So, these purpose-built core spaces have to be adaptable,

with special areas like labs, meeting rooms, and spaces that can cater to both team brainstorming sessions and solo deep dives into work. Imagine huddle rooms where you can bounce ideas around with your team and, on the flip side, private focus pods and phone booths that allow for distraction-free work.

These integrated purpose-built spaces cover all the bases, making it easy for employees to switch between group discussions and solo work, depending on what they need to do. They're like a one-stop-shop for different work needs, making work more intuitive and tailored to the individual.

Support Collaboration



Technology Sharing



Resource Sharing



A Step Further with Business Enablers

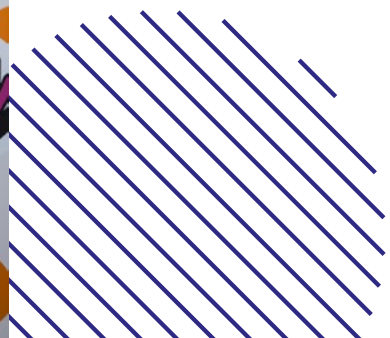
Well-established business parks like Singapore Science Park and one-north take it up a notch by providing platforms that enable cross-industry collaborations, supercharging the collaborative process. Take, for example, the Smart Urban Co-Innovation Lab at Singapore Science Park. The industry-led hub brings companies from several industries together to tackle big challenges in view of developing smart city solutions. With such platforms, these workplaces do more than just provide a spot to work; they also offer the connections and networks that open up exciting new possibilities for research.

But it doesn't stop there. Think about co-working labs – they're the perfect place for the exchange of knowledge. In today's shared economy, many companies are hopping on the bandwagon of sharing lab spaces. It's not just about saving costs, it's also about making it easier to collaborate with others. When you're in an ecosystem that includes companies, research institutions, universities, and government agencies, your opportunities for collaboration widen.

In an environment that is constantly shifting, the more adaptable workspaces enjoy the advantage of meeting unforeseen business needs. They're not just about providing the right platforms for work; they're also creating business connections and opportunities for research partnerships.



Curated community events for tenants to recharge and socialise featuring Journey To Your Personal Best community run and Art Jam Fiesta.



Building Rapport Among Workers

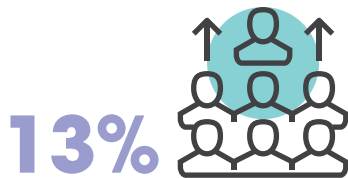
Just as workers are collaborating more within their workspaces, they are interacting and forming communities outside of work too. Since the COVID-19 lockdowns in 2019, the emergence of work-from-home arrangements have undoubtedly become more common. And when coming back to the office, people are looking for more than just a place to work. On top of facilitating work productivity, these workplaces are becoming hubs for a well-rounded lifestyle, where they can recharge and socialise.

Cushman & Wakefield's Experience Per SF (XSF) surveys, the primary motivation for employees to visit the office is the opportunity to socialise with their colleagues. This eagerness for social interaction has witnessed a notable 13%-point increase from 2020 to 2022*.

Having experienced the isolating effects of remote working, employees now value the office as a place to communicate and build relationships with their co-workers. Being physically present provides an opportunity to communicate beyond the confines of a screen. This sentiment aligns with the perspective of leadership too, where they view the workplace as a destination for fostering connections, encouraging collaboration, facilitating learning, and building a sense of community.

Being physically present enables colleagues to easily speak to each other face-to-face or spend time with one another over lunch breaks. More than half (54%) of the employees surveyed in the February 2023 XSF survey highlighted the ease of socialising with coworkers as a key reason for coming back to the office. As Ong terms it, the communal areas of a workplace "increase the likelihood of collision and drive those water-cooler moments that can spur innovation".

Ultimately, it's the social aspect of the workplace that keeps it vibrant. It motivates employees and, in turn, leads to higher productivity.

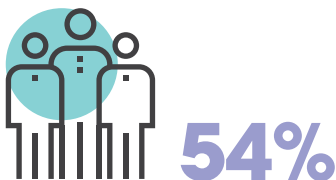


Social interaction has witnessed a notable 13%-point increase from 2020 to 2022*

On a larger scale, these physical attributes also shape communities. Amenities such as parks, leisure venues, football pitches and dining outlets serve as the catalysts for social identification and community development.

Building developers are playing a crucial role in enhancing this sense of community through placemaking initiatives. For instance, the annual Oktoberfest celebrations at Singapore Science Park is a chance to bring together coworkers and tenants from vast industries within the park to relax, enjoy good food, drinks, and live entertainment. These events create bonds and rapport that extend into the professional sphere, boosting collaboration at work.

The era of remote work has highlighted the importance of face-to-face interaction too. According to Carol Wong, Executive Director of Total Workplace APAC at Cushman & Wakefield, drawing insights from



More than half (54%) of the employees surveyed in the February 2023 XSF survey highlighted the ease of socialising with coworkers as a key reason for coming back to the office.

*Source: Cushman & Wakefield's Experience Per SF (XSF) surveys



Wellbeing for a Holistic Workplace Experience

Beyond just social opportunities, employee wellbeing is also taking center stage in the workplace. People need ways to destress and recharge, especially for those in mentally intensive lines of work. With an increasing connection between employee wellbeing and productivity, balance is key.

According to Cushman & Wakefield's XSF monthly insights from April 2023, employees who have a high sense of wellbeing are 3.6 times

more likely to feel they can do their best work as compared to those with lower wellbeing. This is a significant increase from the 2.5 times reported in June 2022. Wellbeing, defined in the survey as the "ability to feel inspired, renewed, achieve work-life balance, and focus at work", proves necessary to sustain productivity.

As workers become more aware of their wellbeing needs, it's increasingly vital for employers and



Employee Wellbeing

From April 2023, employees who have a high sense of wellbeing are 3.6 times more likely to feel they can do their best work as compared to those with lower wellbeing. This is a significant increase from the 2.5 times reported in June 2022.



developers to create environments that encourage social interaction, inspire people, and provide meaningful opportunities for breaks.

In newer developments, you can even find fully landscaped areas created with user wellness in mind. For instance, the latest development at Singapore Science Park, Geneo, boasts a thoughtfully designed central garden filled with winding

paths among ponds and various plant species. Such biophilic spaces offer a refreshing change of scenery, giving employees a chance to step away from the lab or office and into nature.

Instead of focusing only on extracting productivity out of employees, workspaces should be designed to also cater to their holistic lifestyles and needs.

“

Spaces can be used to host social activities like workshops or team-building activities to improve employees' life skills, sense of belonging and the organisational culture.”

The Spaces of Socialising

Already, the change is apparent. Beyond labs and offices, companies are designating spaces for functions other than work. They're creating areas where employees can come together, connect and bond. There are spots designed for recharging, offering a breather from the daily grind. Some developments, such as Geneo have expansive atrium spaces with lounging steps and a 300-pax amphitheatre that holds placemaking events for its community, as well as lush green spaces that enliven the development and fitness facilities to promote healthier lifestyles.

When discussing ways to add value to employee wellbeing, Ong outlines how social activities and outdoor spaces can make communal spaces more meaningful to users.

“Spaces can be used to host social activities like workshops or team-building activities to improve employees' life skills, sense of belonging and the organisational culture,” she says, noting how community activities and events can help to shape peoples' connections with each other and with their workplaces on a deeper level.

Retail, food and beverage amenities add to a development's dynamism too, offering spaces that build community bonds as people hang



out in a vibrant social environment. Through such alternative spaces and facilities, the workplace becomes more than just a place of work. Rather, it affords the necessary opportunities for recharging in especially fast paced and intensive work environments.

Riding on Singapore Science Park's success in this regard, Geneo extends and enhances this workplace experience. At Geneo, you can find a blend of lifestyle perks, event spaces, and placemaking initiatives that strike the right balance employees crave in their physical work environment. On top of having conducive spaces and ecosystems to achieve research and



Artist impression: Designed with sustainability in mind, the Event Plaza and Amphitheatre at Geneo brings people together amidst lush greenery in a vibrant retail and F&B scene

innovative productivity, these softer offerings cater to the holistic needs of workers throughout the workday.

Shopee exemplifies these principles too, with its scalable, purpose-built spaces at 5 Science Park Drive. Placing employee wellbeing at the center of its design, their workspace is designed to facilitate connectivity, community and collaboration. For example, open and interactive spaces help to encourage interaction among teams, facilitating collaboration and innovation.

“Besides amenities like the snooker and foosball tables and a full-sized gym, we have installed a cavernous cafeteria that doubles up as a social

space for our regular Zumba, boxing, Kpop Hip Hop, and team-building events,” a representative from Shopee says. The conducive and collaborative environment within the Shopee Building, with its wide range of amenities, encourages Shopee employees to not only work hard but play hard as well.

Shopee also included eight sleeping pods at their premises, with the understanding that breaks and power naps are sometimes necessary. Including such a provision is a testament to their commitment to employee wellbeing.

On top of their workspace design, they also take full advantage of

the engaging community building activities held by CapitaLand at Singapore Science Park, which facilitate networking and social interactions among park tenants. To them, such events help to energise staff and boost happiness in the workplace, enriching the experience at work. In the long run, prioritising employee wellbeing can instill a strong sense of belonging in workers towards their workplace, which can also help to improve employee retention.



Placemaking with a Purpose

“Placemaking plays a pivotal role in fostering vibrant developments. These efforts unite individuals, craft meaningful experiences, and forge enduring interpersonal bonds.”

Of course, the space alone is half of the story. Sharon Teo highlights, “placemaking plays a pivotal role in fostering vibrant developments. These efforts unite individuals, craft meaningful experiences, and forge enduring interpersonal bonds.”

For example, the flagship Innovation Made Real event at Singapore Science Park brings the STEM community to tenants through keynote talks, lab crawls and curated activities. The event empowers companies in STEM to expand and grow through networking with the larger STEM ecosystem in Singapore.

To **Vectura Fertin Pharma Laboratories**, such networking activities are valuable opportunities to share their research goals and objectives with fellow industry peers in Singapore Science Park. They cite the opportunities to connect with other researchers as a key takeaway from the event: “The sessions illuminated how diverse the research going on in the park is. In the process,

we were able to identify many common goals and connect with like-minded researchers with whom we look forward to nurture future collaborations with.”

Teo further highlights how Singapore Science Park’s placemaking initiatives have “curated an environment that fosters creativity, knowledge-sharing and cross-pollination of ideas. It has become a place where people from diverse disciplines can interact, sparking meaningful cross-disciplinary dialogues and, in the process, nurture a tight-knit social ecosystem where relationships are forged, creating a unique sense of belonging among its community.”

As developments activate the spaces beyond core work areas, the workplace takes on a more holistic shape. For instance, the Geneo event plaza is a striking example of how social spaces can bring a community together, relating to the needs of those who dwell within.



Curated placemaking at Singapore Science Park featuring joint events with tenants and the flagship Innovation Made Real event for the STEM community

Share R&D assets and talent



Create wider and deeper pools of expertise



Enjoy better cost efficiency



The Importance of Business Ecosystems

With the increased demand for collaborative workspaces and holistic needs, ecosystems and integrated developments are the way to go.

According to a 2021 Ernst & Young CEO Imperative Study, 69% of business leaders in companies that are part of such ecosystems credit their success to this interconnected approach. These ecosystems expose businesses to a wealth of expertise and industries, fostering the exchange of methods and innovative ideas. With this, companies can share R&D assets and talent, creating wider and deeper pools of expertise as well as enjoying better cost efficiency.

In the long-established research ecosystem of Singapore Science Park, CapitaLand's latest life science and innovation hub, Geneo, is following a similar path. With a range of purpose-built workspaces like business park units, wet labs, and shared labs, Geneo supports

both individual and collaborative research across diverse fields, from biomedical sciences to technology and pharmaceuticals.

Being in a thriving business environment offers companies the potential to reap the benefits of cross-industry collaborations. **Chief Executive Officer of Hummingbird Bioscience**, a flourishing biotechnology firm in Singapore Science Park highlights, it is the community of bright minds that makes collaboration more possible.

"We chose to base ourselves in Singapore Science Park due to the proximity of research and collaboration partners," he states. For researchers and innovators like him, being close to renowned key research institutes like the National University of Singapore adds vibrancy to the scientific landscape they operate in.



“ **Integrated developments with robust knowledge ecosystems, like Geneo, offer a comprehensive range of spaces that do just that. By being more than just a place of work, it is primed to support the next generation of knowledge workers as they thrive.** ”

Holistic Workspaces for Knowledge-based Workers to Thrive In

The workspace can make a world of a difference when it comes to productivity and efficiency. Core areas, support systems, and ecosystems all play a pivotal role in boosting research and innovation. As science continues to dominate our understanding of the world and its challenges, it's essential to ensure that labs and offices are set up to meet modern research needs. This means embracing flexibility in workspace strategies, so businesses can adapt to evolving research demands driven by technological advancements.

But workspaces should go beyond just work. They should provide a variety of spaces, including communal areas and green havens, to promote employee wellbeing and add vibrancy to the workplace. By fostering a sense of community and prioritising mental and physical health, workspaces should be well-equipped to holistically support employees.

By fostering a sense of community and prioritising mental and physical health, workspaces should be well-equipped to holistically support employees.

Integrated developments with robust knowledge ecosystems, like Geneo, offer a comprehensive range of spaces that do just that. By being more than just a place of work, it is primed to support the next generation of knowledge workers as they thrive.







CapitaLand's new and exciting integrated development, Geneo, is located at one of Asia's most prestigious addresses for R&D and life sciences within Singapore Science Park I. With innovation, community and sustainability at its heartbeat, Geneo offers a re-imagined holistic lifestyle for today's modern knowledge-based workforce.

Looking for a specialist to talk about your workspace goals?
Email us at sg.marketing@capitaland.com

Learn more about the new life sciences and innovation hub Geneo [here](#)

Discover CapitaLand's Business & Science Park spaces [here](#)