

spaces

Photography • Industry News • People • Projects

Issue 13

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Message From The President

The Three Ps To Boost Energy.

One of my favorite parts of my job is walking through the building and seeing our 50+ employees engaged in diverse business activities in spaces designed for that purpose. I like to see and feel the energy created when talented people work together to solve problems. High performing businesses are fairly complex to create. But I think there are some very basic

components of business performance that are universal and formulaic. Here is one formula I think makes sense:

People + Place + Passion = Energy. P(3) = E

People: the first P in the formula is the talent on your team. The right people doing the right job working in a system that holds them accountable and rewards/recognizes good work.

Place: the second P is the place where people work. The key here is intentional thought and design about what kind of work happens in the various spaces in the building.

Passion: Is there a company mission people are working towards that is bigger than money or one particular task?

Is your organization leveraging the three Ps that help everybody feel more energy?

Sincerely,

Scott Galloway
President

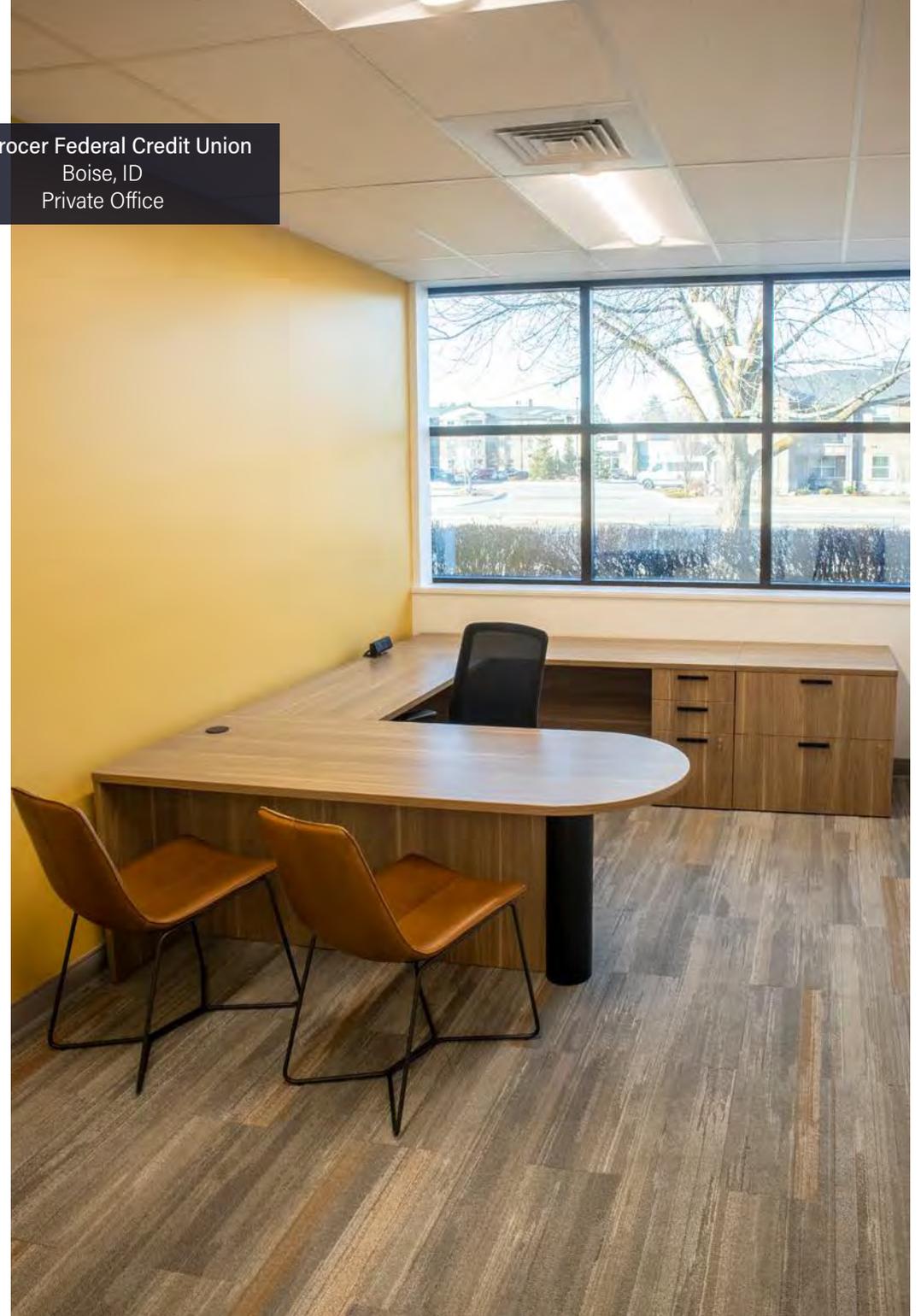
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TruGrocer Federal Credit Union
Boise, ID
Collaboration Table



TruGrocer Federal Credit Union
Boise, ID
Private Office



Making An Impact

The Idaho State Supreme Court Renovation

The Idaho State Supreme Court building was constructed between 1969 and 1970 and functions as the highest court in Idaho. To show its importance, the exterior was designed with sharp angles, tinted windows, and simplified materials. The building was once credited as one of the most magnificent pieces of architecture added to the Downtown Boise Capitol Mall.

The modern judicial system prioritizes access and public service. This last year, the Supreme Court staff updated their building, creating an interior that is more inviting and colorful than ever. The project came together through the vision of Finance & Operations Director Michelle Crist-Aguar and the imple-



Facilities Manager Tye Nelson

mentation of Facilities Manager Tye Nelson. To learn more about the transformation, we sat down with Tye.

The Necessity For Renovation

As the facilities manager, Tye is the "fix it" guy. He ensures everything is in line at all times (even if it occasionally feels like herding cats). It is a big job considering the 50-year-old building has gone from holding 40 people at its construction to over 140 today. That growth and the fact that the building has not been renovated over that time has been the driving factor for the renovation.

"It has been over 50 years since the building was constructed, and this is our first major upgrade," Tye said. "There was a huge need to take the existing space and make it fit today's uses." For example, the 1st floor workspace was redesigned to provide additional meeting space, which was in short supply. Through the strategic placement of these spaces and transition to glass walls, the team also addressed noise and lighting issues.

The Court's Function & Functionality

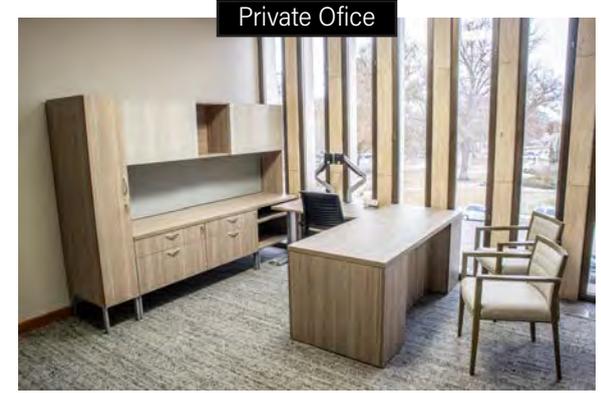
The Idaho Supreme Court staff has grown not for growth's sake, but to better support the state's judicial system as it sustains a growing population. The Supreme Court building houses staff who support all the court systems throughout the state: developing court processes, maintaining court technology, and offering training and support



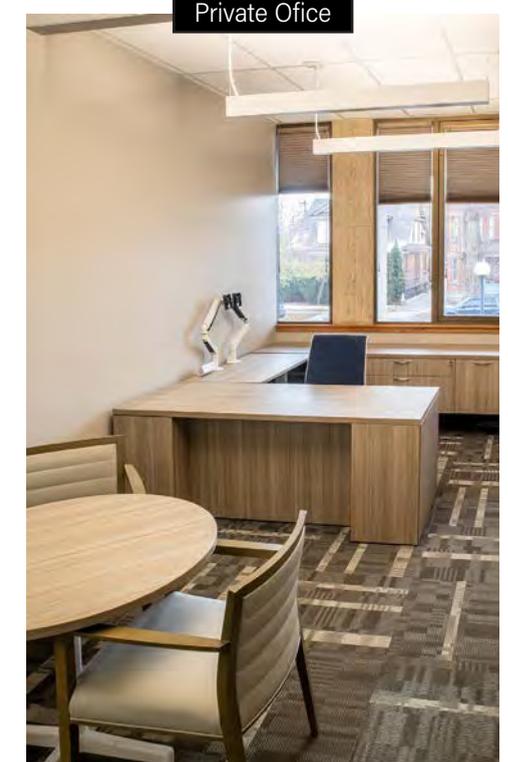
Workstations & Mural

for judges and court staff.

It is a centralized hub of activity, and renovating the building was critical to the staff's continued productive work. Part of that functionality has been integrating technology into the space. With so many court personnel connecting across Idaho, adding meeting rooms with necessary technology has



Private Office



Private Office

Knowing that our effort to make a great space has impacted their happiness has been the best part of this entire renovation."

- Tye Nelson

allowed everyone to connect quickly and easily, making a massive difference in a state that is so geographically spread out.

Redesigning To Support The Staff

To redesign and breathe life into the space, the team worked with CSHQA architects: revisiting existing spaces, relocating divisions, adding color and texture, and generally bringing everything up to date. Furniture also played a significant role in the change, which is where OEC stepped in. OEC helped relocate existing furniture and install new private offices, conference rooms, workstations, privacy walls, and more. "Working with OEC was really good. When I asked for a favor, they did it. Tim and Riley quickly let me know if there was a supply chain issue and did things to make a difference for me. Even their



Conference Room



Meeting Room + Lounge

install crew came in on the weekend to get things done because they knew I needed it."

The new furniture offered functionality that the old space lacked, and modern finishes made it a place people love to work. Between new furniture, layout, colors, and some fantastic murals, the Supreme Court looks better than ever.

Creating A Space Where People Love To Work Better yet, the staff is excited about where they work. "My favorite part of this project has been seeing



Courtroom Pews

people's faces when they return to work, knowing they have more space," Tye said. "...People are bringing plants, pictures and making it home. Knowing that our effort to make a great space has impacted their happiness has been the best part of this entire renovation."

With the space now working in tandem with the team, the Idaho Supreme Court staff is ready and equipped to tackle the judicial needs of Idaho for years to come.

2023 Commercial Real Estate Trends

After receiving a degree in Construction Management and working in commercial construction, Karena Gilbert got her real estate license in 2012. Her favorite part of her construction job was working with owners, so switching to commercial real estate allowed her to do that full-time. At the same time, the construction background allows Karena to visualize what a space can be, which provides a unique experience for clients who choose to work with her. "I enjoyed working with a client this year who leased a building for many years and were looking to purchase an existing building or build new. Having that construction background allowed me to assist my client through their options and ultimately the whole process."

Some of Karena's clients include local businesses that are expanding. One recent example is Boise Regional Realtors. They wanted to provide their members with more room for parking and classes, so Karena assisted them in the sale and lease back of their existing location as well as securing land and working with the development team on the new construction. She also works with landlords looking to stabilize their properties; working with new and existing tenants. Karena has found that relationship building is the key to knowing

what her clients need, delivering on their needs, and creating trust.

Today, Karena builds those relationships while working for Colliers, specializing in office investments and leasing. "What makes Colliers unique is that the Boise office is locally owned but part of a global support network. It is fun and rewarding to work with the many agents and brokers in other offices." With extensive knowledge and experience working in the Treasure Valley market, we asked Karena to share some of the 2023 commercial real estate trends she sees.

Attracting Talent. Attracting and retaining talent is a big trend in Boise. Unlike San Francisco or Denver, Boise has a smaller population and fewer employees per company. Therefore, about 80% of the real estate deals are under 4,000 s.f. In a city ripe with highly skilled, educated and community minded people, we're finding businesses thriving and employees have returned to the office. There is still a degree of remote and hybrid work and business owners are looking to us to assist them in getting people back to the office as well as attract and retain new talent. The benefits of having employees in the office include collaboration, mentorship, and a sense of community and business are looking for healthy, collaborative

and inviting locations.

More Class A Buildings Under Construction. Many local businesses are expanding, and the scales are tipping toward over 10,000 s.f. office spaces. To help, developers are constructing some gorgeous Class A buildings. The 11th & Idaho building and Eagleview Landing development are a few examples of these large-scale buildings that can accommodate.

Vacancy is low. Our vacancy rate is low compared to large cities in surrounding states. Business owners have to move on a space quickly or they could lose out. While many large cities feel the effects of inflation and a possible recession, we still see a lot of growth and opportunity. For example, I have a lot of clients in the service industry that need a second location. We are bracing for a recession but have yet to see it.

Trends To Watch For In The Future. I think we will see many more high-performance, smart building models. 40% of our annual global CO2 emissions come from buildings and structures. Through smart design, construction and operations, we can reduce the impact. Tenants are seeking healthier spaces and building owners are seeing the economic benefits, which include reduced operating cost, shorter payback periods and increase in asset value.



Karena Gilbert
Office + Investment Associate | SIOR
Colliers International

Karena's 2023 Trends

1
Attracting Talent

2
More Class A Buildings

3
Vacancy Is Low

Future
Sustainable Buildings



2023 Design Trends

Catie Buck has worked in commercial interior design for years, and her passion for the industry recently led her to open her own studio, Josephine West.

"I get so passionate about commercial design. My biggest inspiration simply comes from the business owner and learning about their brand (or business). I can help implement their branding as well as encourage a team culture through the design. It's a win-win for the owner, investing in their employees and making a lasting impression for their visitors." -Catie Buck

Between working on multiple tenant improvements, a salon, and a large corporate office, Catie sat down with us to discuss what is trending in 2023 and what is out of style.

Trend 1: Boutique Home-like Spaces. Team building spaces are great opportunities to add splashes of color to encourage socialization and help work relationships in an upbeat atmosphere. Playful fabrics, and bold artwork can add a casual touch to these social areas.

Also, consider home-like, restful, quiet spaces where employees can spend focus time or take breaks throughout the day. The overall design of these spaces should incorporate soothing materials, greenery, and a variety of comfortable furniture options. Acoustic solutions are also important to help reduce noise and/or eliminate distractions.

Trend 2: Muted Tones Contrasted With Bright Colors. For example, taupe and earth tone colors are in, balanced by pops of bright and saturated colors like raspberry pink or chartreuse.

Trend 3: Quirky Patterns + Unique Textures. Adding patterns or textures in strategic places can make a great first impression. I am obsessed with chairs, especially sculptural ones, so adding a beautiful chair is terrific. Combine that with punches of color, and you can make the space look more interesting and dimensional.

Outdated Trend: Gray is out! Use medium warm and cool tones instead.



Catie Buck
Interior Designer | Owner
Josephine West Interior Design

Catie's Trends

1
Boutique Home-Like Spaces

2
Muted Tones + Bright Colors

3
Quirky Pattern + Unique Texture

Outdated Trend
Gray Is Out!



Ehron Baskin
Senior Design Associate | NCIDQ
Design Collaborative, Inc.

Ehron's Trends

1
Collaboration + Minimalism

2
Organic Materials

3
Dedicated Health + Wellness Rooms.

Outdated Trend
Gray + Shiny Finishes

Ehron Baskin has been in the design industry for over thirty years, working in residential and commercial design with Design Collaborative, Inc. She is fairly new to the Treasure Valley and growing her local clientele while designing remotely for projects in California.

"My favorite space to design is a lobby. It is the first thing people see when they enter a space, and you get to set the tone and create a feeling when they walk in the room." -Ehron Baskin

Between trips to California, Ehron met with us to share the trends she loves and which to pass on.

Trend 1: Organic materials, textures, and patterns are in. That includes mixed materials like wood, stone to create stability, natural colors, plant walls, and floral designs. I like to use these materials as focal points in lobbies so they make a statement. Geometric patterns like chevrons, honeycombs, and hexagons are also widely used, and lighting is

becoming more artistic.

Trend 2: Collaboration is on the rise, and minimalism is preferred. I am working with a group of engineers, and they do not want high cubicle walls. They want to see each other, talk and collaborate with as little separation as possible. They also don't want much stuff on their desks and keep everything they need in a small storage space.

Trend 3: Businesses are adding dedicated health and wellness rooms. Whether it is a space for a nursing mother, a private conversation, or a small collaboration space, companies are creating spaces where employees can get away to sit in quiet.

Outdated Trend: Gray's are out, and we are moving to warm tones. Matte finishes are replacing shiny ones, and while fluorescent colors are making a scene, I've lived that already and would probably pass on it.



Mitigate Noise Without Sacrificing Style

Jeff Adams is the VP of Sales at MPS acoustics based in Dallas, Texas. When he started with MPS, he knew nothing about acoustics, commercial real estate, contract furniture, or architecture and design.

Needless to say, he has learned a lot over the last six years, so we invited him to tell us all about why acoustics are essential in a commercial space and how they can add to a room's overall design.

The Relationship Between Noise + Productivity

Acoustics is the science encompassing sound transmission, noise reduction, acoustical and speech privacy, and more. Managing room acoustics in an office, recording studio, auditorium, and around machinery differ significantly.

While improving the acoustical quality in a work environment is complicated, MPS is striving to Make Privacy Simple by doing the heavy lifting for clients.

"People don't often think about the effect noise, distractions, and the lack of privacy have on them. Studies show that these constant pressures take a toll on worker productivity and health." -Jeff Adams

MPS knows that people need quiet to focus and have private conversations. Without that, their jobs get so much harder.

Bypassing Bad Acoustics

Businesses typically know when they need better acoustics, which can be highly frustrating when they have invested heavily in a new space. Ways to mitigate that common frustration are threefold. Start by adding acoustics to the project budget, bring in an acoustics expert to have those critical acoustical conversations, and focus heavily on the areas you already know will need more privacy.

"The technology out there is amazing, and we want the customer to express themselves through the product. Our panels are customizable and flexible. We can create unique designs, provide woodgrain prints, and even do custom matching and branding. In many ways, we have a blank canvas open to creativity." In addition to a highly flexible product, MPS has a team of in-house designers that can take a napkin sketch to install.

The ABC's Of Acoustic Design

While there is no one size fits all solution to achieving excellent acoustics, MPS advocates for following the ABCs of acoustic design.

Absorbtion

Sound reverberates off hard surfaces. introduce soft seating, plants, ceiling baffles, or even artwork into a space for sound absorption.

Blocking

Sound is like water; anywhere there is a leak, you will lose sound, so bring products into the space that will block sound.

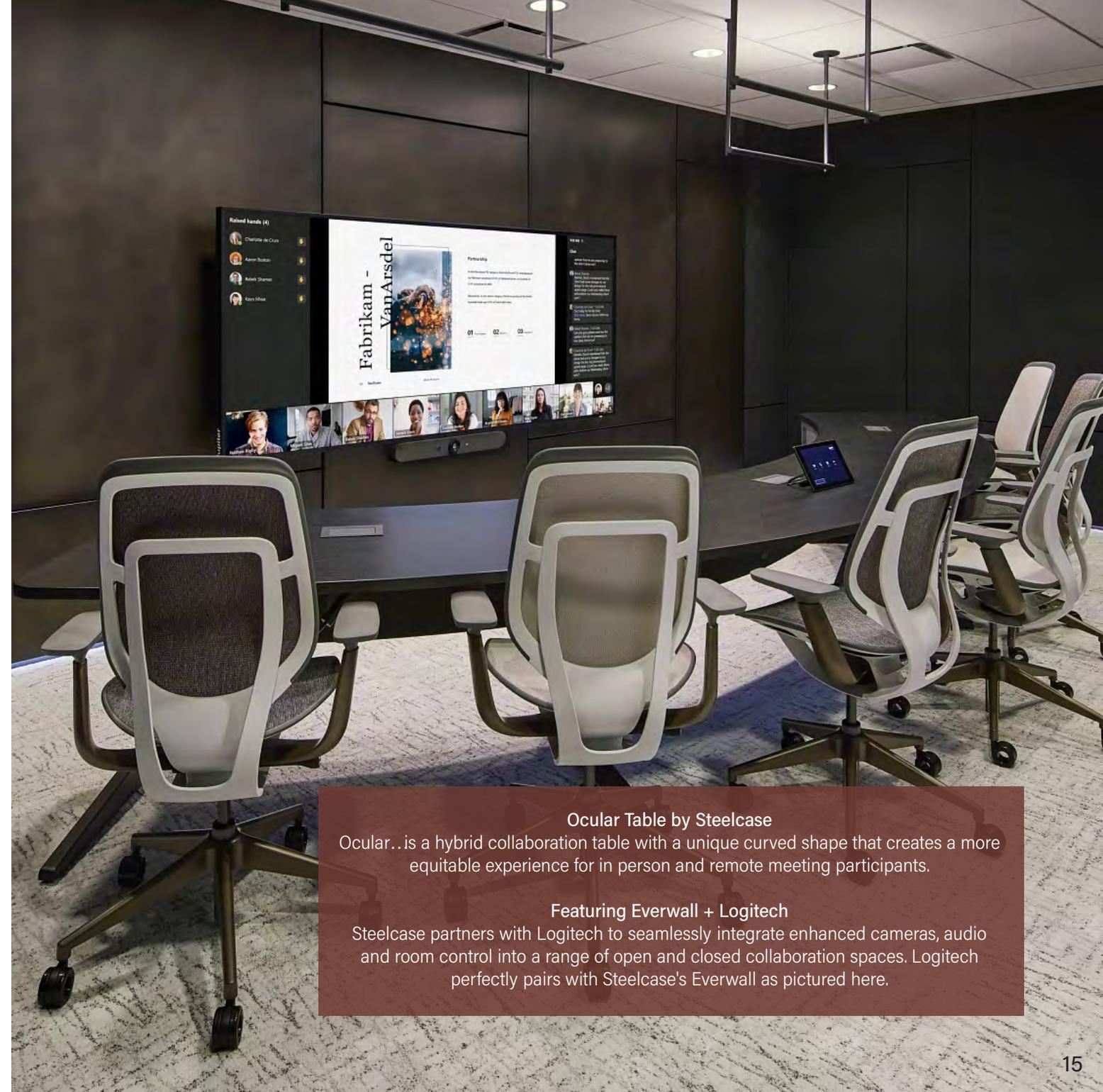
Covering

Covering over conversations with white noise sound masking makes them less intelligible. In open plan offices, this provides privacy and focus for employees.

Mitigating Sound With Style

While everyone is aware of acoustical panels thanks to their high school cafeterias and gyms, they are not a very stylish solution. That is why MPS uses technology that mitigates noise without sacrificing style.

Whether MPS is working with a designer, end user, or collaborating with an audio-visual integrator, their goal is to provide acoustic solutions so people can do their jobs better. Fortunately for their clients, MPS makes privacy simple with style.



Ocular Table by Steelcase

Ocular.. is a hybrid collaboration table with a unique curved shape that creates a more equitable experience for in person and remote meeting participants.

Featuring Everwall + Logitech

Steelcase partners with Logitech to seamlessly integrate enhanced cameras, audio and room control into a range of open and closed collaboration spaces. Logitech perfectly pairs with Steelcase's Everwall as pictured here.



ASI Washrooms

Who said the washroom (the most frequented room in any building) shouldn't be as nice as the conference room? ASI just gave the washroom a makeover - you can too.

House of Design
Nampa, ID
Access Control Installation



Exceptional Spaces
On time, on budget.



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