



Introducing Feng Shui Fortune and Business Excellence at the Workplace - Shanghai 26. Mai 2015

Good Feng Shui at the workplace can nurture your **fortune** and health, while bad Feng Shui and bad office **ergonomics** can **cost money**, **reputation** and **health** problems on the long run. The concept of business excellence is a similar way. Only one **integral process**, starting with the planning and the involvement of the employees through to realization, **resulting in office workplaces** in which the employees can live **Business Excellence**.





Statistic:

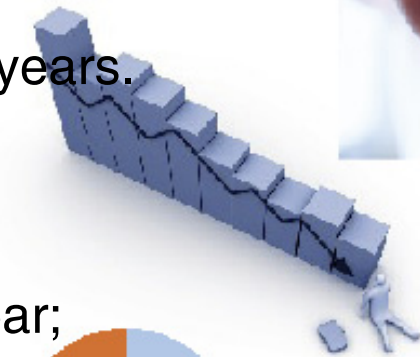
Life span of companies:

- The average life span of a multinational corporations is **less than 10 years**,
- tendency decreasing.
- Life span of all new established companies is less than 12 years.
- 40 percent of all companies die within the first 10 years.



Acceptance of transformation processes:

- **33 percent** of all transformation processes **fail in** the first year;
- **50 percent fail** in general.
- **65 percent do not find** any resonance with the employees.
- **75 percent** of the Change-Management-appointments and promises **are not kept**.



Why do innovations fail?

- **59 percent fail due to employees' resistance.**
- **83 percent fail due to the persistence mentality of the employees. (Imprint)**



More than 42 percent of the employees' knowledge is not used.

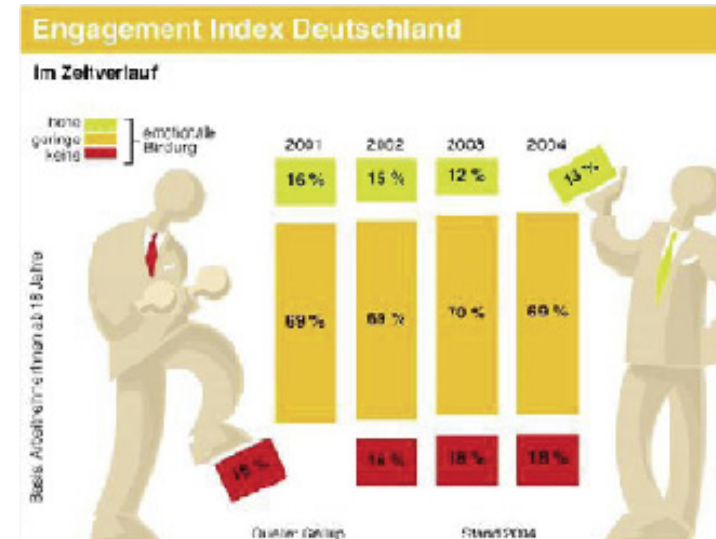


Gallup Study:

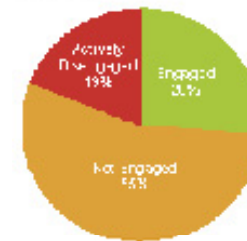
According to GALLUP: 85 percent of the employees in German companies are not committed or have internally resigned whereas in the United States still 26 percent are committed employees.

A very big majority, i.e. 87 percent refuse completely. And not only the percentage of committed employees decreases continually - over years we even accept a significant part of employees that refuse cooperation and thus harm the company.

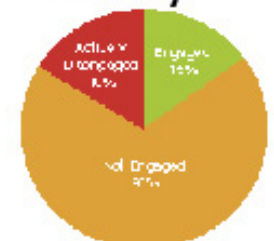
However, committed employees are mainly responsible for the business success according to Gallup study. In good companies 50 percent and more committed employees can be found.



USA



Germany



- 3 million employees
- 200,000 manager
- 80,000 enterprises

have been interviewed



Aria de Geus:

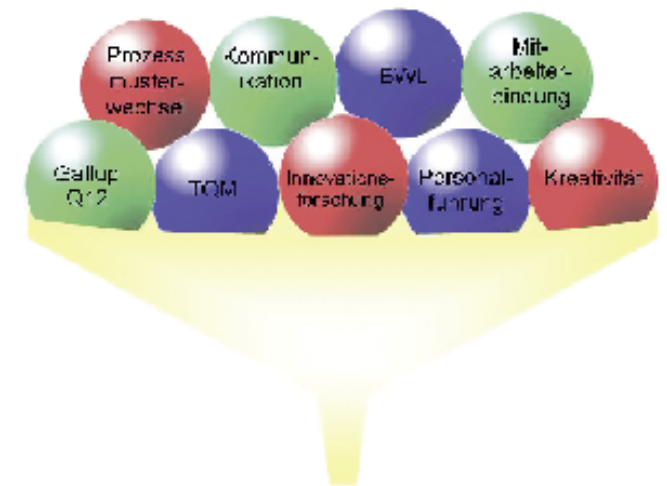
In a study, the Shell employee Aria de Geus examined multilateral corporations that managed to **exist over 100 years**, partially even 250 years. He published the results in his book „Beyond economy - the responsibility of the enterprises”.

Shell Study - Questionnaire



Accordingly, the **key-factors for long-term successful companies** are:

- Harmony: Long-living enterprises react sensitively to their environment.
- Identity: they have very **good team working** within the organization.
- **Tolerance**: considering opposing ideas and activities at threshold.
- Attentiveness: Principle of conservative financing.





stimulated

Innovation:

Creativity is a completely **natural function** of the brain that can be promoted and developed. **Innovations are nothing else but applied creativity.** An innovation thereby originates in 3 steps:

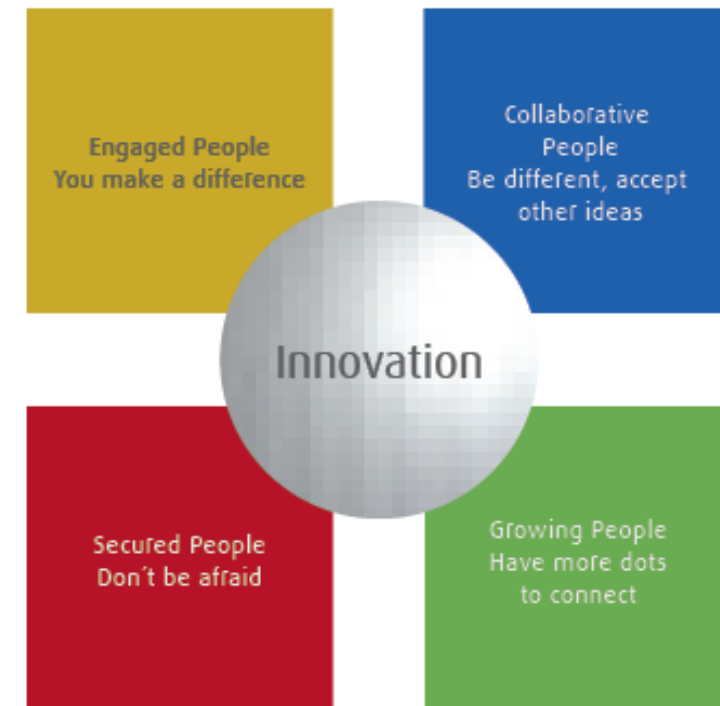
1. Generating ideas
2. Acceptance
3. Realization

To enable innovations to happen, we need:

(according to a study of Madan Birla, Fedex)

- **Committed employees** (Engaged people)
- **Employees who feel safe** (Secured people)
- **People who develop** (Growing people)
- **People who want to work with each other** (Collaborative people / **Team Work**)

How do innovations happen?

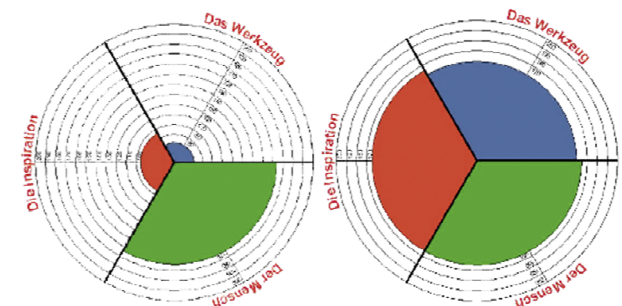
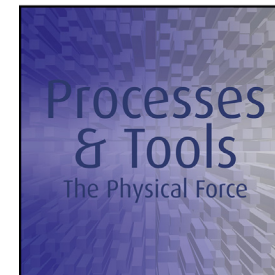
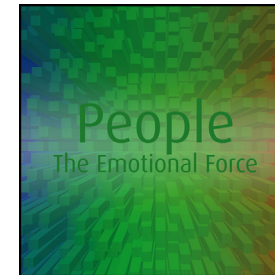




The Alchimedus Principle by Sascha Kugler

The three potential-forces form a conclusive integral/holistic search-screen which structures and evaluates all business potentials.

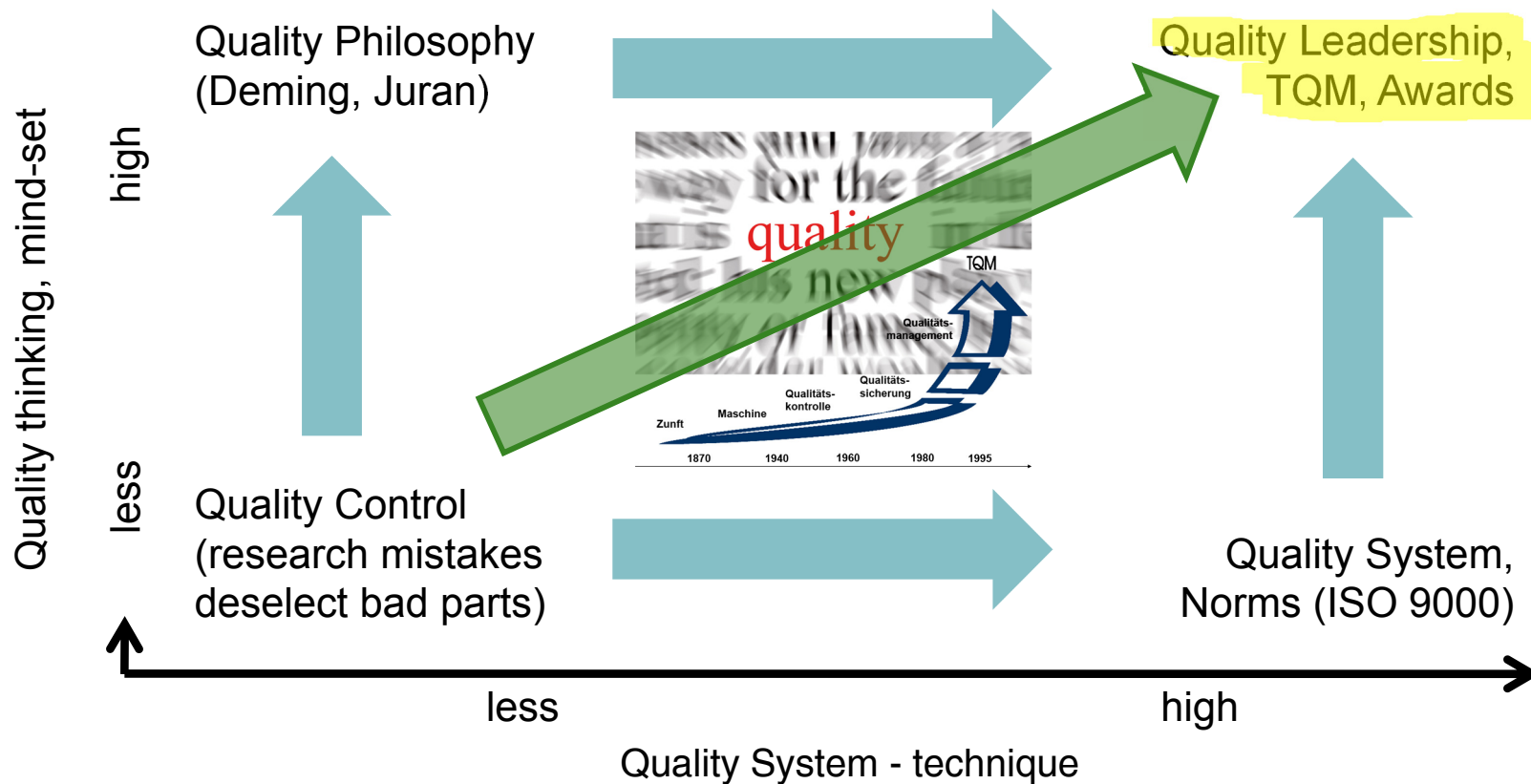
- **Inspiration: The Spiritual Force** – innovation, leadership and creativity of a business as an indicator of its ability to maintain a leading market position
- **People: The Emotional Force** – the central force that drives the business to success: emotional engagement, passion, meaning, personal and professional growth
- **Processes & Tools: The Physical Force** – operations, production, strategy and pragmatic elements of the business





What is Business Excellence?

The striving for outstanding results.





Dr. Hans-Dieter Schat (Fraunhofer ISI): Integral office design is a requirement for excellent Management

The decisive impetus came from Tom Peters and Robert Waterman, who set off in 1982 “In Search of Excellence”- the title of their bestseller. Peters and Waterman obtained eight principles of excellence from the analysis of the best companies at the time:

- A bias for action, active decision making - ‘getting on with it’: trying comes above studying.
- Close to the customer: Not only the striving for customer satisfaction but also learning from the customer and developing innovations jointly with the customer.
- Autonomy and entrepreneurship– also and especially then when risks are involved.
- **Productivity through people, and, in fact, through all the people who work in the company or are involved with it. Not only productivity through managers!**
- Hands-on, value-driven, the emphasis is on the actually “hands-on” management practice.
- Stick to the knitting, no diversification into different sectors.
- Simple form, lean staff: only as many management and specialist teams as necessary.
- Simultaneous loose-tight properties, that is tight in the basic orientation and targets, loose in the choice of means



e.g. Götz W. Werner DM
Drogeriemarkt: ... aus Erkenntnissen und Erfahrungen in einem großen Konzern, der gerade aufgrund von Transparenz, Selbstführung der Mitarbeiter und Zutrauen zu allen Beteiligten besonders erfolgreich ist.

Vision



Dr. Hans-Dieter Schat (Fraunhofer ISI): Integral office design is a requirement for excellent Management

The EFQM model of Business Excellence, due to the consideration of facilitators, is in the position to record approaches for improvement very early. The new criteria are as follows in the current version:

Facilitators:

- Management
- Employees
- Strategy
- **Partnerships and resources**
- Processes, products and services

Results:

- Employee-related results
- Customer-related results
- Company-related results
- Key results

Vendors

e.g. Götz W. Werner DM
Drogeriemarkt: ... aus Erkenntnissen und Erfahrungen in einem großen Konzern, der gerade aufgrund von Transparenz, Selbstführung der Mitarbeiter und Zutrauen zu allen Beteiligten besonders erfolgreich ist.



Method



Dr. Hans-Dieter Schat (Fraunhofer ISI): Integral office design is a requirement for excellent Management

The development of office concepts reflects the development of Business Excellence concepts just outlined.

No one would say : “This company has improved its innovation management in the frame of EFQM, therefore we will also improve our innovation management and we will automatically be excellent.“

But some say: “This company has introduced free-form surfaces and 2-component lighting and increased the efficiency in the office. Therefore, we will also buy desks with free-form surfaces and a couple of 2-component lights and increase our efficiency likewise.“

The one functions as little as the other. The winners of prizes in the frame of the EFQM model show outstanding achievements in all criteria and the process is coordinated for the individual criteria.

It is no different in the office: only one integral process, starting with the planning and the involvement of the employees through to realization, resulting in office workplaces in which the employees can live Business Excellence.

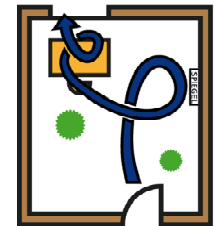
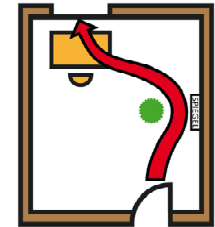
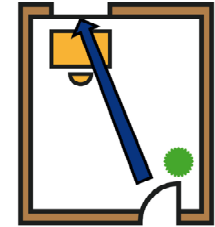


**Office
design as
instrument
for change
management**



What is Feng Shui?

The striving for auspicious conditions.





Feng Shui Thinking pattern

Our own western very differentiating way of thinking differs enormously from the Far Eastern, more holistic view of things. Feng Shui as a traditional Chinese teaching can only be understood if you also adopt the way of thinking of Far Eastern culture. The fundamental differences between the Western and Eastern way of thinking are:

- Transformation from inside to outside
- **Balance** instead of the ultimate truth
- Social responsibility before individual right
- **Perception of the organism as a whole instead of the**

Cartesian division

(René Descartes 1596 –1650 suggested that the body works like a machine)

of spirit and matter



Separated processes

Business Excellence





Layers of perception

we turn to **Johann Wolfgang Goethe and Rudolf Steiner**. The latter summarized the subject of human perception, based on Goethe, in the context of Anthroposophy.

Transferred to our subject “Inspiring Office Design”, it enables other options to emerge, which appeal to man unconsciously, in an integral way. As a result, previously unexploited or not fully used potentials of the employees are activated.



In addition to purely physical, objective perception, we become aware of a plant or a living being on a **totally different level**. Here, we see a force at work, which, in the end, **only expresses itself in form**. **The origin of the force is actually not visible** in the material world. Nevertheless, we humans recognize and **get stimulated or inspired** by this original force.



Feng Shui: Yin Yang

Yin and Yang is the basis of Feng Shui teaching. The polarity of Yin to Yang is, for example, subdivided in the **trigrams and hexagrams** in finer quality stages. It represents the **dynamics of the eternal processes**.

It is not a question of producing a rigid (at times advantageous) situation, but about keeping the things in flux, in movement. The aim is unity (harmony) and not one-sidedness! (one-sidedness over the short or long term would lead to stagnation and sudden tip-over).

In reference to companies Yin Yang is the dynamic force in company development.

- Dynamic means agile, energetic, suspenseful, and power through motion. **Dynamics is a requirement for transformation**, assimilation, evolution, and continual competitiveness for a company. We differentiate:
- The dynamic of business factors such as equipment, products, and expertise.
- Dynamics through movement of the body to increase vitality and communication.
- Dynamics in the office through movable modular furniture.



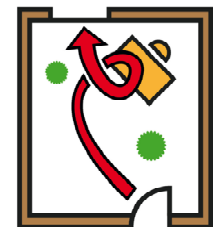
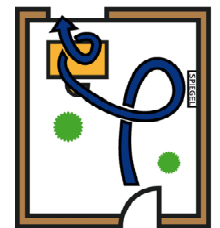
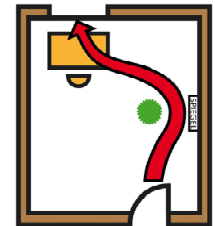
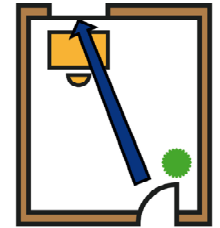


Feng Shui: Live energy Qi

Qi is the basic energy for all life. Effects of the vital energy Qi are, for example: vitality, capability, concentration, intuition, creativity, defence capacity of the immune system, disassociation capacity with respect to psychically weakening external factors, tolerance of stress and the state of mind.

A distinction is made between “Body-Qi”, the Qi concept of traditional Chinese medicine and the space and landscape Qi, which is directed by Feng Shui techniques. In Feng Shui the following characteristics of Qi are defined:

- Qi arises in nature with the tendency to flow back to it.
- Qi follows the electro-/bio-magnetic tracks of humans and other living creatures. (Qi paths develop)
- Qi has a natural inertia / A certain time remains for the Qi flow. (Qi flows in through the doors and along the paths used.)
- Qi is attracted by other bio-magnetic fields and flowing water. (people, plants, animals and fountains divert the Qi.)





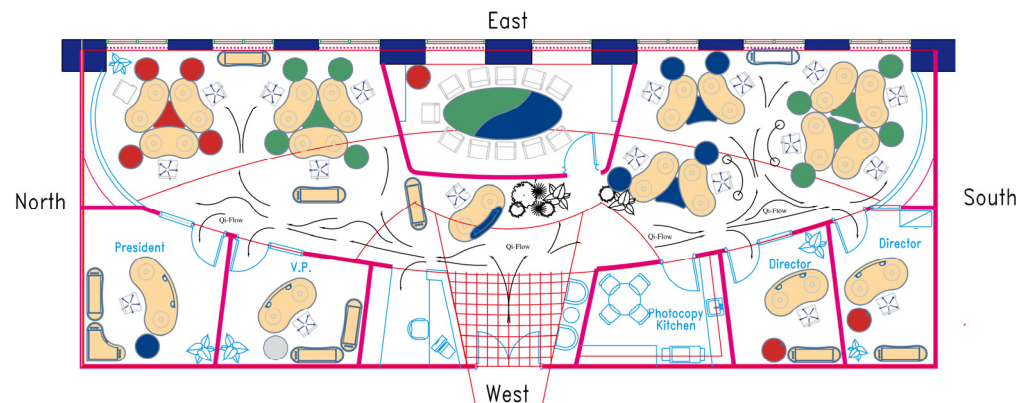
Feng Shui: Live energy Qi

There is so-called **bad Qi**, which arises when the energy flows in long straight lines. Then it speeds up too much, becomes too intensive and changes into the negative.

Stagnation of the energy is just as negative as an energy flow which is too intensive.

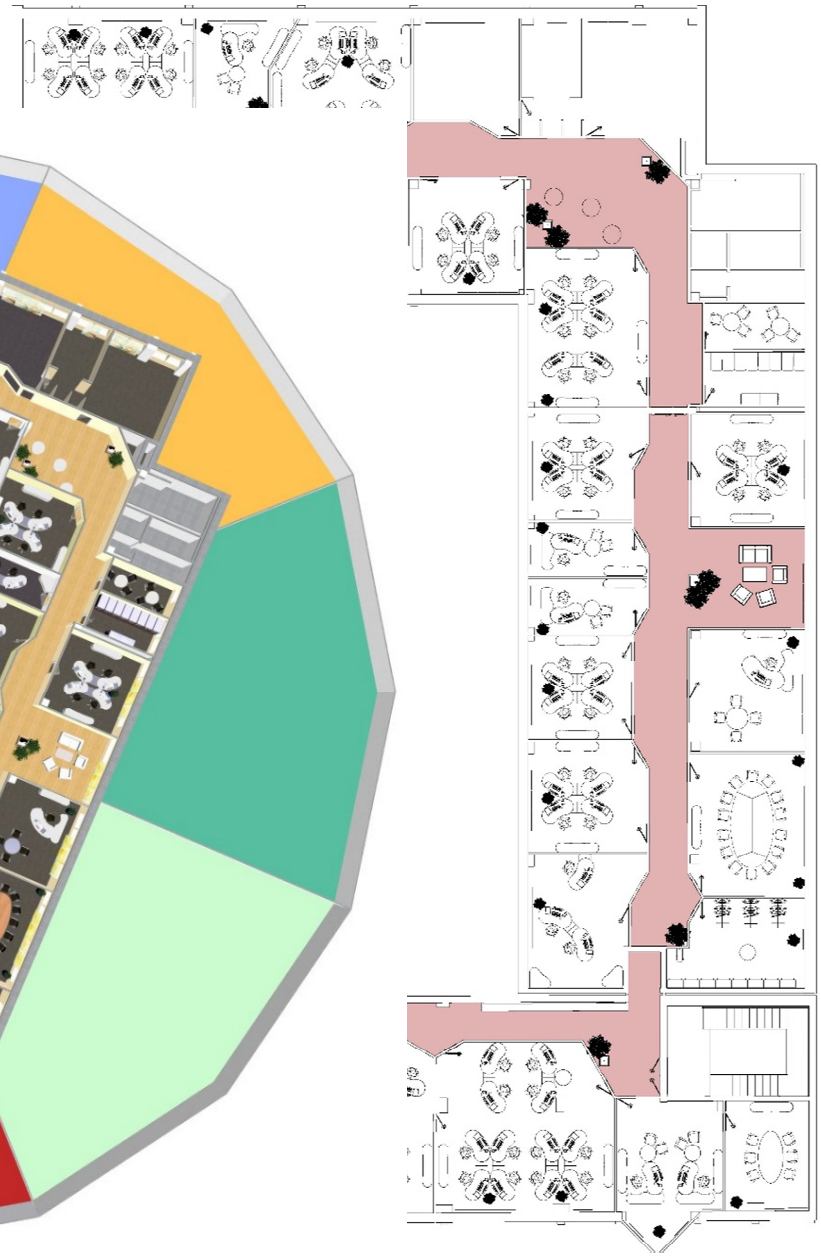
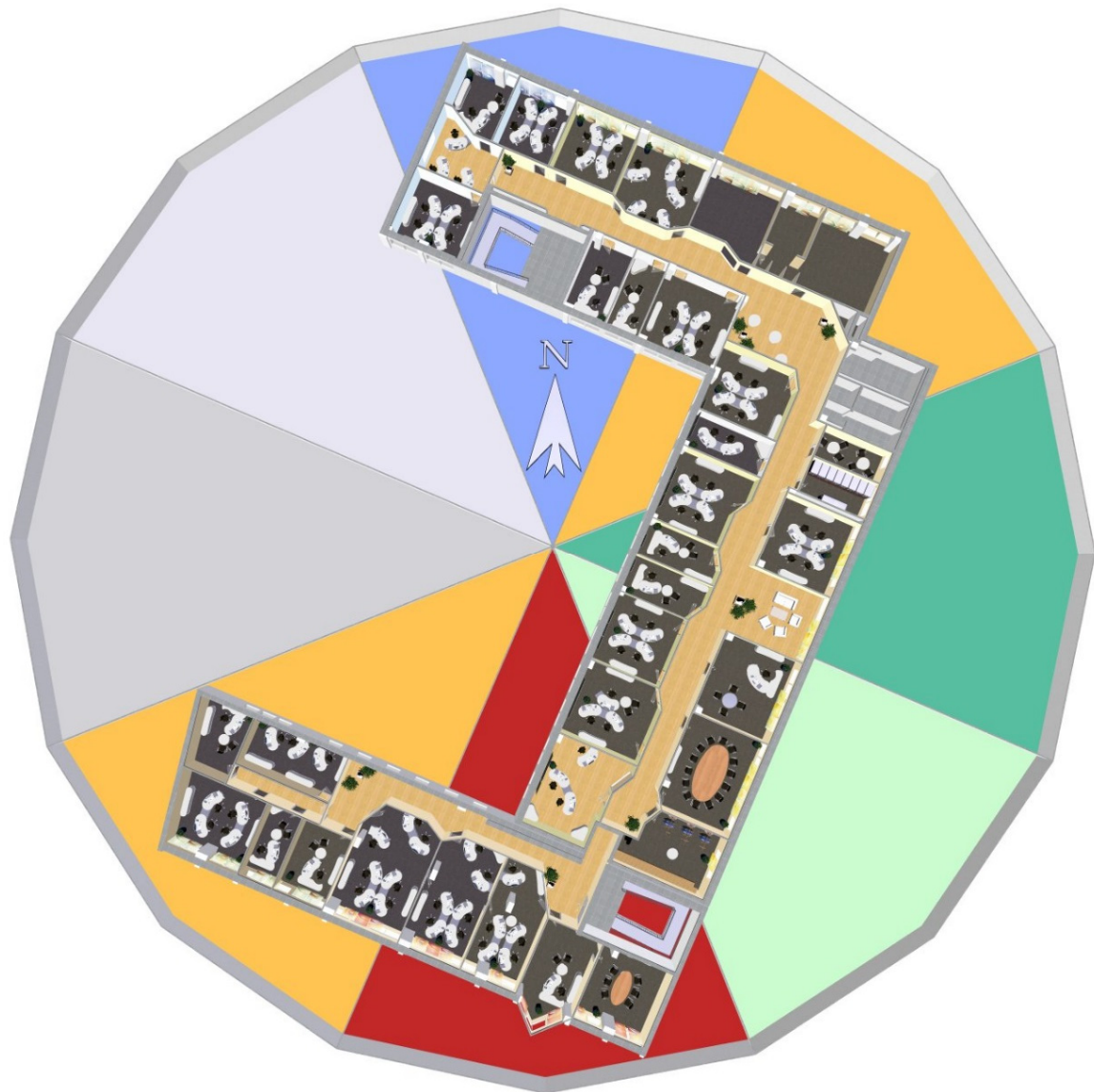
There is nothing worse than rooms stacked full with sharp edged items of furniture and with “dead” dusty corners. Energy blockades develop. **Standing Qi becomes bad** and junk contaminates the Qi.

Good Qi: The energy of life, Qi, should always **circulate in gently curved or circular movement**. Think of a stream or river which carves its way through the landscape in wave-like **meanders**. This, of course, is how the energy flow in the office should be.





Feng Shui

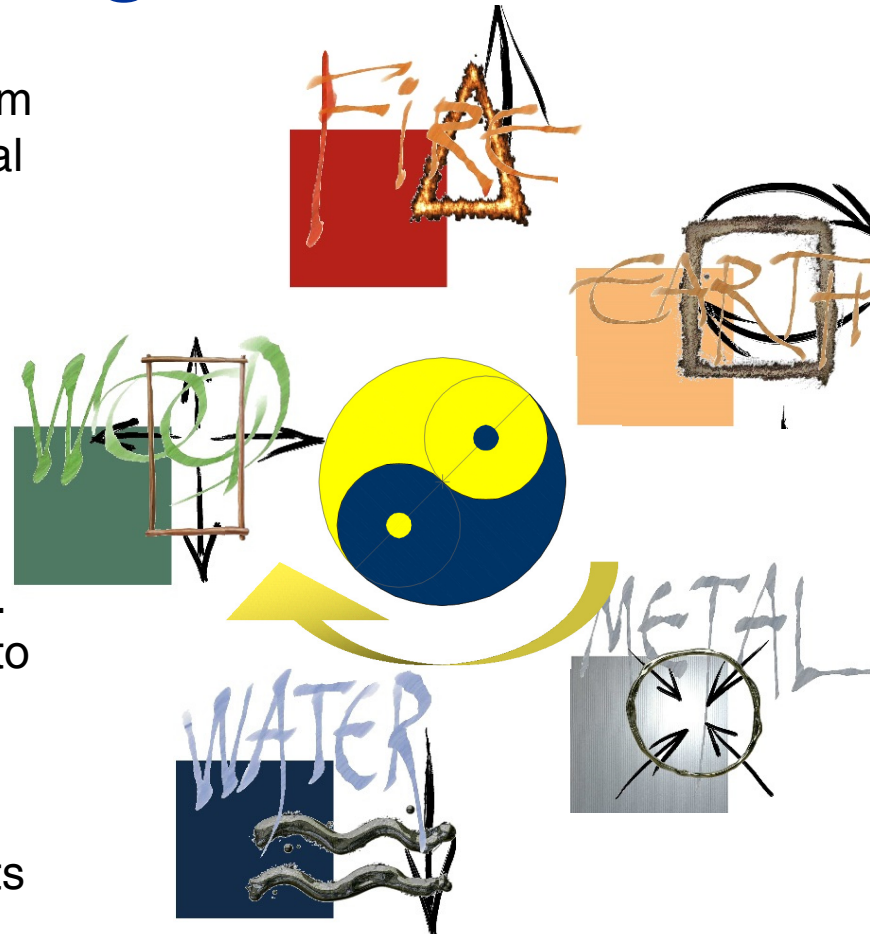




Feng Shui: 5 Elements

The 5 elements cycle represents the whole spectrum of qualities of life. In traditional Chinese medicine the 5 elements are attributed to **organs** and life systems as well as the associated **emotions**.

In Feng Shui the concept of the 5 Elements is well known. This concept is usually used to foster or control certain energies (of people, rooms, buildings and lands). But mainly this concept represents **a full circle of qualities** – a more versatile life circle than the Yin Yang circle.



Each element represents **different qualities**, such as: spring, summer, autumn, winter; or joy, love, pride, sorrow, forgiveness, abundance, attachment and detachment.

You feel in harmony if all elements are represented in a room.

If some are missing .. it stimulates you **ONE SIDED!**



Feng Shui: Poisoned arrows

Any sharp edge, threatening arrow and even extended straight lines cause stress:

- Pointing at you
- Sitting in it's shooting direction



And much more symbolic in shapes influence our wellbeing

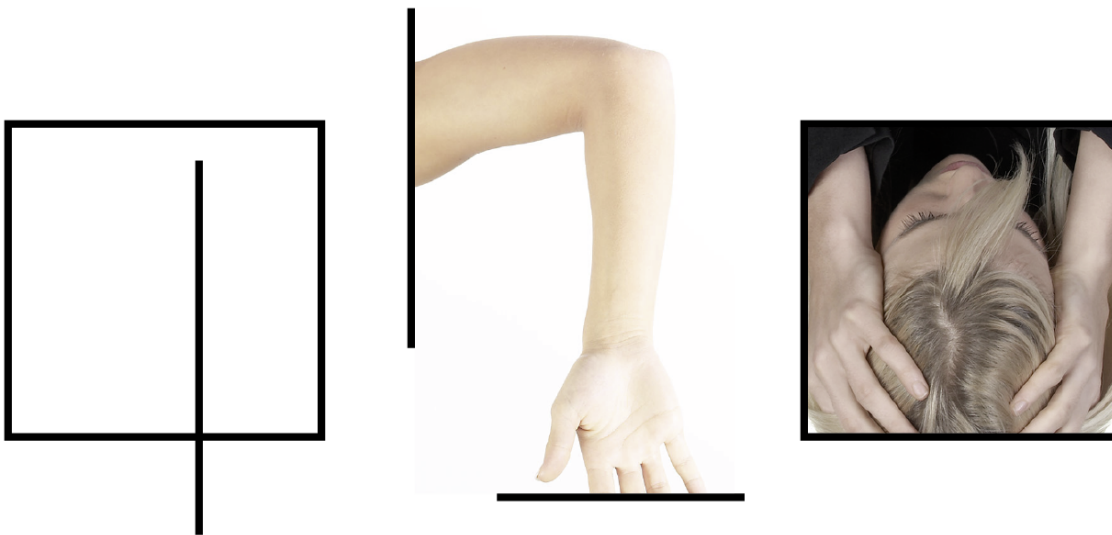


Abb. 11. Straight lines are associated with restriction and suppress individual attempts of creativity.

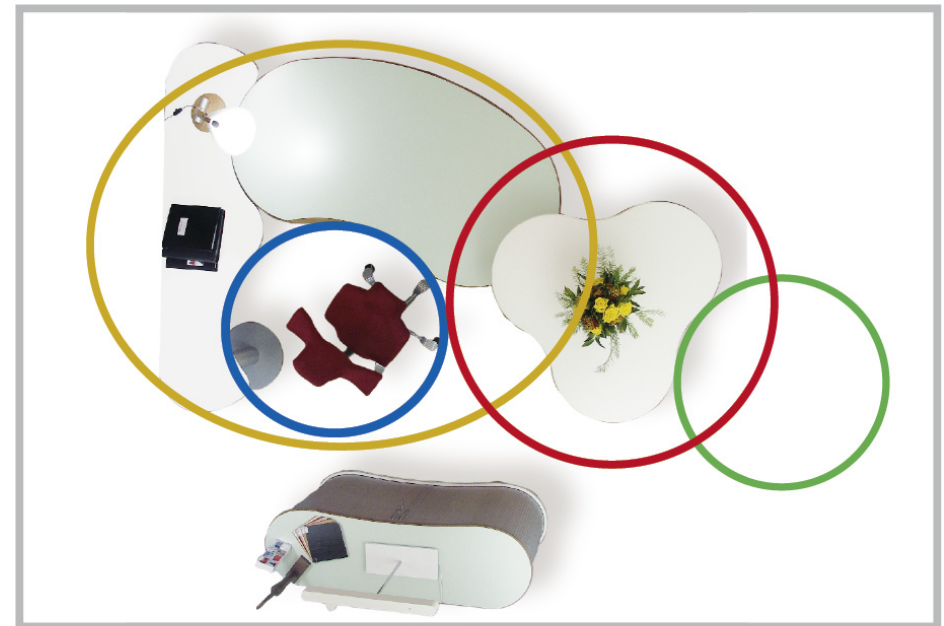


Abb. 12. Round forms stand for more possibilities in terms of development and flexibility, as well as more creative freedom – the basic requirement for creativity.



Security & Privacy

Security and Privacy are preconditions for creativity and true communication and social intelligence.

- Security through backing = back coverage
- Security through protection = shield in front
- Security through command = overview of space
- Personal territory = privacy = intimate space

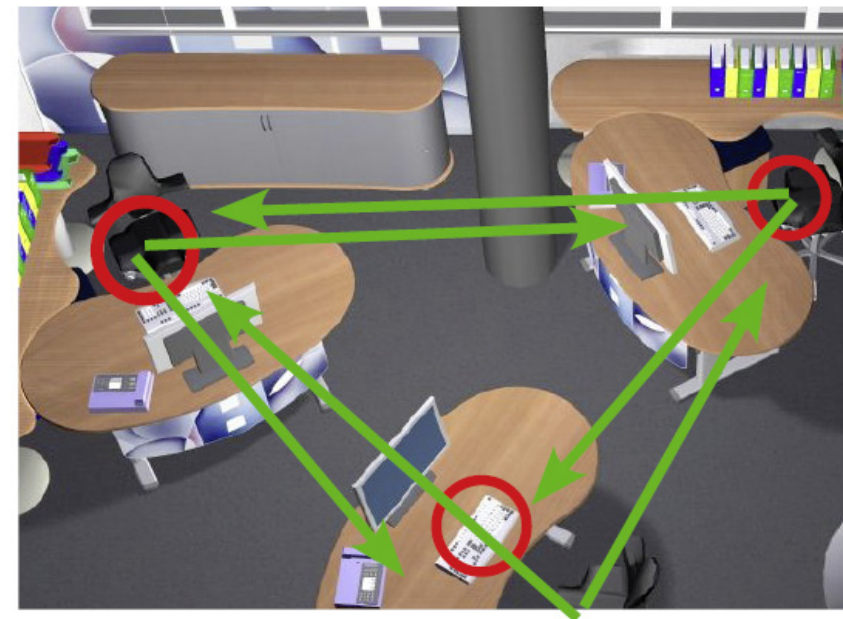
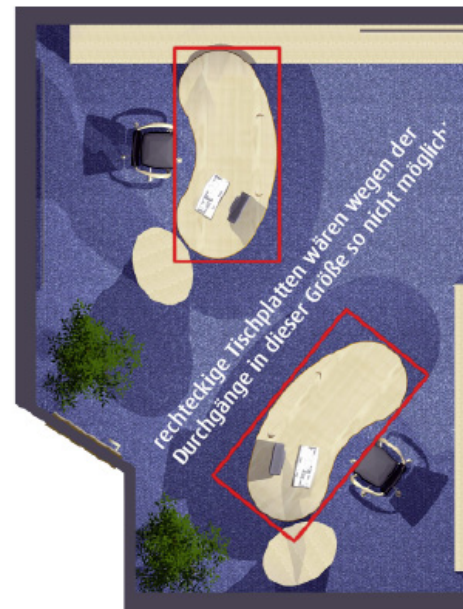
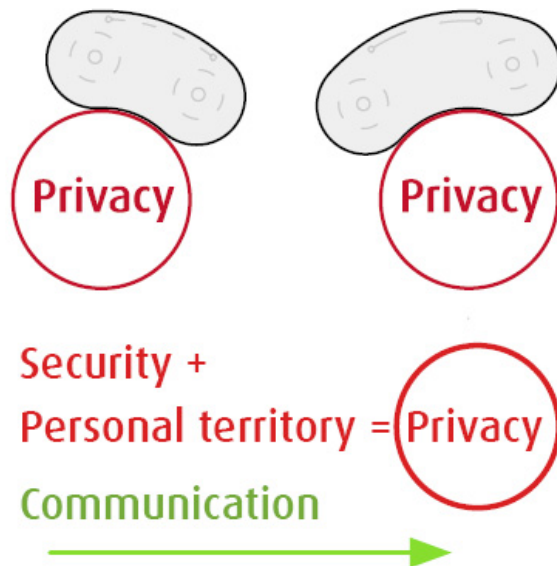
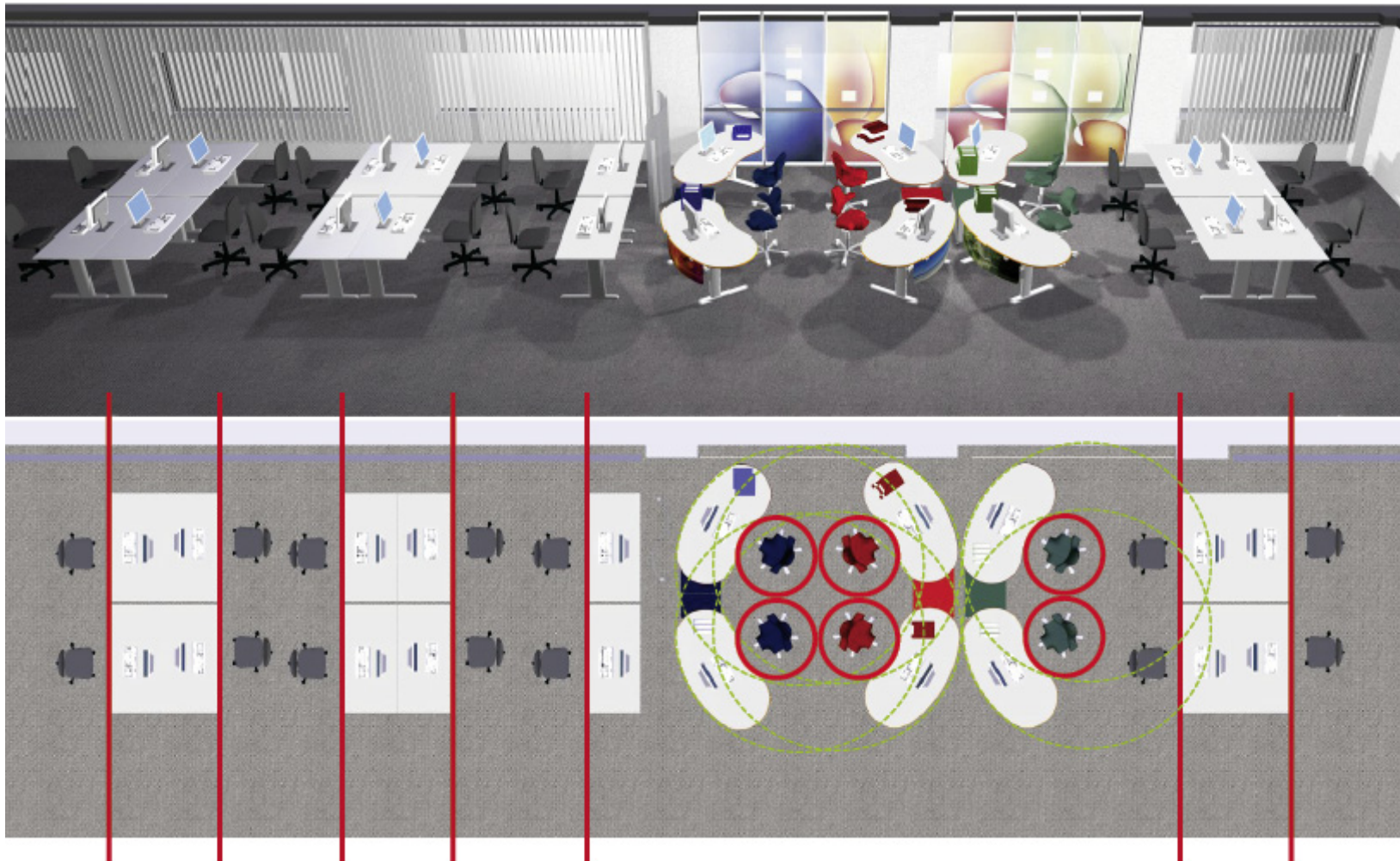


Abb. 16. In the design of the office first we must meet the essential needs for security and privacy, before we are able to think about other civilised forms of cooperative creative communication and cooperations.



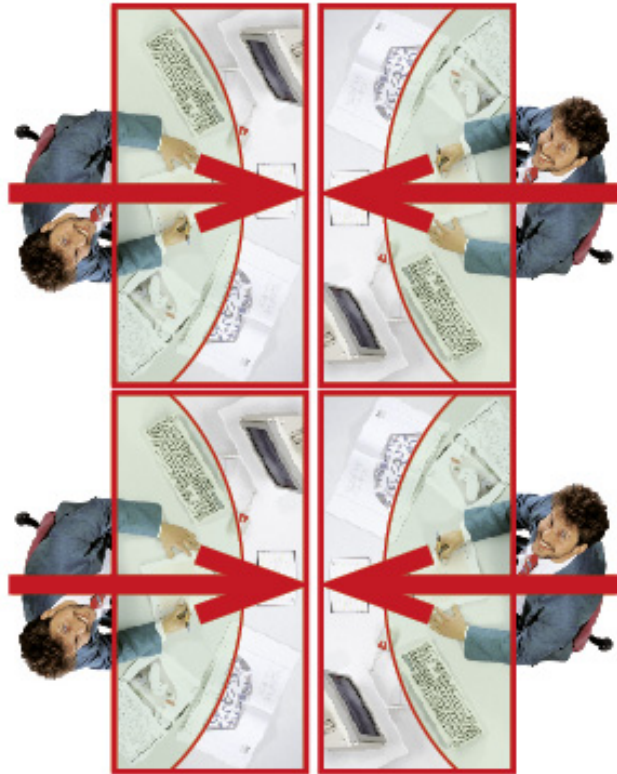
Security & Privacy & Sociology (Family)

Unsocial unprotected workbenches against protected social group
– boring gray against attractive colors.





More associations



Against each other!



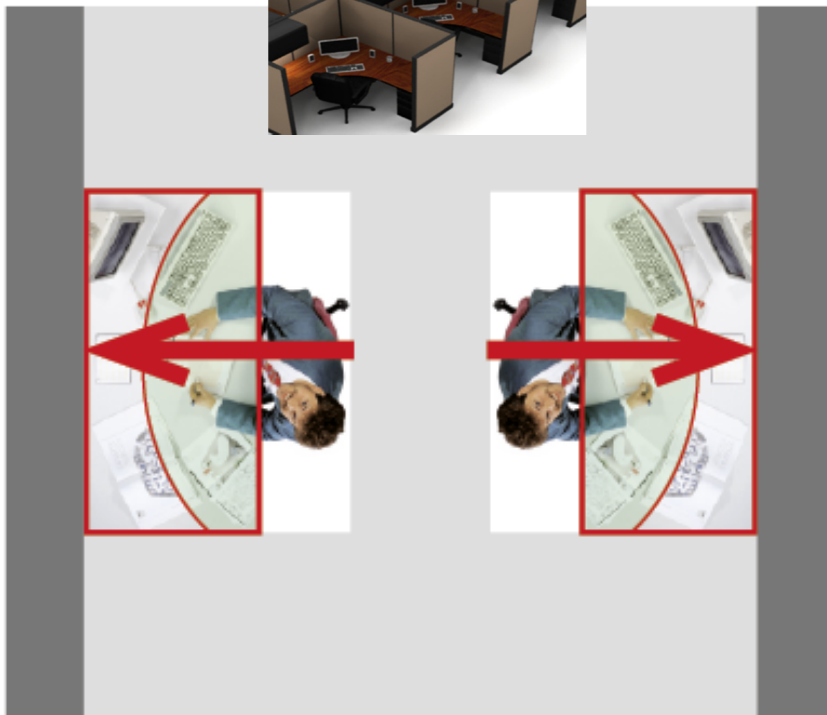
TOGETHER



More associations

Feng Shui Masters say: “What you see is what you get”

In German we say: .. “ Against the Wall” when you want to express, that there is no success possible.



AGAINST THE WALL



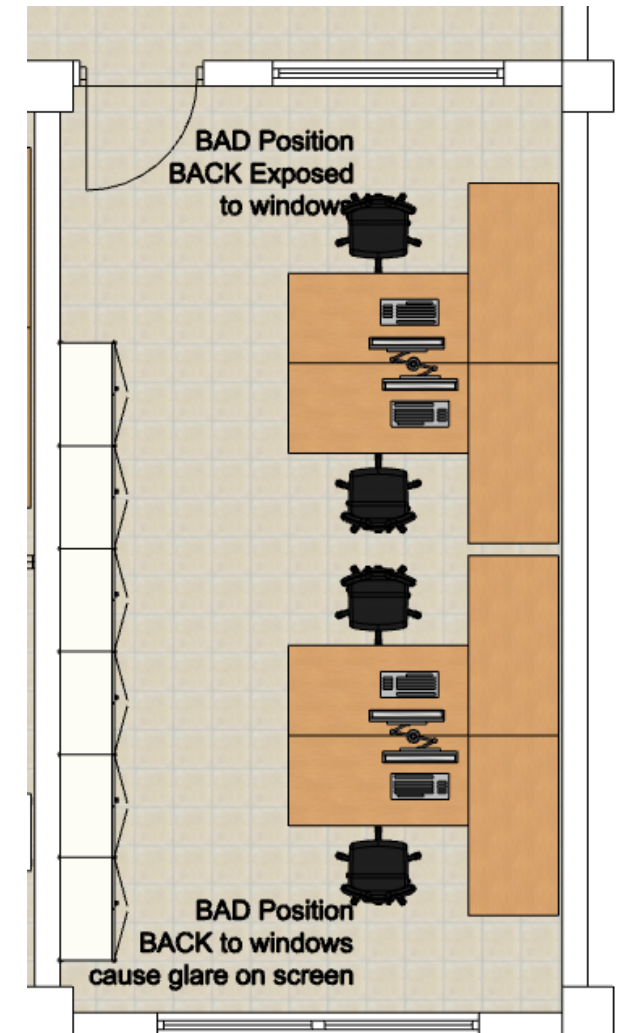
OPEN TOWARDS THE ROOM



What do you see and feel?



Usual Office





What do you see and feel?

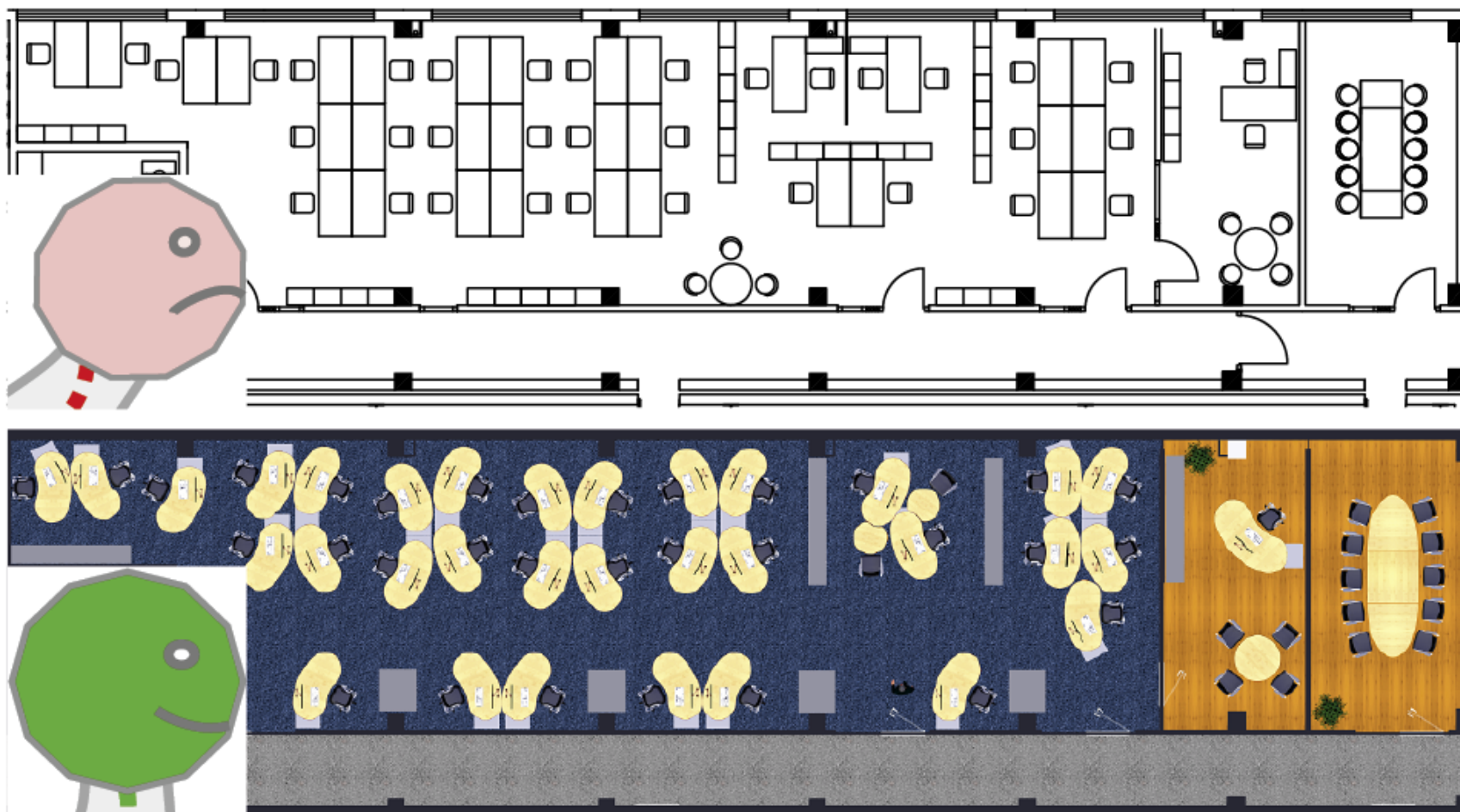
Usual Office





How to do better?

Comparison of a conventional planning in the style of airplane **Economic Class** „window, middle, aisle“ and a Vital Office planning with the same number of desks and cabinets.





How to do better?





- Health
- Security / backing
- Creativity / Inspiration
- Structure
- Team Work
- Flexibility
- Durability
- Company Image
- Focus / control
- Well-Being
- Command Position
- Communication
- Material / Quality
- ...



Office cost overview

- **Reliance upon office performance** 60 to 80%.
- **Yearly Costs consisting of:**
 - personal expenses (80%)
 - building expenses (14-15%)
 - material and office technology (4-5%)
 - **furniture expenses (1-2%)**
- **1/4 of all sick certificates is issued because of musculoskeletal disorders.** (yearly)
 - work disability 100 million days
 - production downtimes 8,5 billion €
 - together with therapy costs **50 billion €**





How to do better?



classic layout of workplaces 经典办公场所规划

alternate layout of workplaces 个性办公场所规划



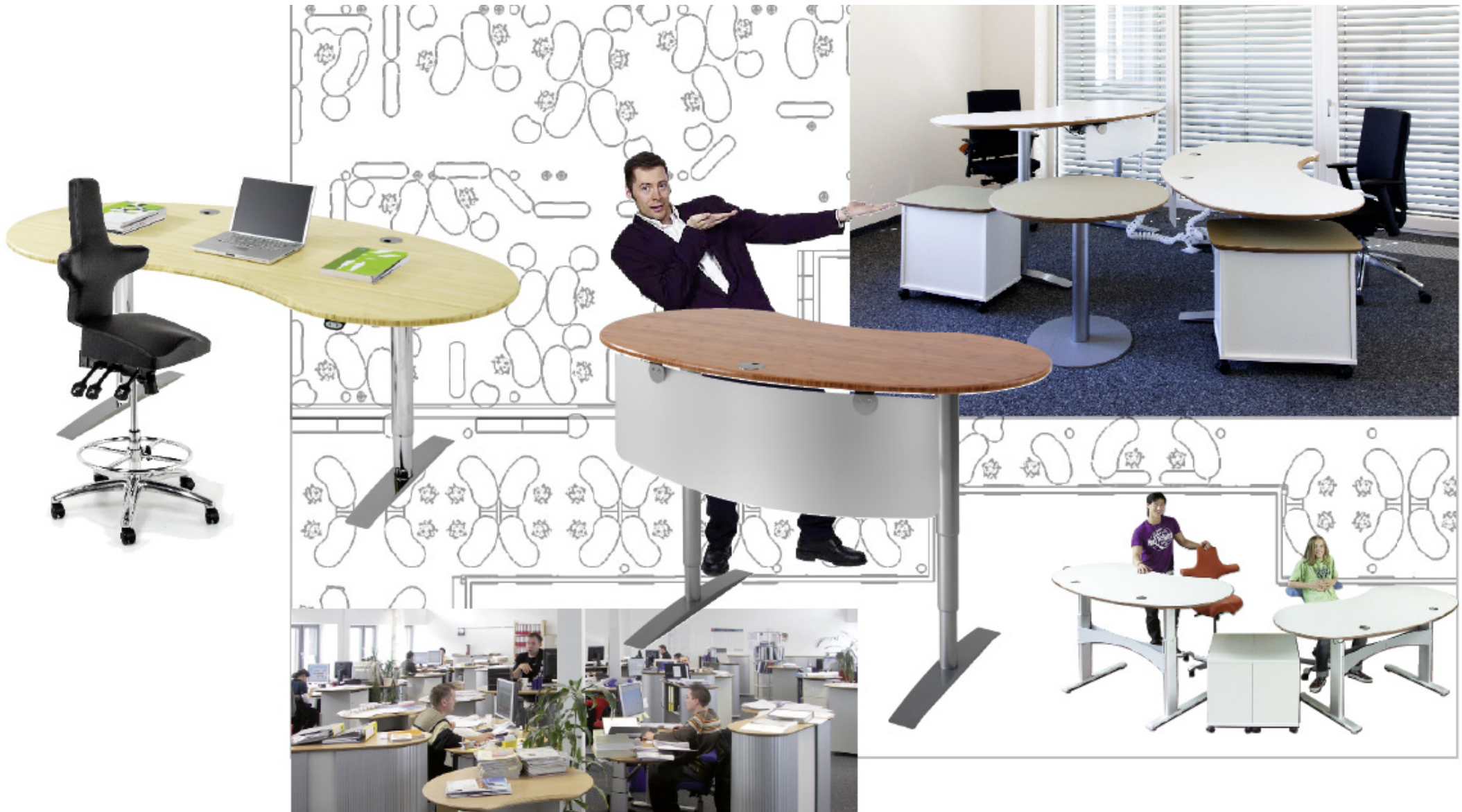
desk shape rounded
圆脸桌形

desk shape facette
方脸桌形

desk shape form-fit
组合桌形



Individual height adjustment: Each desk is in different height!
Big difference to 2d view. Front side need protection – modesty panel!







Concept 05 Open Space Variation



Natural Flow:

- Comfortable / flexible energy flow
- Spacious planning & open far sight
- Easy approaching between each other

Classic 4-persons teams:

- Efficient 4 persons team enhances cooperation and performance
 - unrestrictive view, open mind
- Shared public space and communication

Round shape benefit:

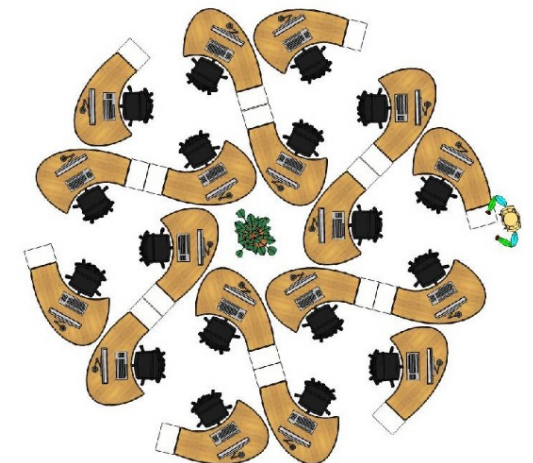
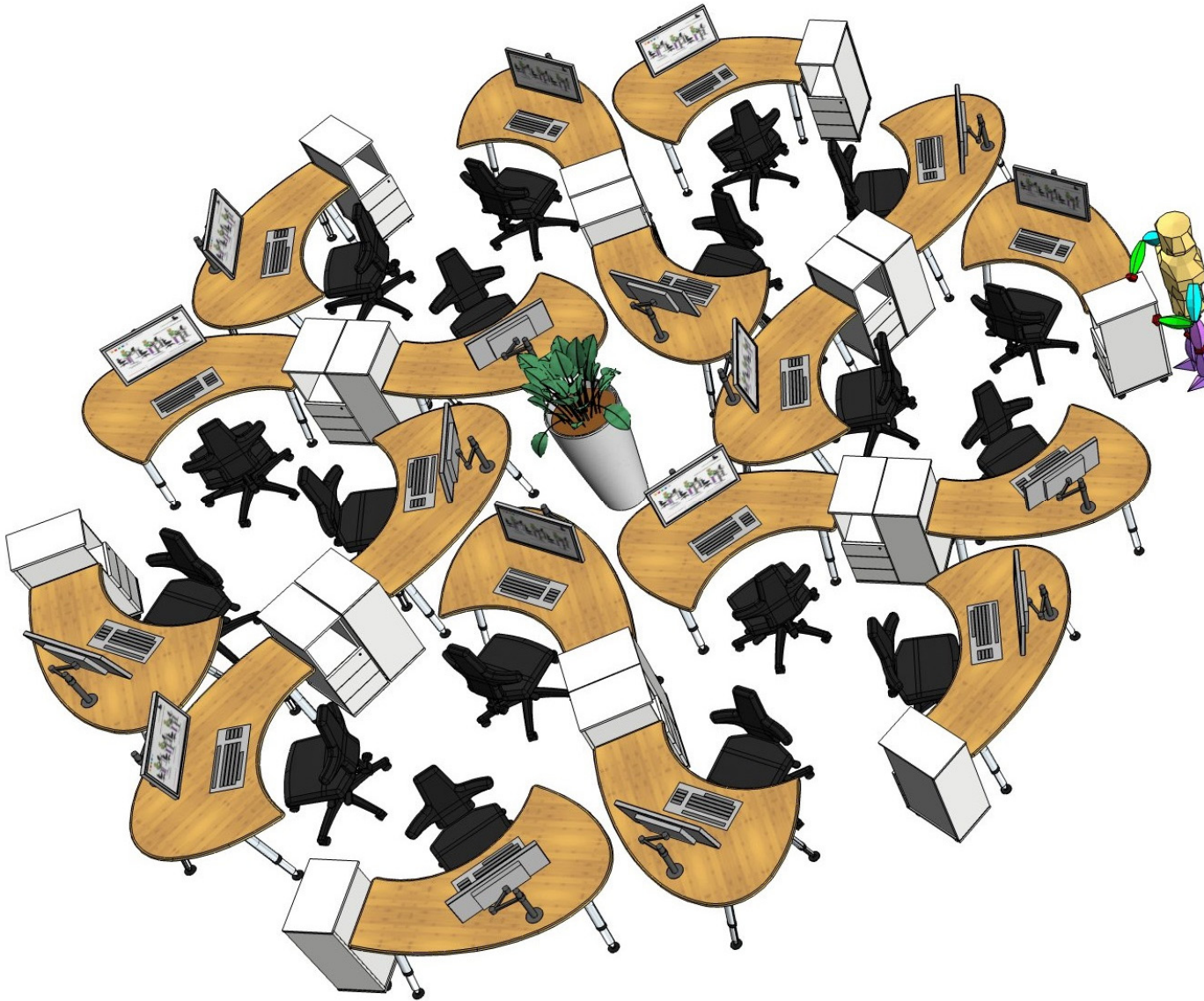
- Round top secures circle privacy
- body-closed & elbow-support worktop
 - Soft edge and adjustable angle
- Flexibility and fitting to individual

Safety:

Employees give each other "backing"



**Unbelievable,
but the more organic
the layout, the MORE
WORKSTATIONS fit
into the office!**





**Concept flow structure with organic layouts.
Unbelievable, but the more organic the layout,
the MORE WORKSTATIONS fit into the office!**





knowledge and inspiration for office people



Vital – Office Ergonomic key Solution – Organic Flexible Group – 1st Floor





Vital-Office was established in 2000, a professional firm that specializes in the creation of ergonomic office workspace environments.

We provide design, management and project services for corporate office interiors in a time saving way for our clients. Wherever your next office is, we collaborate with you to select exactly which combination of our services is most useful for your project.

Since more than 30 years, we have accumulated enough experience in the creation of ergonomic, productive and stress less workspaces by serving both local and foreign companies. As specialist for office workspace creation we cooperate with your interior designer, architects and dealers.

Vital-Office can offer a turn-key service from designing to building, providing comprehensive workspace solutions that address to your business needs and operational requirements from our professional team of experienced specialists and in cooperation with your architects and designers.



Vital-Office Services Shanghai Co., Ltd.
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产品工艺

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项目管理
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Vital-Office Design / 建筑设计

Customer's advantage: 客户福利

- a. **Attractive** office environment to keep workers (reduce fluctuation)
优越的工作环境, 增强员工凝聚力(降低人员流动率)
- b. **Healthy** ergonomic workplace to prevent physical and psychological illness
人体功学的办公场所, 减小生理和心理的职业病危害
- c. Reduced Stress -> **better performance**
减压环境带来更佳的工作绩效
- d. Social needs respected -> **better collaboration**
关注社交需求, 促进沟通协作

Your team in China and Germany



WEY-chair 106 人体工学
马鞍座双色办公椅
(红色)...

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可升降实竹洽谈桌A09
(Sitwell 系列)...

[Read More](#)



全竹系列可叠放文件
柜 (Sitwell 系列)...

[Read More](#)



实竹系列边柜含门和2
组抽屉柜及台面
(Sitwell 系列)...

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Höhenverstellbare Steh-
Sitz Tisch Te...

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The End

Thank you for your attention.

Do you have more questions?



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人体工学马鞍椅
前台接待桌
实竹酒店家具及定制家具



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German craftsmanship / German Quality

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Introducing Feng Shui Fortune and Business Excellence at the Workplace - Shanghai 26. Mai 2015

We will show you how to achieve good Feng Shui and Business Excellence conditions through office and workplace design. This forum is mainly intended to address **companies, architects, designers and dealers operating in China**. As well it is very interesting for **abroad companies and office designer** to learn about the manifold design strategies and office conditions available outside their country.





Introducing Feng Shui Fortune and Business Excellence at the Workplace - Shanghai 26. Mai 2015

This forum is organized in cooperation with **MITTELSTAND INTERNATIONAL**.

MITTELSTAND INTERNATIONAL, the Association of Small and Medium-Sized Enterprises, is a network of business owners, business leaders and top decision makers representing the interests of the small and medium-sized enterprises. Together with partners around the globe, MITTELSTAND INTERNATIONAL represents over 160.000 business owners, business leaders and top decision makers. With this background we are a strong voice of the small and medium-sized enterprises (SME). The MITTELSTAND INTERNATIONAL branches cover Asia, Europe including Russia and CIS countries and South & North America.





Introducing Feng Shui Fortune and Business Excellence at the Workplace - Shanghai 26. Mai 2015

The following Networking offers you the chance of discussion with the speaker and other competent participants, like Shanghai designers and university teachers and company executives connected to Mittelstand International.

This forum is limited to 50 participants. The location in downtown Shanghai will be announced shortly. Please contact us by e-mail, info@vital-office.net for questions and registration. Anyway you can call us:
Germany: Peter Jordan +49 7248 935 6690
China: Karl-Heinz Hessenthaler +86 150 2653 8480 and Louis Jordan +86 186 2168 1415

Agenda Mai 26th, 2015

18:30 h - Welcome and Check in

18:45 h - Welcome and Introduction

Mittelstand International Mr. Karl-Heinz Hessenthaler

19.00 Uhr - Peter Jordan (Vital-Office):

"Introducing Feng Shui Fortune and Business Excellence at the Workplace"

20:00 h - Question & Answers

20:15 h - ***University teacher***

20:45 h - Networking

21:30 h - Wrap Up / Open end



Artland - Shanghai Thursday 28. Mai 2015

Agenda Mai 27th, 2015

15:00 h - Welcome and Check in

.... artland

.... Peter Jordan Feng Shui in practice ..

Showroom artland

... artland

... lunch



Der Schlüssel zu einem effizienten Büro ist die Kreativität der Mitarbeiter

The key to better performance is based on the creativity of employees

具有创造性的员工是在办公室中，提高工作效率的关键

