

A person is running away from the camera on a paved path. The scene is bathed in the warm, golden light of a sunset or sunrise, with long shadows cast on the ground. The background shows a grassy area and trees, all slightly out of focus.

Sit/Stand Evolution

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Sit/Stand Evolution



One Sit/Stand Workstation solution requiring multiple approvals prior to implementation.

2016
Focus on
Workplace
Transformation
and Innovation

Taking Steps toward Employee Self Help and Mobility

Multiple Sit/Stand Workstation solutions requiring one manager's approval

2002
Focus on
Injury
Reduction

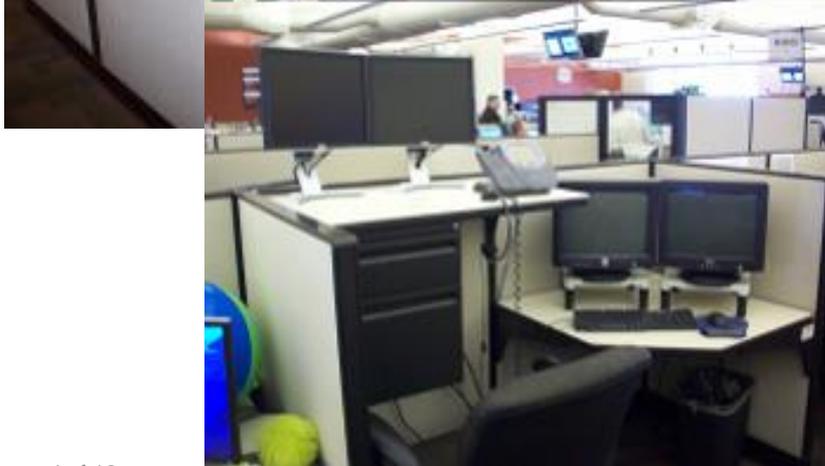


Getting Started

- First Type of Sit/Stand solution
 - Stand biased work surface
 - Adjustable stool chair
 - Footrest
- Extensive Requirement Process
 - Employee ergonomic evaluation
 - Medical Provider note
 - Facilities, EHS, and Business approval
- Pros/Cons
 - + Able to deliver solution with given furniture
 - Required ordering/maintaining a different chair
 - › More difficult to adjust chair
 - Required facilities work order to change work surface height
 - Required a footrest
 - Resulted in employees sitting “tall” most of the workday



Next Steps



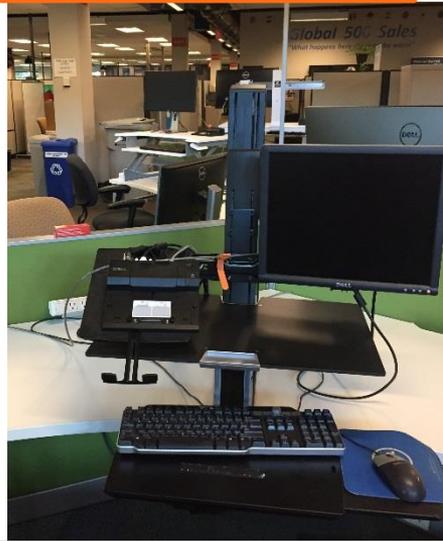
- 2nd Generation of Sit/Stand solution
 - Dual work surface for seated and standing
 - Utilize current chair
 - Additional monitors
- Continued Requirement Process
 - Employee ergonomic evaluation
 - Medical Provider note
 - Not needed if employee had manager approval
 - Facilities, EHS, and Business approval
- Pros/Cons
 - + Able to deliver solution with given furniture
 - + Able to use existing chair
 - + Resulted in employees alternating between sitting and standing more often during the day.
 - Required facilities work order to change work surface height
 - Required ordering additional monitor(s)

Providing Employees More Choices

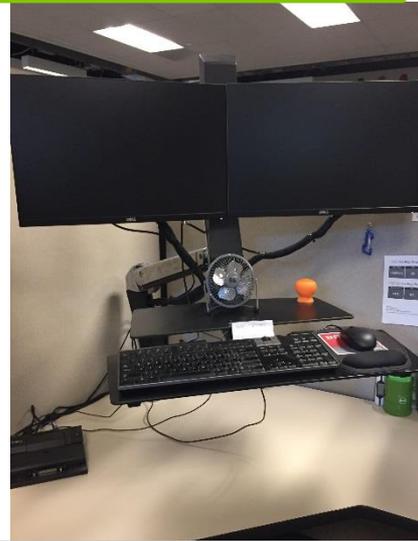
Easy to Adjust and Assemble



Different Configurations Available



Moves Freely and Adds Workspace



Provides Choice and Affordability



Challenges with Writing Space, Keyboard/Mouse Platform, and Monitor Distance/Size

Expanding into Collaborative Areas



Enhance Collaboration

- Where people come together to connect
- Innovative, inspiring & fosters creativity
- A competitive advantage

Foster Wellbeing @ Work

- Provides adjustable options for team member
- Does not require the solution to be replicated across entire workforce
- Enables change of posture and mobility

Get Moving

A photograph of an office workstation. A computer monitor is mounted on a desk that is integrated with a treadmill. The desk is positioned in front of a large window with blinds, offering a view of a green landscape and a parking lot. The floor is covered with a colorful, patterned carpet.

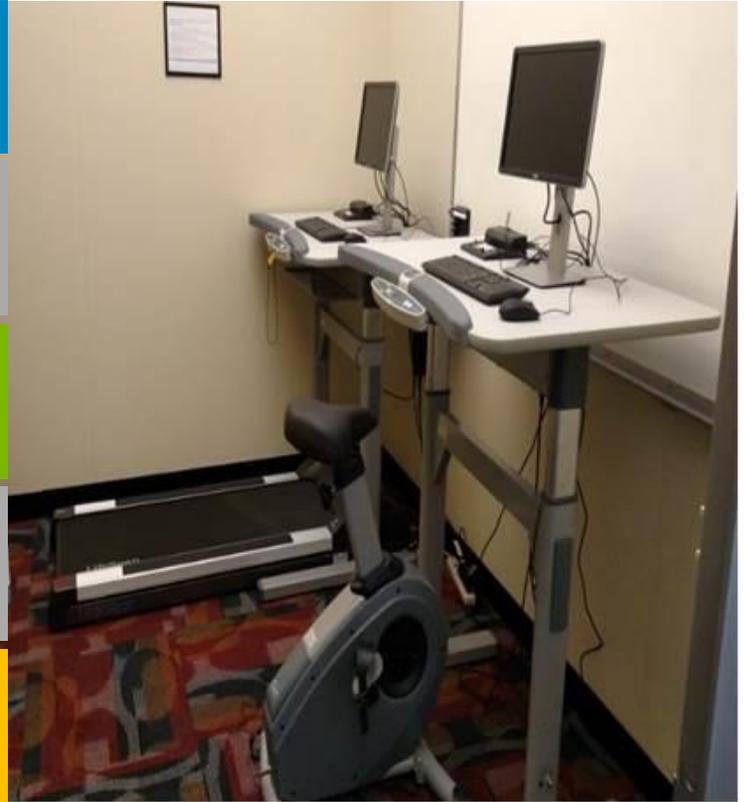
**Active Workstation Pilot led
by Business and EHS**

**Team engagement and onsite
fitness center enabled
success**

**Workstations have been used
25 hours and a distance of 62
miles on average per week .**

**Treadmill with a View is used
2X more hours and logs 3X
more miles per week.**

**Fit Bike lags behind with
average usage/week of 5.5
hours and 0.4 miles.**





Connected Workplace

US Dell team member works remotely on average 9.7 times per month

Connected Workplace at 73 sites in 29 countries

1 in 4 Team Members are Participating in a flexible work program

Remote Team Members

- Complete online ergo training
- Participate in Virtual Ergonomic Evaluations
- Access to Ergonomics Website
 - Product Recommendations
 - Product Discounts
- Network with Conexus
 - Together to share, learn and serve
 - 2853 members in 17 chapters



Workplace Transformation and Innovation

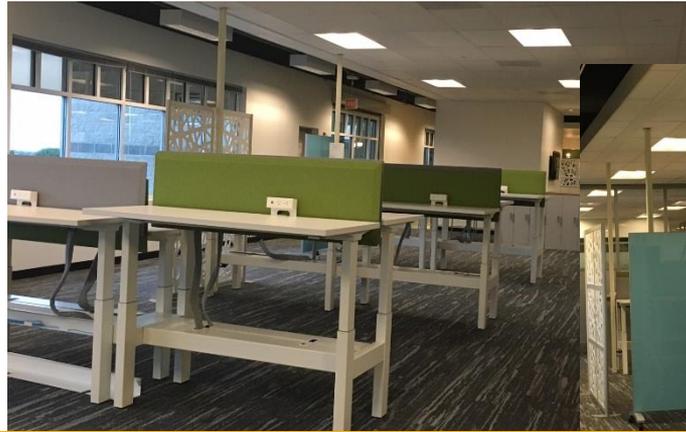
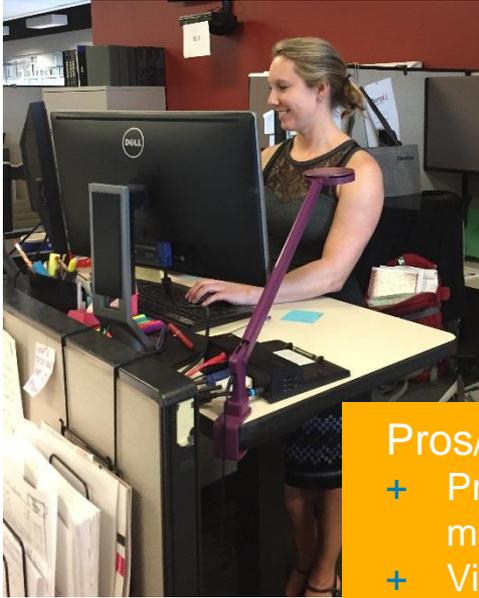
- Coming into the office does not mean the same thing for everyone.



“SIMPLY LOVE IT!!”

Workplace Transformation and Innovation

- Adjustable Work Surfaces to enable Sit to Stand change of postures



Pros/Cons

- + Provides greater work surface for writing and desk materials
- + Visual cues for employee self help for set-up
- + Does not require facility work order for height adjustment
- + Works with current equipment and furniture
- + Employees changing posture more frequently
- May require adjustable monitors

Ergonomics in Workplace Transformation

2002

Getting Started

- Ergonomic integration in Office and Mfg
- Ergonomic Evaluations
- First Sit/Stand Solution

2009-2013

Connecting Team Members

- Formal Telework Program
- Online Ergonomic Remote Training
- Dell Elements
- Workplace Transformation & Collaborative Spaces
- Desktop Sit/Stand Solutions

2016 - Future

Workplace Innovation

- Providing Team Member Choice for Sit/Stand Solution
- Flexible Work Solutions
- Empowering employee self help

2003-2008

Making Adjustments

- Ergonomic Website Expanded
- Ergonomic Self Evaluation Online Tool
- Ergonomics integrated into New Hire Orientation
- Additional Sit/Stand solutions

2014-2015

Get Moving

- Treadmill/Fit Bike Workstations
- Adjustable work surface use increases
- Conexus Employee Resource Group
- Ergonomic Website Refresh



