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**TWR
NETWORK**

**V. Transdisciplinary Workplace
Research (TWR) Conference**

Program

September 2-5 2026

**ZHAW - Zurich University of
Applied Sciences**

LOCAL ORGANIZING COMMITTEE

Prof. Dr. Lukas Windlinger

Carla Iurilli

Kathrin Radtke

ZHAW Institute for Life Sciences and Facility Management,
Research Group Workplace Management (IFM WPM)

More about the Research Group Workplace Management



EVENT ORGANIZED BY

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SPONSORS

brainmove

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Agenda Here:



PROGRAM OVERVIEW

Wednesday, 02/Sept/2026

- | | |
|------------------------|---|
| 10:00 - 12:00pm | TWR board meeting (board members only)
Location: ZHAW Lagerstrasse 45, ZL O3.01 |
| 1:30 - 2:00pm | Reception
Location: ZHAW Lagerstrasse 45, ZL E0.05 (ground floor) |
| 2:00 - 2:30pm | Seminar: How to write and publish a book
Location: ZHAW Lagerstrasse 41/45, ZL O3.01
Session Chair: Dr. Nigel Oseland |
| 2:30 - 3:15pm | Workshop A: The dynamics of change and resistance in my team, applying the ADKAR model in an academic context
Location: ZHAW Lagerstrasse 41/45, ZL O3.01
Session Chair: Anton Maes |
| 2:30 - 3:15pm | Workshop B: (More) Human Centric Workplaces?
Location: ZHAW Lagerstrasse 41/45, ZL O3.06
Session Chair: Kathrin Radtke |
| 2:30 - 3:15pm | Workshop C: Shared Spaces, Shared Challenges – How can we unlock the potential of places across organisational boundaries?
Location: ZHAW Lagerstrasse 41/45, ZL O3.08
Session Chair: Mirjam Pfenninger, Larissa Rossbacher, Tobias Gugg |
| 3:15 - 4:00pm | Workshop D: Successfully using social media as a scientist
Location: ZHAW Lagerstrasse 41/45, ZL O3.08
Session Chair: Prof. Alex Minten, Prof. Annette Kämpf-Dern |
| 3:15 - 4:00pm | Workshop E: Directions of research for Biophilic Design and Retrofit
Location: ZHAW Lagerstrasse 41/45, ZL O3.06
Session Chair: Carla Iurilli |
| 3:15 - 4:00pm | Workshop F: What to do after the PhD - Defining Your Next Career Move
Location: ZHAW Lagerstrasse 41/45, ZL O3.01
Session Chair: Dr. Kyra Voll |
| 4:00 - 5:00pm | Welcome, Refreshments and Networking
Location: ZHAW Lagerstrasse 45, ZL E0.05 (ground floor) |

8:30 - 9:15am	Registration Location: Toni Areal, Room 6.T38 Information Desk
9:15 - 9:30am	Conference Welcome Location: Toni Areal, Hörsaal 6.T47
9:30 - 10:30am	Opening: Keynote by Tim Florian Reusch (Vitra) and Key Kawamura (Studio Banana) Location: Toni Areal, Hörsaal 6.T47
10:30 - 11:00am	Coffee Break Location: Toni Areal, Room 6.T38 Coffee Area
11:00 - 12:30pm	S1A: Workplace Business and Management Location: Toni Areal, Room 6.T62 Monetising the Value Contribution of Worplaces to Organisational Success: Derivation of a Model for Quantifying the Non-Financial Added Value of Workplace Interventions <i>Höcker, Martin Christian; Günther, Maria; Pfnür, Andreas</i> Productivity emerges from fit more than footprint: Leesman post-pandemic evidence from 808 workplaces <i>Yekanielibeiglou, Sepideh; Rothe, Peggie</i> Direct and Indirect Value Creation of Smart Building Technologies in Facility Management – Literature Review <i>Teang, Kanha; Zalejska Jonsson, Agnieszka; Wilhelmsson, Mats</i> Hybrid Workspaces and the Profitability Shift in Corporate Real Estate: Evidence from the South African Office Market <i>Zwane, Sibongile; Moyo, George; Patel, Naeem</i>
11:00 - 12:30pm	S1B: The Evolving Workplace Location: Toni Areal, Room 6.T66 Tracing the Digital Evolution of Office Work: Subjectivations Over Time <i>Roth-Ebner, Caroline; Herrnhofer, Larissa</i> Reimagining Workspaces: Adaptive Reuse and the Future of South Africa's Office Market <i>Ramantswana, Thabelo; Bikitsha, Tumeka Esther</i> From non-places to third places. The potential of railway stations for mobile work <i>Tagliaro, Chiara; Pomé, Alice Paola; Migliore, Alessandra</i> <u>Unlocking the OmniOffice: Phygital Futures of Commercial Real Estate</u> <i>Ruohola, Aino</i>

11:00 - 12:30pm

S1C: Digitalisation and Digital Tools

Location: Toni Areal, Room 6.T73

The Immersive Advantage: Using Virtual Reality to Increase Understanding of Activity-Based Flexible Offices

Stumpf, Christian; Kämpf-Dern, Annette

Pairing wearable sensing technology and workspace design to measure human responses in workplaces

Aznavoorian, Laurie; Candido, Christhina; Stojanovic, Djordje

Evaluation techniques utilizing life wearable devices to assess the impact of biophilic design in the workplace

Matsuoka, Tatsuya; Clements-Croome, Derek; Xing, Yangang

How Unreal Should a Workspace Be? A Conceptual Framework for Unrealistic Spatial Design in Virtual Reality Workspaces

Cho, Kyunghyun; Kang, Jisoo; Eum, Yujeung; Cha, Seung Hyun

12:30 - 2:00pm

Lunch Break

Location: Toni Areal, Terrace 8th floor (in case of rain: Room 6.T38 Coffee Area)

2:00 - 3:30pm

S2A: Workplace space and design

Location: Toni Areal, Room 6.T62

Bridging the Gap: Facilities Managers' Early Involvement in Post-Pandemic Workspace Design

Ramantswana, Thabelo; Mohlala, Karabo; Malatji, Karel; Ramothibe, Kagiso

Spatial competency. A challenge of workplace management in hybrid work contexts

Ninnemann, Katja

Places of hybrid work. Location-based affordance analysis as part of the work environment research framework

Rönkkö, Emilia; Herneoja, Aulikki; Haapakangas, Annu

The Polycontextual Workplace Model

Shaikh, Hassan; Nelson, Elizabeth C.; Wray, Heather

2:00 - 3:30pm

S2B: Learning and Academic Environments

Location: Toni Areal, Room 6.T66

Rethinking Space Use in Universities

Kankaala, Satu; Nenonen, Suvi

Bodies in the workplace – A qualitative exploration of the embodied experiences of knowledge workers

Kollmann, Talvikki

Campus Nomad and University Library

Nenonen, Suvi; Mäenpää, Kirsi

Towards co-creating a more sustainable (academic) workplace: Collecting utilization and energy data of hybrid working for smart tools

John, Sanjana; den Heijer, Alexandra; Peeters, Michaël

2:00 - 3:30pm

S2C: Hybrid work 1

Location: Toni Areal, Room 6.T73

Assessing Employee Performance in Hybrid Work Settings: A Comparative Study of Office and Home Environments in a Spanish Context

Goldszmidt Fischman, Frans; Ruiz de Castañeda Altuna, Borja; Azasu, Samuel; Echeverry, David

The Hybrid Condition: Decision Making and Adoption of Hybrid Strategies: Perception, Power and the Bottom Line

Levin, Arnold

Hybrid Workplaces as Landscapes of Creative Affordances: Expert Perspectives on Design

Zhu, Dan; Kohls, Christian

What's New with Hybrid Work? Comparing functional area allocations in pre- and post-pandemic workplace designs

Sailer, Kerstin; Pachilova, Rosica; Bakeshloo, Farbod Afshar; Grant, Sophie; Medhurst, Leeson

3:30 - 4:00pm

Coffee Break

Location: Toni Areal, Room 6.T38 Coffee Area

4:00 - 5:00pm

S3A: Sustainable and Adaptive Workplaces

Location: Toni Areal, Room 6.T62 (Abstracts)

Adaptive Architecture in Shared Offices: A Computational Framework for Situational Awareness and Equitable Orchestration

Schaumann, Davide; Grodsky, Sivan; Statman Cohen, Michal; Haiman, Eduard; van der Zwaag, Daan; Nguyen, Alex Binh Vinh Duc; Vande Moere, Andrew

Performance at a Distance: A Meta-Analysis of Remote Work Usage and Intensity

Fischer, Amelie Marie; Lauterbach, Ann Sophie; Gaudiino, Maria; Kunze, Florian

How the Physical Qualities of Activity-Based Workplaces Impact Employee Stress

Deniz, Hande Burcu

Cognitive performance under green conditions: A counterbalanced within-subject experiment on attentional focus in naturalistic work environments

Radtke, Kathrin; Weber, Clara; Rüegger, Luca; Iurilli, Carla; Van Meel, Dorit; Windlinger, Lukas

Task-environment alignment during transition to activity-based care (ABC) model in a hospital: a longitudinal survey study

Forooraghi, Melina; Jonsdottir, Ingibjörg; Babapour Chafi, Maral

Decoupling Culture and Certification: Employee Perspectives on Sustainability in Green Buildings across Australia and India

Parida, Subhadarsini; Ananthram, Subramaniam; Chan, Christopher; Brown, Kerry

The psychological impact of autonomy in workspaces with a customer-oriented architectural design on the motivational state of employees.

Pliakos, Christos

4:00 - 5:00pm

S3B: Social Interaction and Community in Workplaces

Location: Toni Areal, Room 6.T66 (Abstracts)

Convivial spaces at work: A framework for mapping informal social interactions

Colenberg, Susanne; Sailer, Kerstin; Jylhä, Tuuli

Spatial Contexts and Faculty Relationships: Strategies for Inclusive Socio Spatial Campus Environments

Brause, Caryn

The Hybrid Condition: Decision Making and Adoption of Hybrid Strategies/The Complex Role of Perception, Power and the Bottom Line

Levin, Arnold

Perceived differences in communication modes between female and male UK office workers

Hodsman, Paige; Oseland, Nigel

Virtual Reality in Modern Distributed Teams as the Emerging Collaboration Medium: A Systematic Review of Quality of Collaboration, Presence, and Wellbeing

Dug, Benjamin; Orel, Marko

The Role of Universities as Student Workplaces in Fostering Academic Communities and Peer Support Networks

Smith, Andrew; Jowkar, Mina; Jaradat, Suha; Reid, Alasdair

Fostering belonging through communal office spaces: A case study

Colenberg, Susanne; Jylhä, Tuuli; Nenonen, Suvi

4:00 - 5:00pm

S3C: Neurodiversity & Inclusive Environments

Location: Toni Areal, Room 6.T73 (Abstracts)

The Sensory Workplace Puzzle: Which Stimuli Are Perceived as Most Disruptive by Autistic Employees?

Weber, Clara; Radtke, Kathrin; Baptista, Elsa; Thomson, Louise; Yarker, Joanna; Häne, Eunji

Assessing the impact of COVID-19 pandemic induced workstyle changes on an Activity Based Workplace (ABW) for non-academic university staff

Badungodage, Amila; Muminovic, Milica; Lemckert, Charles

Everyday Practices of Autistic People in Managing the Built Work Environment

Kinnaer, Jasmien; Jelić, Andrea; Heylighen, Ann

Too Bright, Too Loud, Too Cold, Too Hot: A Qualitative Interview Study on Job Retention in Autistic Employees

Weber, Clara; Thomson, Louise; Papadopoulou, Maria; Yarker, Joanna

Everyday Design in a Creative Workplace: Insights from Autistic Artists and Their Coaches

Nguyen, Phuong; Jelić, Andrea; Heylighen, Ann

Sensory-Inclusive Office Environments for Adults with ADHD: A Socio-Ecological Perspective

Weber, Clara; Bebie Gut, Pascale; Häne, Eunji; Pisaturo, Davide; Bolzern, Marisa; Krieger, Beate; Baur, Nicole Anja; Dominik, Robin; Doyle, Nancy; Kühne, Swen; Wieber, Frank; Windlinger, Lukas

8:30 - 9:00am

Registration

Location: Toni Areal, 6.T38 Information Desk

9:00 - 10:30am

S5A: Workplace Transformation

Location: Toni Areal, Room 6.T62

Comparing Physical Workplace Preferences Across Cultures: Insights from Germany, Saudi Arabia, and Ethiopia

Vogl, Thomas; Hamida, Mohammad

Workplace Transformation in Post-Socialist Context

Schweigert-Kisida, Krisztina; Pataki-Bittó, Fruzsina

Digihub: The Role of Place in Large Organisation Cultural Transformation

Sykäri, Maikki; Nenonen, Suvi; Nurmi, Niina; Nikander, Sami

Resilient Urban Workplaces: Coworking Spaces in the Face of Uncertainty

Wojnar, Katarzyna

9:00 - 10:30am

S5B: Models and Methods for Workplace

Location: Toni Areal, Room 6.T66

Workplace Innovation - An empirically developed model

Haner, Udo-Ernst; Will-Zocholl, Mascha

Crafting Highly Effective Workplaces: Simultaneously Aligning User Personality, Organizational Culture, and Design

Augustin, Sally

Spatial Literacy in Practice: The Corporate Workspace Clinic as a Diagnostic Framework for Research-Driven Workplace Strategy

Lam, John; Kizilkaya, Ayca; Thoring, Katja

An Image-Based Experimental Framework for Investigating Multisensory Architectural Experience in Office Environments

Kondo, Kosuke; Clements-Croome, Derek

9:00 - 10:30am

S5C: Perception and Satisfaction at the Workplace

Location: Toni Areal, Room 6.T673

Perceived and desired office density – an exploratory study on the ideal utilisation of workspaces from the employees' perspective

Windlinger, Lukas; Radtke, Kathrin

Feeling Human at Work: Mapping Emotions and Spaces in Design Oriented Offices

Pataki-Bittó, Fruzsina; Schweigert-Kisida, Krisztina

Autonomy and Control in Academic Work: Exploring Job Quality through Workplace Design

Alshahrani, Heba

Creating Productive Office Accommodation in the Hybrid Era – Stakeholder Perceptions on Efficient and Effective Environments

Poutanen, Jenni; Enlund, Elisa; Järventausta, Heini; Nenonen, Suvi

10:30 - 11:00 am

Coffee Break

10

Location: Toni Areal, Room 6.T38 Coffee Area

11:00 - 12:30pm

S6A: Workplace Experience

Location: Toni Areal, Room 6.T62

Exploring the underlying concepts of the term Workplace Experience

Sewnarain Sukul, Shrila; Appel-Meulenbroek, Rianne; Bergefurt, Lianne; Danivska, Vitalija

A Look at the Work Environment Five Years After COVID-19

Bobchev, Konstantin

Time, Redefined: Exploring Non-Linear Work in a Changing World

Dale, Gemma; Wilson, Hannah

Estates and facilities alignment between organisational function and occupants feedback: a Delphi study of a functional suitability framework

Taylor, Sarah; Navarro-Bringas, Eduardo

11:00 - 12:30pm

S6B: Inclusion and Diversity

Location: Toni Areal, Room 6.T66

Designing for Different Ways of Thinking: Perceived Environmental Support for Divergent Thinking, Convergent Thinking, and Cognitive Flexibility

Sawafah, Iyad; Wimmer, Marina; Jaradat, Suha; Carruthers, Lindsey; Pugeault, Nicolas

Sensory Stressors and Workplace Adjustments for Office Workers with ADHD: Associations with Occupational Health

Weber, Clara; Häne, Eunji; Krieger, Beate; Doyle, Nancy; Wieber, Frank; Windlinger, Lukas

Towards Age-Friendly Work Environments: Experiences of Older Knowledge Workers

Sandelin, Minna; Ruohomäki, Virpi; Peltokorpi, Antti

Exploring the relationship between measured and self-assessed thermal and indoor air quality, satisfaction with these factors and self-assessed focus: A comparative study of autistic employees and their coworkers in renovated office environment

Lackovicova, Maria; Saelens, Dirk; Jelić, Andrea

11:00 - 12:30pm

S6C: Research Methods and Education about Workplace

Location: Toni Areal, Room 6.T73

Designing and Running an International, Transdisciplinary Workspace

Management Summer School: A Competence-Driven Model

Kämpf-Dern, Annette; Will-Zocholl, Mascha

Exploring Neurophenomenology As An Integrative Method For Workplace Research

Schuller, Sophie; Bergefurt, Lianne; De Kort, Yvonne; Appel-Meulenbroek, Rianne

A more perfect union: A labour process theory reevaluation of partnerships in workplace research

Seitz, Petra

Perceived Collaboration Settings and Retrospective Stage-Specific Team Satisfaction in a University Hackathon

Wang, Yuanzhi; Hua, Ying

12:30 - 2:00 pm

Lunch Break

Location: Toni Areal, Terrace 8th floor (if rainy: 6.T38 Coffee Area)

2:00 - 4:00pm

S7A: Hybrid Work II

Location: Toni Areal, Room 6.T62

Exploring the Impact of Workplace Experience (WX) as a Strategic Attractor supporting RTO and Presence Strategies – A Literature Review enlarged with Expert Interviews

Jois, Rashmi Krishna; Redlein, Alexander; Morillo-Napetschnig, Elisabeth

From Remote to Present: Moral Geographies of Inclusion in the Post-Pandemic Return to Work

Parida, Subhadarsini; Fatourehchi, Dorsa

Workplaces as Economic Assets: Linking Workplace Research to the Value System of Real Estate

Dahlhaus, Jonas; Günther, Maria; Pfnür, Andreas

Choice or Obligation? Differences in Office Attendance and Office Activities across Return-to-Office arrangements

La Brijn, Dennis; Niekel, Maaïke; Broerse, Casijn; Appel-Meulenbroek, Rianne

“We Want More”: Exploring the Misfit Between Employees’ Actual Office Attendance and Their Preferences for Remote Work

Gaudiino, Maria; Salin, Denise; Ehrnrooth, Mats

2:00 - 4:00pm

S7B: Activity Based Working Practices

Location: Toni Areal, Room 6.T66

Governing Activity-Based Work Environments: How Space-Sharing Regimes Relate to Workplace Evaluations

Brouwers, Gijsbrecht; Hoekjen, Henk-Jan; Marquenie, Syra; Migliore, Alessandra

Strategic Public Real Estate Asset Management Practices: Insights from the Private Sector

Mompati, Lerato; Ramantswana, Thabelo; Appel-Meulenbroek, Rianne

Understanding desk-choice behaviour in the activity-based office

Bergefurt, Lisanne; de Jonge, Floor; Arentze, Theo; Han, Qi

Towards Identifying Potential Causes of Distraction from Floor-plan Arrangements in Activity-based Workspaces

Herneoja, Aulikki; Hirvonen, Suvi; Haapakangas, Annu

Office attendance and time spent on five work activities: insights from a multinational healthcare company

Tuzcuoglu, Deniz; Rücker, Marc; Appel-Meulenbroek, Rianne; Rehorst, Alina; Borgers, Aloys

2:00 - 4:00pm

S7C: Workplace Change and Culture

Location: Toni Areal, Room 6.T73

Workplace Sustainability Awareness And Workspace Usage: Testing The Moderating Role Of Employee Training

Kaur, Taran; Lavy, Sarel

What You Measure Is What You Get: Empirical Investigation of the Role of KPIs in Corporate Real Estate Management Success

Günther, Maria; Höcker, Martin Christian; Pfnür, Andreas

Applying Sharing and Shared Use in Academic Work Environment

Nenonen, Suvi; Timonen, Reetta; Jylhä, Tuuli

Implementing Shared-Use Agreements in offices: A Case Study of Stakeholder Involvement and Office Space Management

du Preez, Mathilda; Arkesteijn, Monique; Gosselink, Anca

Promoting Connectedness within and between Teams at the Work Place following the human-centered Work Design Approach

Guhlemann, Kerstin; Kirschall, Sonja

4:00 - 4:30pm

Conference Closing and Preview TWR2028

Location: Toni Areal, Hörsaal 6.T47

4:30 - 5:00pm

Coffee, Conversations & Farewell

Location: Toni Areal, Room 6.T38 Coffee Area

OPENING KEY NOTES

Beta: Designing the Space Between States

How do we design environments that help organisations learn as fast as their world changes?

Between execution and exploration.

Between focus and exchange.

Between what they know today and what they must discover next.



TIM FLORIAN REUSCH

Head of Consulting and Planning Studio, Vitra International

Drawing on his experience at Vitra, Tim explores how workplaces can become more than just locations for efficiency. He challenges organizations to rethink the relationship between culture, collaboration, identity, and the spaces

Five Insurgent Workplace Scenarios

What would a workplace look and feel like if we created it from scratch, unburdened by legacy systems?

Using foresight theory, we can speculate on various hypothetical non-fic-



KEY PORTILLA KAWAMURA

Co-Founding Partner, Studio Banana

Key has dedicated his career to exploring the power of design as a tool for transformation. As a strategist and designer for work & learning environments, he rethinks concepts on how people interact, collaborate, learn, & innovate.

SOCIAL EVENTS



Pre Conference Welcome

Start the conference with an informal evening of networking and conversation. The Welcome Reception offers an opportunity to meet fellow participants, reconnect with colleagues, and enjoy light refreshments in a relaxed atmosphere.

Date: 02. September 2026, 13h30

Location: Lagerstrasse 41/45, 8004 Zurich



Conference Dinner

Join us for an enjoyable evening of networking, good food, and engaging conversations in a relaxed atmosphere. The conference dinner will be organised as a flying dinner, allowing participants to move freely between courses and mingle with colleagues throughout the evening. It is a great opportunity to continue discussions and build new connections beyond the conference sessions.

Date: 03. September 2026, 19h30

Location: Hotelfachschule Zürich, Seestrasse 141, 8002 Zürich



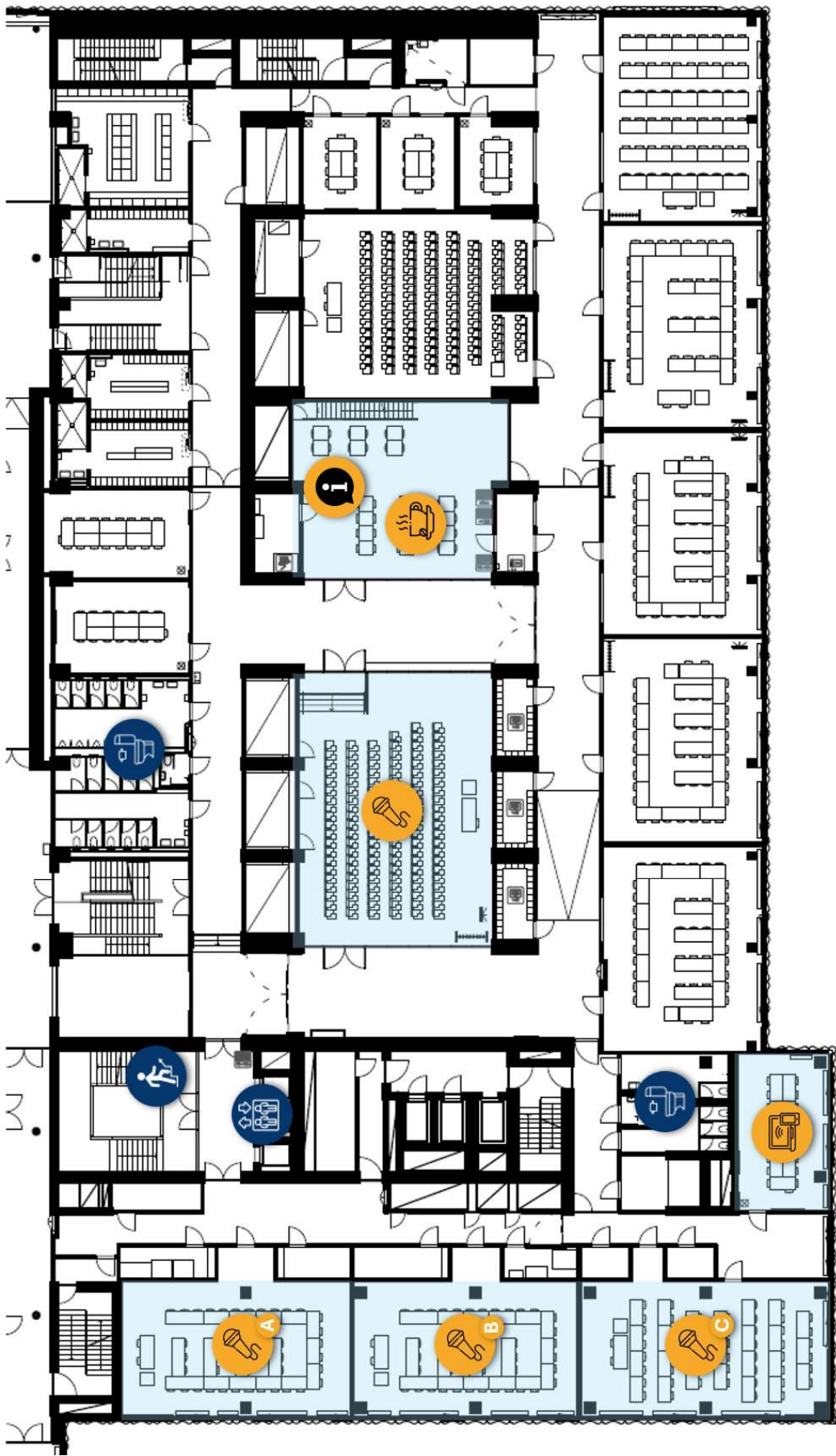
Post Conference Activity

The new Kinderspital Zürich is a showcase of how architecture, workplace design, and facility management come together to create spaces that truly serve people. This guided visit offers a behind-the-scenes look at a project that values the aesthetics, functionality and wellbeing. Participants will gain insights into the planning and operational concepts that support patients, families, and healthcare professionals in their daily activities.

Date: 05. September 2026, 09h30

Location: Universitäts Kinderspital Zürich, Lenggstrasse 30, 8008 Zürich

FLOOR PLAN



Lecture Halls



Information Desk



Coffee Break Area



Work & Breakout Room



Escalators



Stairs / Emergency Exit



Toilets

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Thabelo	Ramantswana
Chaiwat	Riratanaphong
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Eunhwa	Yang
Georgi	Zabunov
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We would like to express our sincere gratitude to all reviewers for their valuable time, expertise, and contribution to ensuring the high quality of the conference programme.

SUPPORT TEAM

A special thanks goes to all the partners and supporters that made this conference possible.

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NOTES



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