The Connected Office:
Tech Trends & Products

PUZZLE

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ABOUT TANGRAM

Tangram is an innovator in the design and execution of highly creative interior environments and workspaces. The firm collaborates with clients as a creative partner to create and manage environments that enhance the client's brand and culture through the expert integration of technology, furniture, floor coverings and service solutions. It creates extraordinary value by providing a remarkable experience throughout each customer's life cycle of needs. A flagship dealer for Steelcase, Tangram also represents hundreds of other well-known leading brands.

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A NOTE FROM OUR MARKET EXPERTS

The workplace is evolving faster than ever before. Technology is no longer simply a support system for how work happens—it has become a central driver of how organizations collaborate, innovate, and connect with their people.

In this edition of *Puzzle: The Connected Office*, we explore the technologies shaping the next generation of the workplace. From immersive audio environments that enhance wellness and focus, to advanced visual collaboration tools that enable hybrid teams to work seamlessly, the solutions featured in this guide represent the convergence of design, technology, and human experience.

At Tangram, we believe the most powerful workplaces are those that integrate furniture, architecture, and technology into a unified ecosystem. When thoughtfully designed, these environments do more than support productivity—they foster creativity, strengthen culture, and empower people to do their best work.

Across this lookbook, you'll see examples of how organizations are embracing connected workplaces: spaces where audiovisual technology improves communication, where intelligent systems simplify everyday interactions, and where design supports both in-person and remote collaboration. These innovations are helping companies create environments that are more adaptive, more engaging, and more human-centered.

As you explore the trends, products, and case studies in the following pages, we hope this publication serves as both inspiration and a practical guide to what's possible when technology and workplace strategy align.

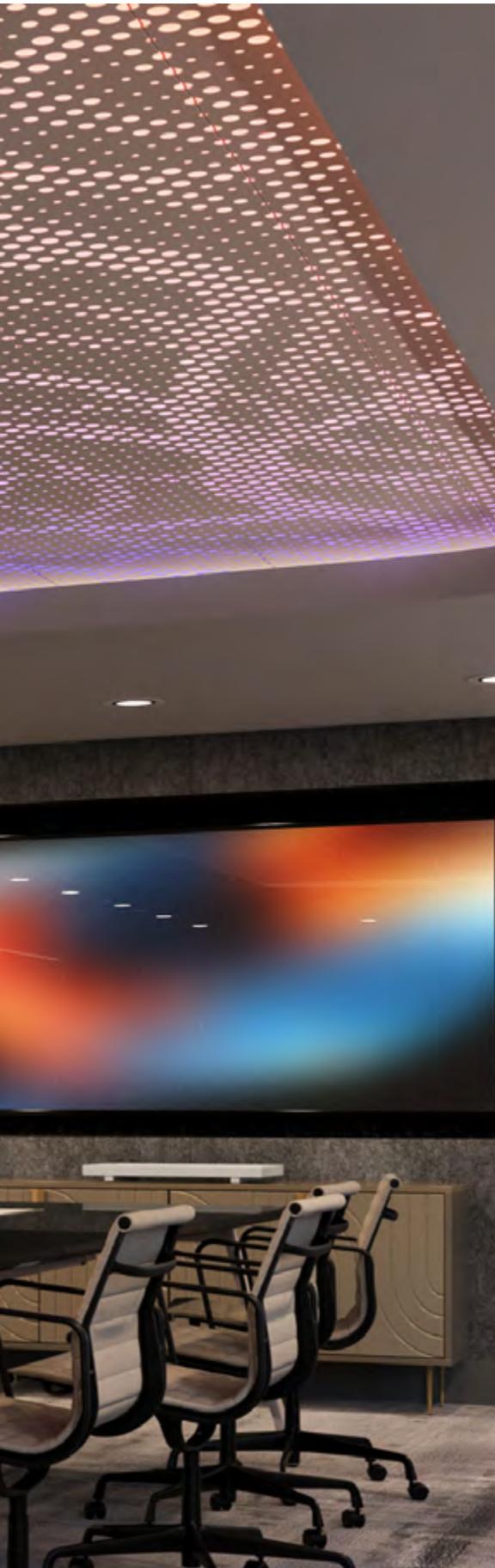The future of work is connected—and we're excited to help our clients build it.

Scott Birdsong, CTS-D
Director of Operations, Technology, Dallas

Eric Lockwood, CTS-D LEED AP
Managing Director, Technology, California

ARKTURA
RGBW BACKLIGHTING

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The Future of Workplace Wellness Through *AV Technology*

How Biophilic Design, Adaptive Lighting, & Soundscaping are Transforming the Modern Office

By Scott Birdsong, CTS-D,
Director of Operations | Technology at Tangram Interiors

Why Wellness is the New Workplace Metric

Over the past decade, the way we think about workspaces has shifted dramatically. Gone are the days when productivity was measured purely by hours worked and meetings attended. Today's leading organizations understand that a healthier, happier workforce is a more productive one — and that workplace wellness is no longer a "perk", but a necessity.

While traditional wellness initiatives often focus on gym memberships or healthy snacks, the real frontier of workplace wellness lies in environmental design powered by AV and technology. By blending biophilic design, adaptive lighting, and advanced soundscaping, companies can create spaces that actively enhance mood, reduce stress, and improve cognitive performance.

1. Biophilic Digital Walls: Bringing Nature Indoors

Biophilic design is the concept of connecting people with nature in the built environment. Studies show that exposure to natural imagery and sounds can reduce stress, boost creativity, and even lower blood pressure.

How it works with technology:

- Digital Walls & Displays – High-resolution LED or LCD displays transform blank walls into living murals. From cascading waterfalls to lush forests, these dynamic visuals create an immersive escape without leaving the office.
- Responsive Environments – Platforms like CecoCeCo's ArtMorph allow for changing visuals based on time of day, weather, or even employee mood surveys.
- Integration with Sound – Paired with natural audio from systems like Moodsonic, the experience becomes multi-sensory, simulating environments that refresh and recharge employees throughout the day.

Wellness Impact:

- Reduces perceived stress levels.
- Increases focus and cognitive clarity.
- Provides a psychological "reset" without needing to step outside.

## 2. Adaptive Lighting: Supporting Circadian Rhythms

Lighting has a profound impact on our physical and mental health. Poor lighting contributes to fatigue, headaches, and even Seasonal Affective Disorder (SAD). However, adaptive lighting systems, such as Mate Control , mimic the natural progression of daylight to support the body's circadian rhythm.

Technology in action:

- Human-Centric Lighting Systems – Tunable LED fixtures that adjust color temperature and intensity to match natural daylight cycles.
- Occupancy & Sensor-Based Adjustments – Lights automatically adapt to activity levels, ensuring the right light for the right task.
- Integration with AV Controls – Unified platforms allow users to control lighting scenes alongside AV equipment for a seamless meeting or relaxation mode.

Wellness Impact:

- Improves sleep quality by regulating melatonin production.
- Enhances alertness during the workday.
- Boosts overall mood and productivity.

CECOCECO

ARTMORPH
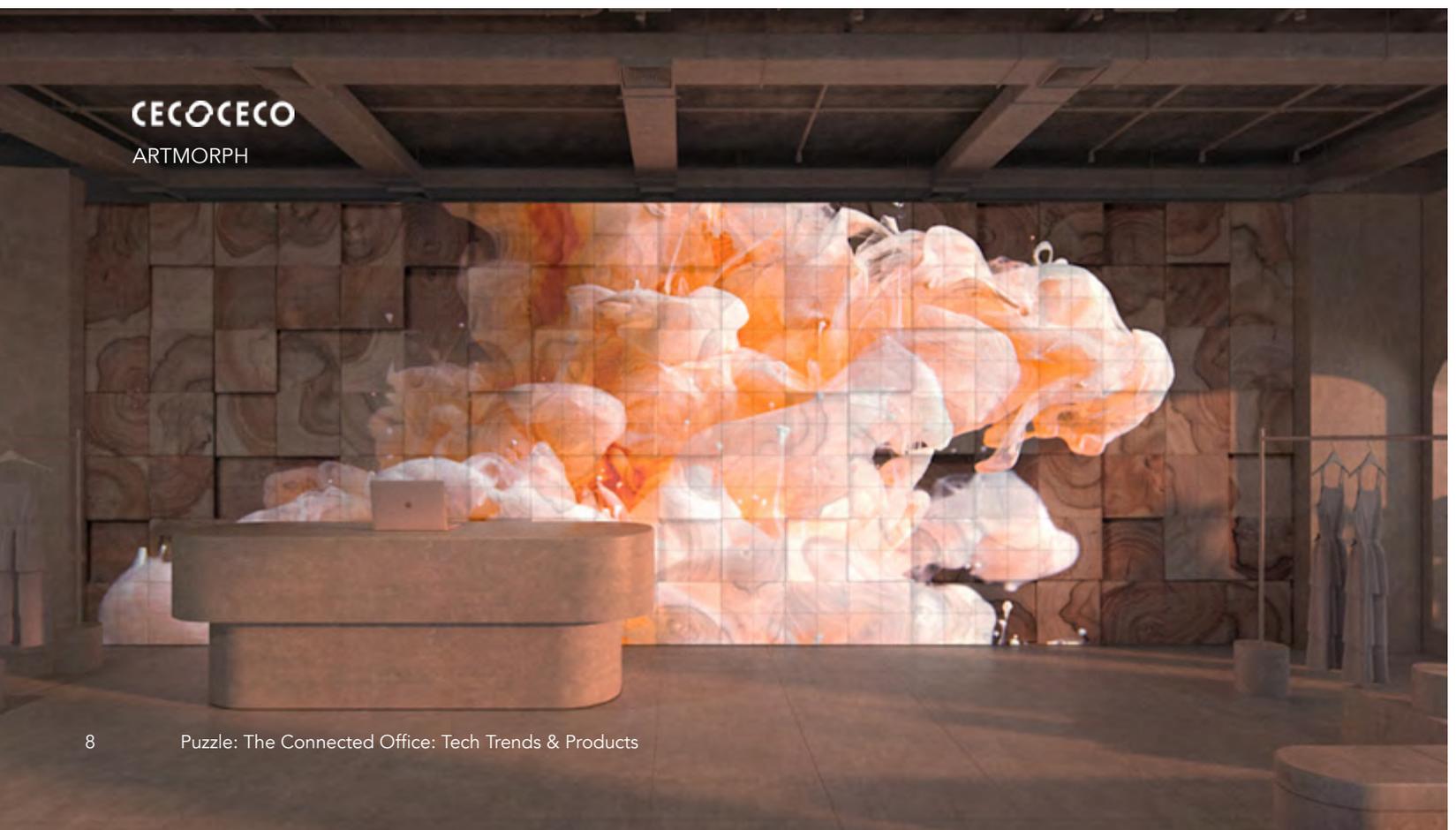
3. Soundscaping: Creating an Acoustic Comfort Zone

Noise is one of the top workplace complaints. Whether it's chatter from open office areas or street noise from outside, unwanted sound can quickly zap focus and increase stress levels. Advanced soundscaping turns sound from a problem into a tool for wellness.

What it looks like:

- Mood-Based Audio Layers – Soft ambient soundscapes that subtly mask distracting noise without becoming intrusive.
- Dynamic Sound Zones – Different areas of the workplace can have tailored acoustic environments (focus zones, collaborative spaces, relaxation areas).
- AI-Driven Adjustments – Systems like Moodsonic adapt audio based on the number of people in the space or time of day.

Wellness Impact:

- Reduces cognitive fatigue from constant interruptions.
- Encourages focus in task-driven areas.
- Promotes relaxation in wellness or break spaces.

4. The ROI of Wellness-Driven AV Design

Investing in AV-driven wellness enhancements is more than an HR initiative — it's a business strategy.

Benefits include:

- Reduced absenteeism and burnout.
- Increased employee retention and satisfaction.
- Improved brand perception among clients and recruits.

Forward-thinking companies recognize that these systems aren't just "nice to have" — they're essential to attracting and keeping top talent in a competitive market.

Conclusion: The Next Phase of Work

As the lines between physical and digital environments blur, AV technology is positioned to be one of the most powerful tools for creating healthier workplaces. From biophilic walls that transport employees to nature, to interior lighting that aligns with the human body's rhythms, to soundscapes that shield from stress — technology is no longer just about enabling work. It's about enabling people.

Confidential Media Client

When a global media localization leader decided to consolidate their scattered Western Hemisphere operations, they faced a complex challenge: creating a unified headquarters that could serve as both a world-class production facility and an inspiring workplace for creative professionals.

Their teams were spread across multiple locations, hampering collaboration and efficiency in an industry where seamless coordination between technical experts and creative talent is essential for success.

The new 150,000-square-foot Burbank facility needed to be more than just a consolidation—it had to establish their presence as the definitive hub for media localization and post-production services. The space would house everything from Dolby Atmos screening rooms to ADR recording suites, requiring furniture and technology solutions that could support precision-focused technical work while fostering the kind of creative energy and cross-team collaboration that drives innovation in entertainment.

Our Approach

Tangram partnered closely with design firm HLW to orchestrate a comprehensive furniture and technology integration that would transform three floors into a cohesive, high-performance workspace. Our team understood that this wasn't simply about furnishing offices—it was about creating an ecosystem where technical excellence and creative collaboration could thrive side by side. We carefully selected solutions that would support the demanding workflows of post-production while ensuring the space felt welcoming and energizing for the people who would call it home.

The heart of our approach centered on creating natural flow between different work modes. We designed social hubs and café areas that would draw teams together organically, while ensuring that specialized technical spaces like sound booths and mixing studios had the ergonomic support and acoustic considerations necessary for precision work. Every furniture selection and technology integration decision was made with dual purposes in mind: supporting the client's operational excellence while reinforcing their identity as an industry leader that values both cutting-edge capability and human-centered design.

The Results

150,000

square feet of unified workspace consolidating previously dispersed operations

3

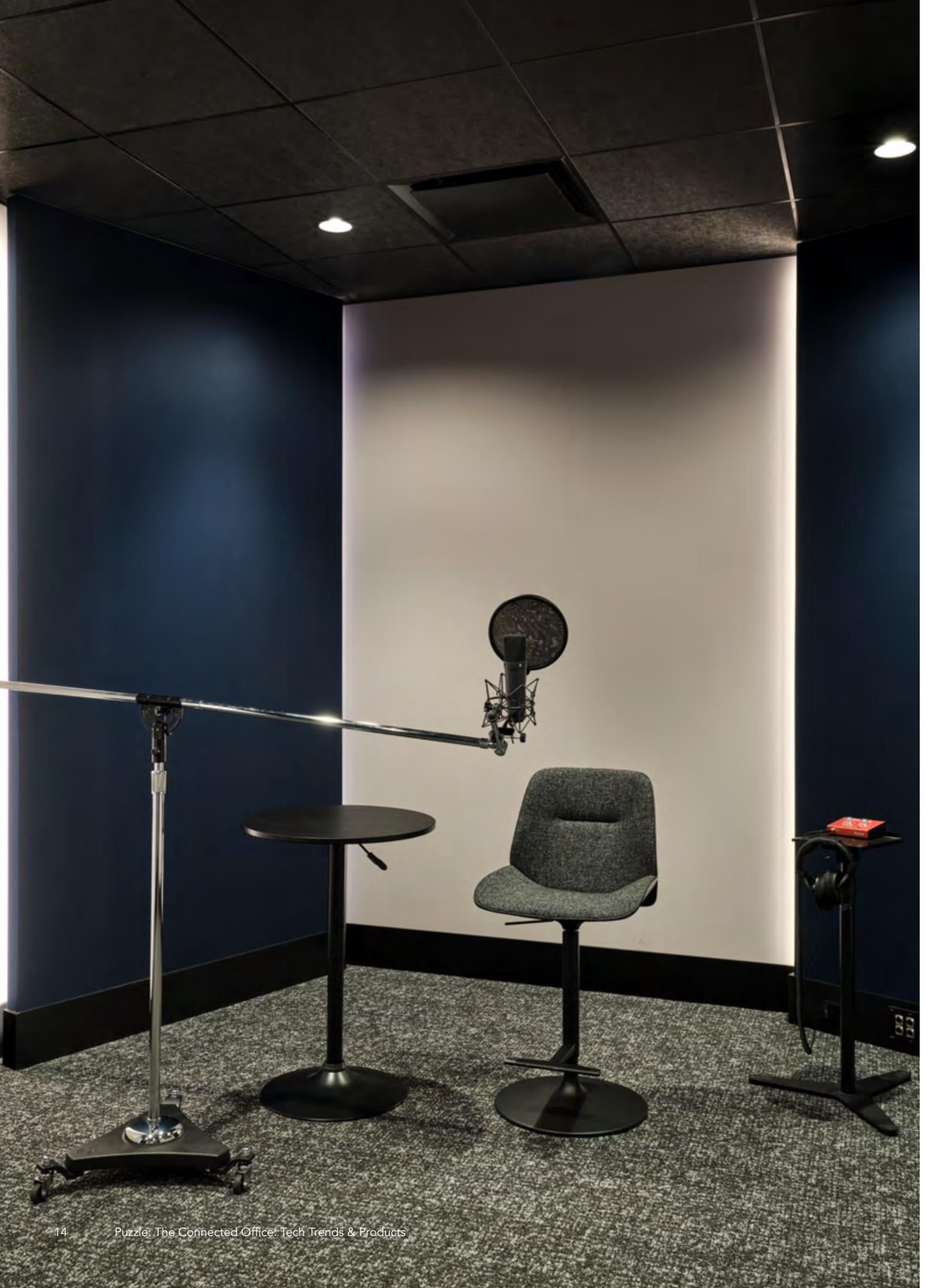floors of seamlessly integrated furniture and technology solutions

Multiple

specialized Dolby Atmos studios and ADR suites supporting world-class production

Enhanced

operational efficiency through unified teams and streamlined production workflows

Confidential Media Production Company

When a major media production company decided to establish their new global headquarters in Santa Monica, they faced a unique challenge: creating a workspace that could match the cinematic excellence of their productions.

This wasn't just another corporate office—it was a 300,000 square foot creative powerhouse that needed to support every aspect of their storytelling process, from initial concept meetings to final production reviews.

The company required audiovisual systems that could seamlessly transition between intimate creative sessions and large-scale presentations, all while maintaining broadcast-quality standards. Their teams needed to collaborate flawlessly whether they were reviewing dailies in a conference room, hosting company-wide announcements, or conducting hybrid meetings with remote partners. The space had to embody their creative ambition while providing the technological backbone for a modern media empire.

Our Approach

Tangram Technology approached this project like crafting a film—every detail needed to serve the larger narrative. We designed a comprehensive audiovisual ecosystem that would operate invisibly while empowering creativity at every level. Our team deployed customized Crestron control systems with intuitive interfaces that even the most tech-averse creatives could master, ensuring that technology never became a barrier to inspiration.

A unique element of our installation was the integration of 5.1 surround sound in every conference room, transforming routine meetings into immersive experiences where content could be reviewed with cinematic precision. We outfitted spaces ranging from the executive boardroom—featuring a striking repurposed airplane wing table—to the security operations center with monitoring capabilities. Throughout the facility, we created flexible environments that could adapt instantly, whether hosting intimate creative reviews or facilitating company-wide broadcasts, all supported by carefully selected equipment from industry leaders like Shure, JBL, and Extron.

The Results

Complete hybrid capability

Seamless furniture and technology solution from single design partnership

5.1 surround sound

Professional-grade audio and video capabilities for media and conference operations

300,000 sq ft

of fully integrated audiovisual technology creating a seamless creative environment

Audio
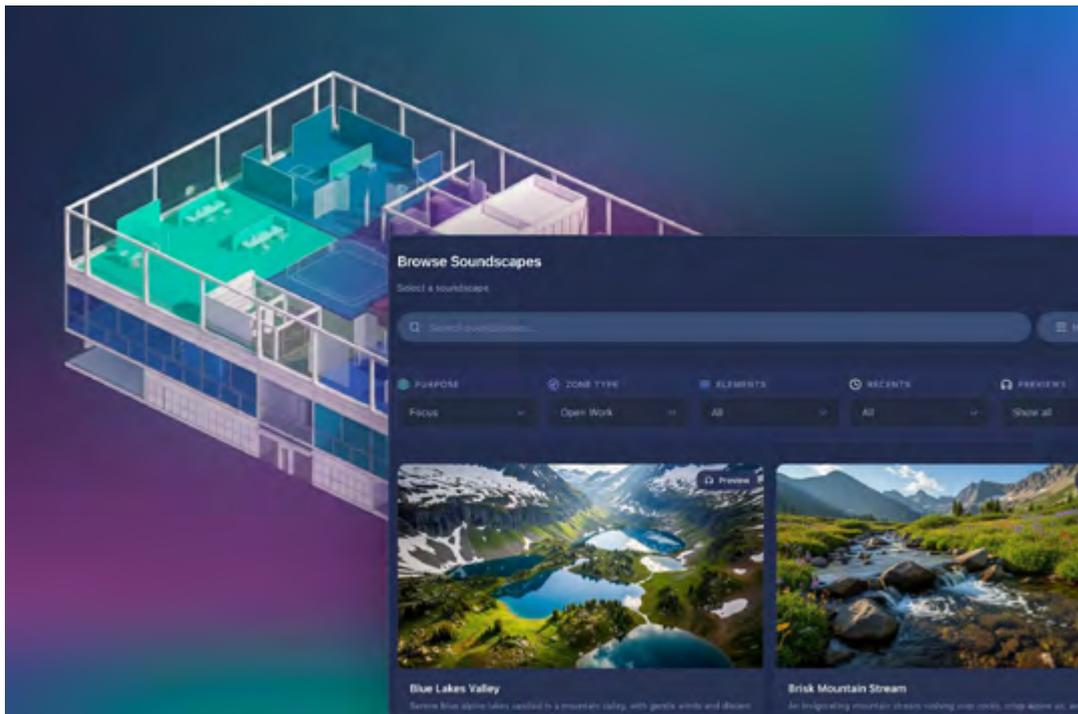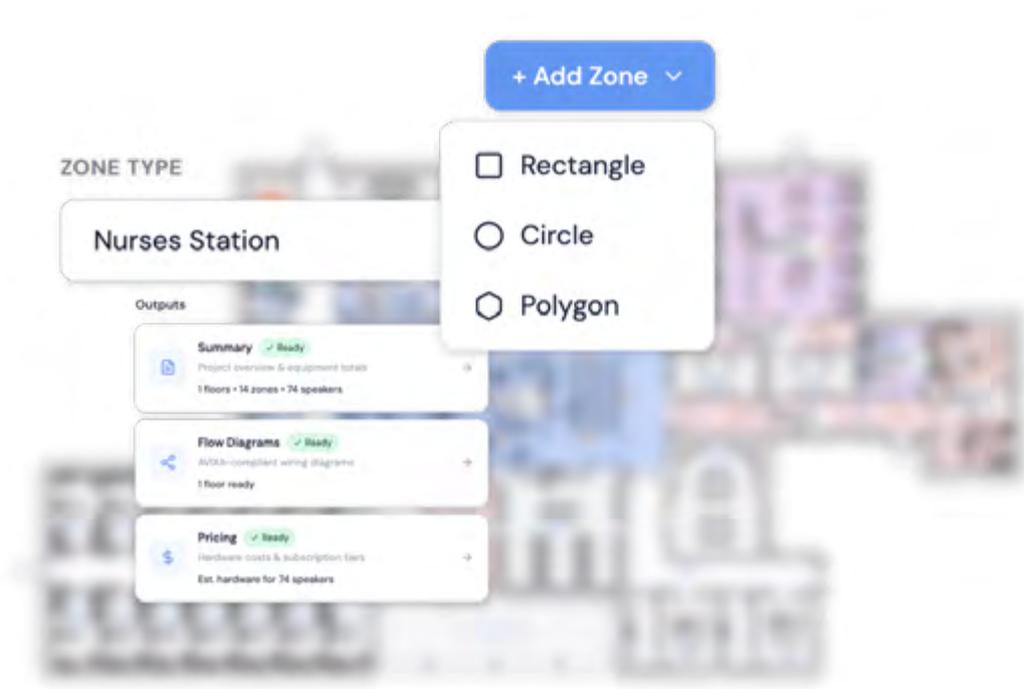
Mood, Wellness, Speech
& Acoustic Performance

moodsonic

A biophilic soundscaping system that introduces nature-inspired audio environments into the workplace. Designed to reduce stress, improve focus, and enhance overall employee wellness.

Audio Trends

Wellness Through Sound

Workplaces are leveraging sound as a wellness strategy, using curated audio environments to improve mood, focus, and cognitive performance.

Certification-Driven Acoustics

Fortune 500 clients are increasingly requiring acoustic modeling and performance documentation to support WELL and LEED certification efforts.

Sound as Experience

Audio is no longer treated as background infrastructure — it is becoming an intentional design layer that shapes how space feels and functions.

Hybrid Speech Clarity

As hybrid meetings dominate, organizations are investing more in acoustic performance to ensure speech intelligibility for both in-room and remote participants.

Biophilic Audio Adoption

Nature-inspired sound environments are gaining traction as companies seek measurable ways to reduce stress and enhance workplace experience.

Sustainable Acoustic Design

Sustainability goals are influencing acoustic material selection, prioritizing low-impact, recyclable, and responsibly sourced solutions.

Moroch

Moroch, a Dallas-based marketing agency known for its work with McDonald's, Midas, Coca-Cola, Planet Fitness, Six Flags, and other high-profile brands, sought to redefine its office space.

The goal was to "reimagine Moroch" by reducing its physical footprint by 50% while enhancing efficiency, creativity, and technological capabilities. Moroch CEO Matt Powell emphasized the vision: "We've engineered a workplace with the future in mind, demonstrating that with smart design and advanced systems, businesses can do more with less, maximizing technological capabilities and cost-effectiveness." OTJ Architects collaborated with Tangram to bring this vision to life, providing contract furniture, custom furniture solutions, and cutting-edge technology for key office spaces, including the café, reception, lounge, workstations, private offices, collaboration spaces, and the executive conference room.

Technology Integration: Advanced technological infrastructure was integral to Moroch's office transformation. Lobby Video Wall: A floor-to-ceiling, 128-monitor LED screen by Absen greets guests with customizable content, showcasing client campaigns during meetings. Given the challenge of ceiling-mounting restrictions, Draper engineered a custom frame to support the video wall. Conference & Collaboration Tech: Direct View LED video walls were installed in multiple locations, with user-friendly collaboration and easy presenting features, utilizing solutions from Draper, Absen, BrightSign, Crestron, Biamp, Cambridge, Chief, Huddly, Logitech, LG, and Jupiter. Hybrid Meeting Capabilities: Zoom rooms and conference spaces are equipped with TEAMS front row and cutting-edge video conferencing technology to enhance remote collaboration. Security & Low-Voltage Infrastructure: The office includes a fully integrated audio-visual system, data cabling, and security solutions, ensuring seamless and secure operations. Results & Impact The newly designed Moroch headquarters exemplifies efficiency, creativity, and technological innovation.

Furniture Solutions: To align with Moroch's innovative vision, the office required creative, flexible, and brand-reflective furniture that seamlessly integrated technology. Custom Workstations by Studio Other: Designed with metal details and integrated planters, these workstations create an inviting and organic workspace. Custom Boardroom Table by Studio Other: A custom-designed, ergonomic, and approachable table that does not dominate the room.

Designed to accommodate over 20 people, its cantilevered structure, laser-cut top and bottom loops, vertical steel tubes, and large gusset brackets enhance leg space while maintaining structural integrity. Private Offices: Equipped with high-end Halcon private office systems, establishing a high-end, yet warm feel. Lounge Areas: Within the 60-desk open office, collaborative lounge spaces feature a wide range of ancillary furniture. A highlight is the West Elm Belle Sofa with custom Studio Other end pieces as well as the UpThink Lounge, a dedicated collaboration area with monitors displaying real-time client impact. By reducing the physical footprint while increasing functionality, the agency has set a new standard for the modern workplace. Because both furniture and technology were provided by Tangram with a high level of collaboration between the two teams, the integration of flexible furniture solutions and advanced technology was seamless and thoughtful in its approach. Moroch's transformation stands as a testament to how smart design and technology can elevate the workplace experience while optimizing resources for future growth.

Our Approach

Tangram collaborated with OTJ Architects to create a future-focused workspace that maximizes functionality within a smaller footprint. The solution integrated custom furniture from Studio Other—including innovative workstations with integrated planters and a striking 20-person boardroom table—with cutting-edge technology like a 128-monitor LED lobby wall and comprehensive hybrid meeting capabilities throughout the 24,000 sq ft space.

The Results

50%
reduction in physical footprint
while increasing functionality

128-monitor
floor-to-ceiling LED video wall
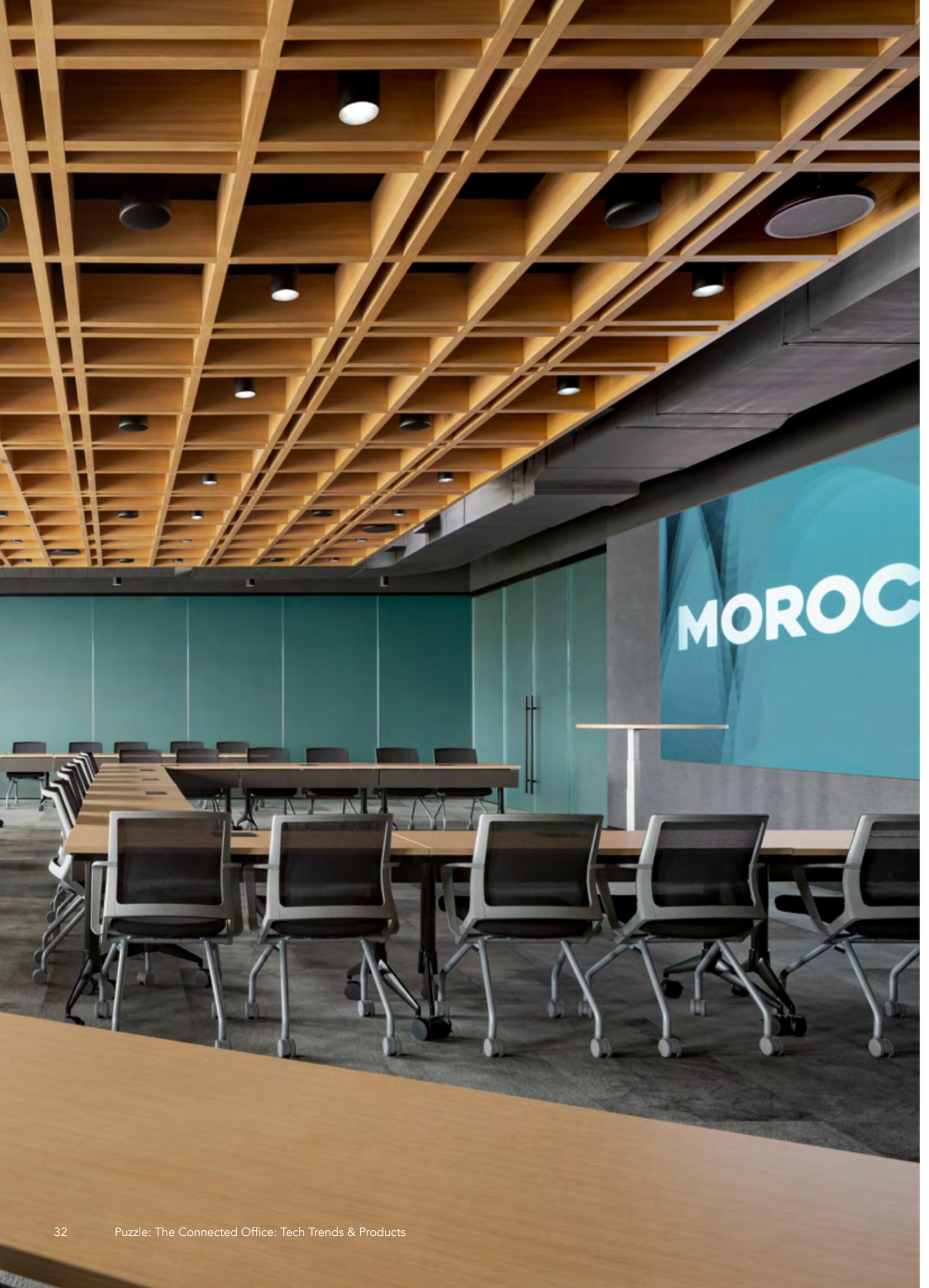creating stunning client presentations

24,000 sq ft
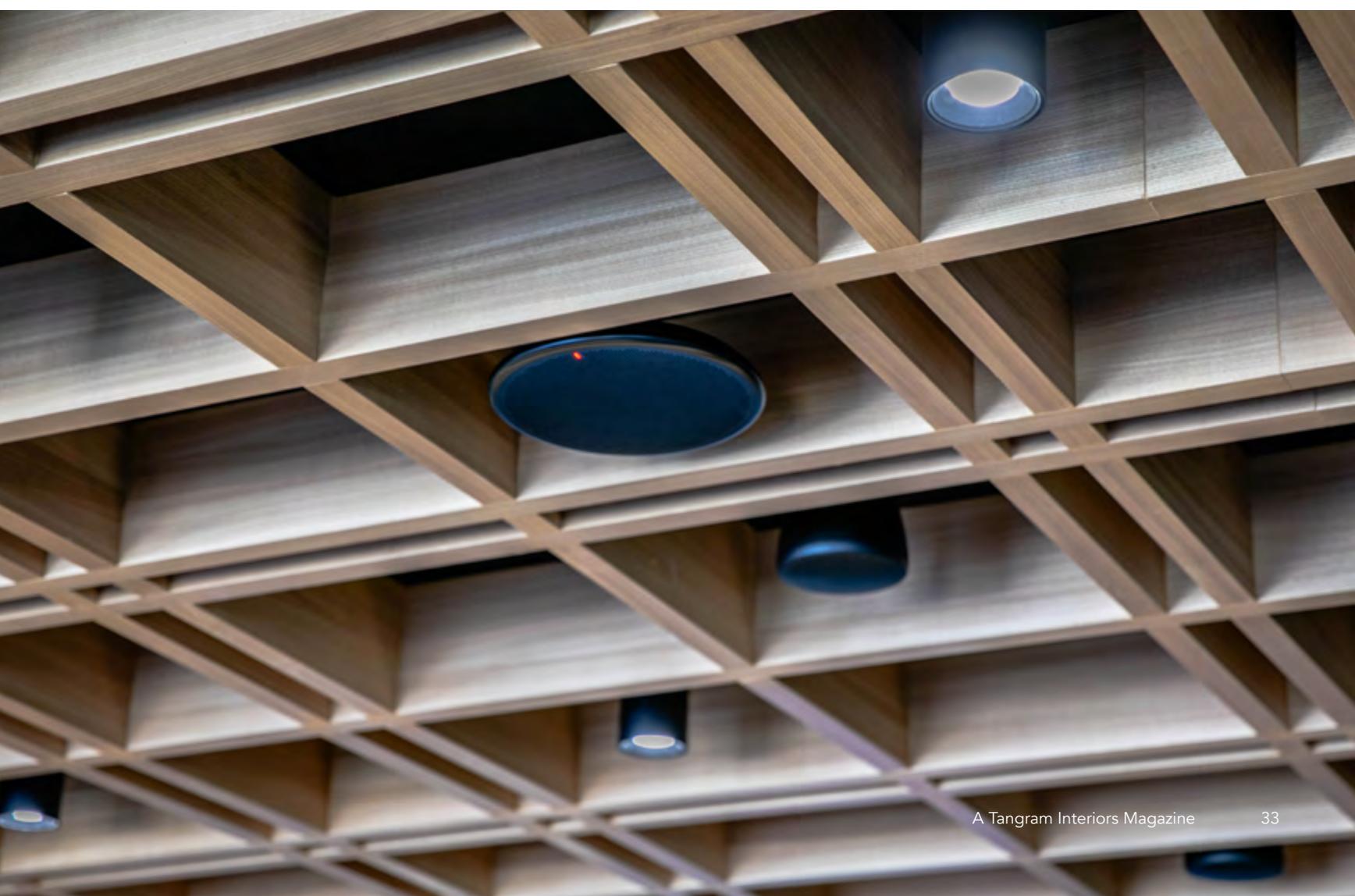of reimagined workspace
accommodating 60 workstations

20-person
capacity custom boardroom
table with cantilevered design

MOROC

Ikon Technologies

Ikon Technologies, a leader in telematics solutions, faced a pivotal moment in their growth story. With their Arlington, Texas headquarters bursting at the seams, they needed a workspace transformation that could accommodate rapid expansion while embracing the future of work.

The challenge went beyond square footage – they were reimagining how their team would collaborate in an increasingly hybrid world.

The existing space couldn't support the seamless technology integration that Ikon's tech-forward culture demanded. Employees needed environments that could effortlessly shift from focused individual work to dynamic team collaboration, all while maintaining strong connections with remote colleagues. Ikon envisioned a headquarters that would not only house their growing team but also serve as a powerful expression of their innovative brand in Arlington's competitive tech landscape.

Our Approach

Tangram embarked on a comprehensive design partnership with Interior Architects and Studio Other, creating an integrated solution where furniture and technology worked in perfect harmony. The design process centered on understanding how Ikon's teams truly worked, leading to purposeful spaces that could adapt to different work styles throughout the day. Custom workstations featuring integrated planters brought nature indoors, while high-performance task furniture ensured every team member had ergonomic support for peak productivity.

The technology integration became the backbone of the new headquarters, with Tangram's AV Design Build service delivering consistent, intuitive systems across every collaboration space. From the dramatic floor-to-ceiling DvLED display that welcomes visitors in the lobby to the seamlessly equipped huddle rooms, every technical element was designed for reliability and ease of use. The result was a workspace where technology enhanced rather than complicated the human experience, supporting both spontaneous collaboration and planned presentations with equal sophistication.

The Results

20,000

square feet of thoughtfully designed workspace optimized for hybrid collaboration and growth

100%

of meeting spaces equipped with consistent, user-friendly AV technology for seamless remote connectivity

Enhanced

employee satisfaction and engagement through flexible, ergonomic furniture solutions that support various work styles

Streamlined

brand presence and workflows with integrated technology and striking lobby display that reinforces Ikon's market position

Visual

Display, Video, Collaboration & Experience

ViewSonic®

FOLDABLE dvLED (135")

A portable, large-format direct-view LED display that delivers high brightness and seamless visuals in a flexible, transportable form factor.
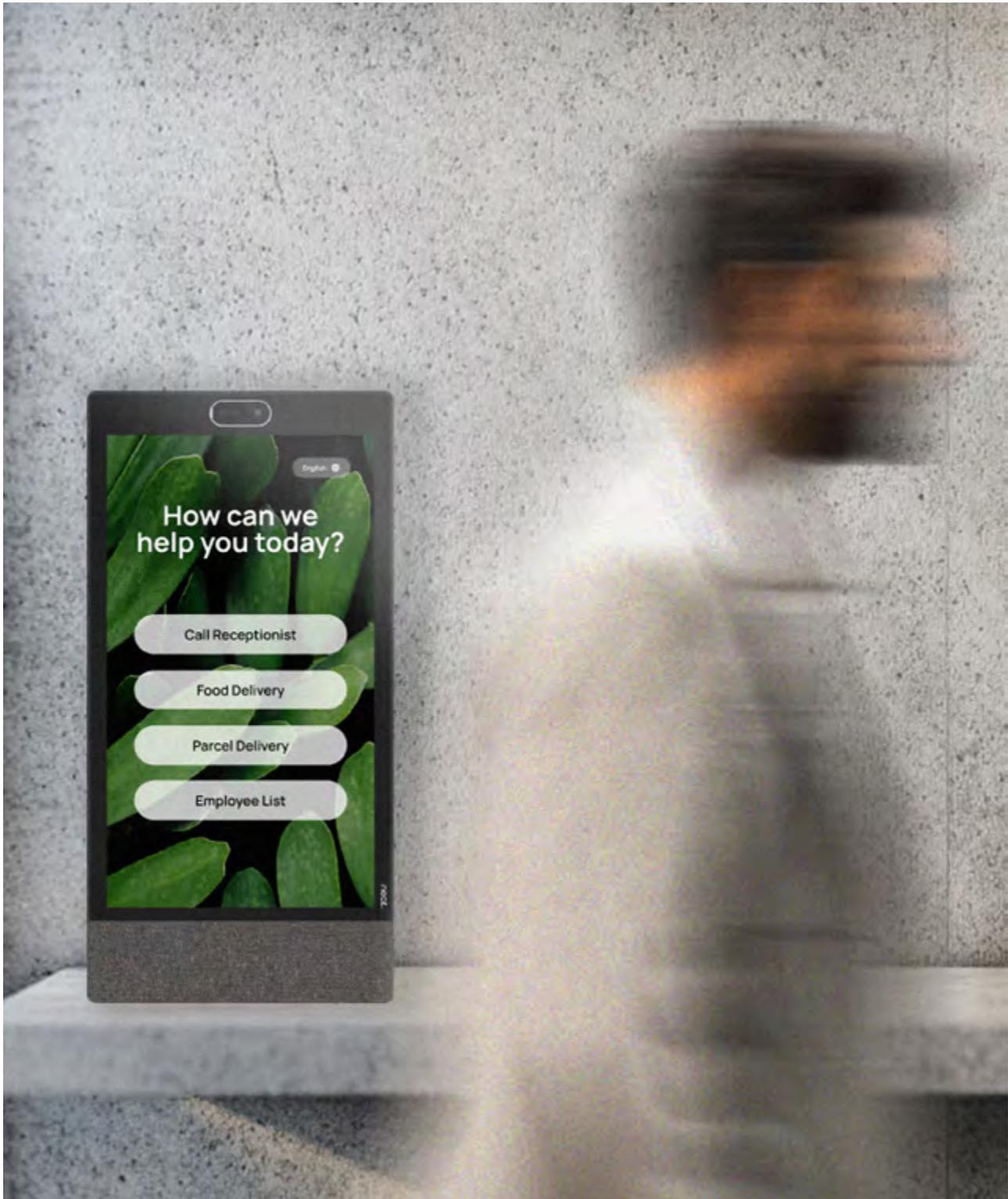
ViewSonic®

105" 21:9 INTERACTIVE DISPLAY

An ultra-wide 5K collaboration display designed for Microsoft Teams Signature Rooms, enabling enhanced meeting equity and immersive content sharing.

neat.

FRAME

A vertical all-in-one collaboration device often deployed as a virtual receptionist or personal collaboration screen in offices and lobbies.

ARKTURA

RGBW BACKLIGHTING

Integrated architectural lighting that transforms standard panel systems into dynamic, animated visual features for branded environments.

neat.

FRAME

A vertical all-in-one collaboration device often deployed as a virtual receptionist or personal collaboration screen in offices and lobbies.

ViewSonic®

INTERACTIVE DISPLAYS

Large-format interactive displays that support digital whiteboarding and integrated collaboration software platforms.
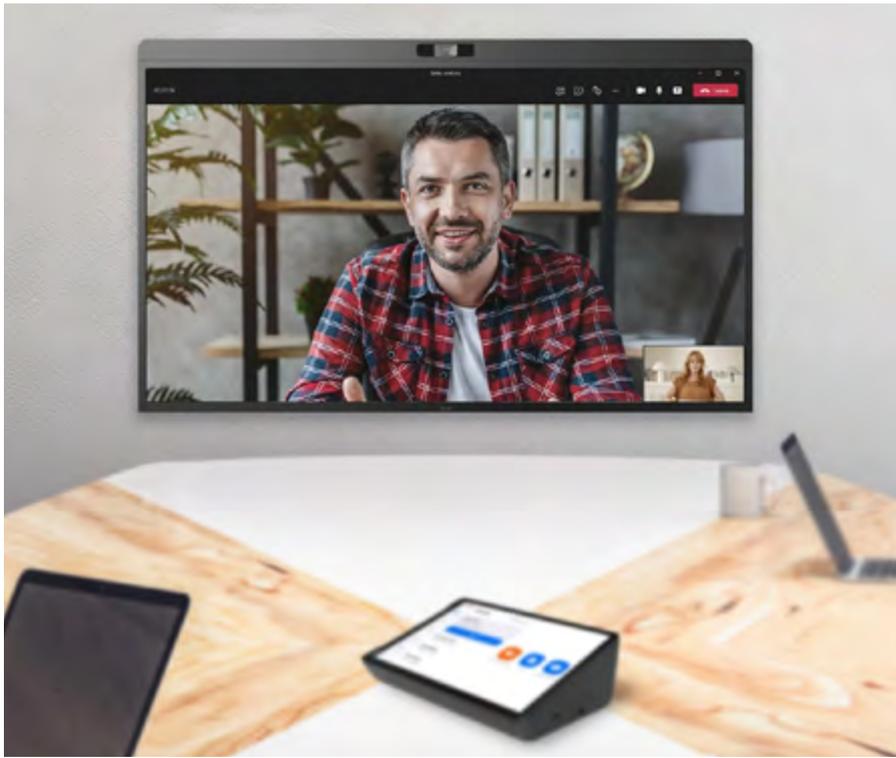
DTEN

INTERACTIVE DISPLAYS

Touch-enabled collaboration screens built specifically for video conferencing and hybrid teamwork.

CECOCECO

ARTMORPH

A generative digital art platform embedded into architectural surfaces, blending technology, motion graphics, and brand storytelling within physical space.

clarus⌐

LYNK

A digital collaboration board that blends
traditional whiteboarding with embedded display
technology for interactive team environments.

miro
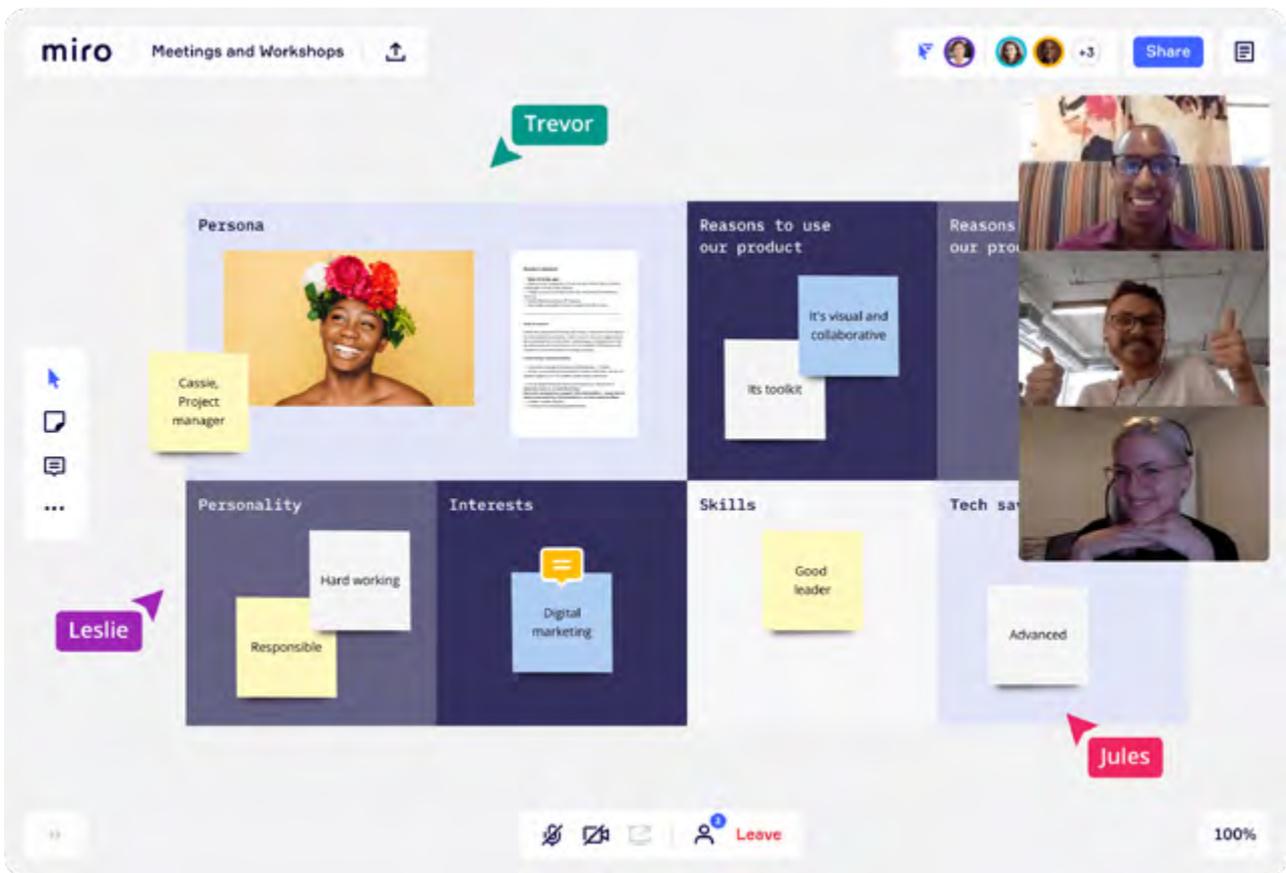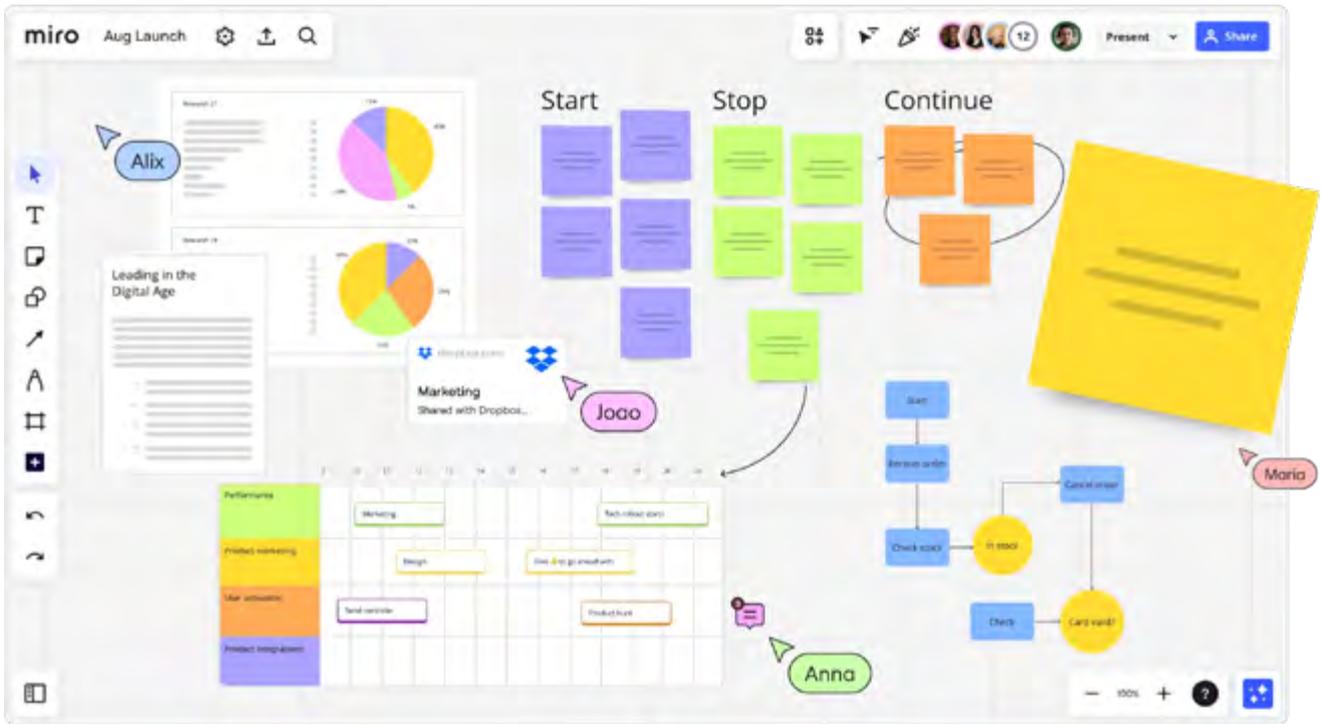
A cloud-based digital whiteboarding platform that supports remote and hybrid ideation and collaboration.

▽ vibe

An interactive digital whiteboard platform designed for real-time collaboration in hybrid meeting environments.
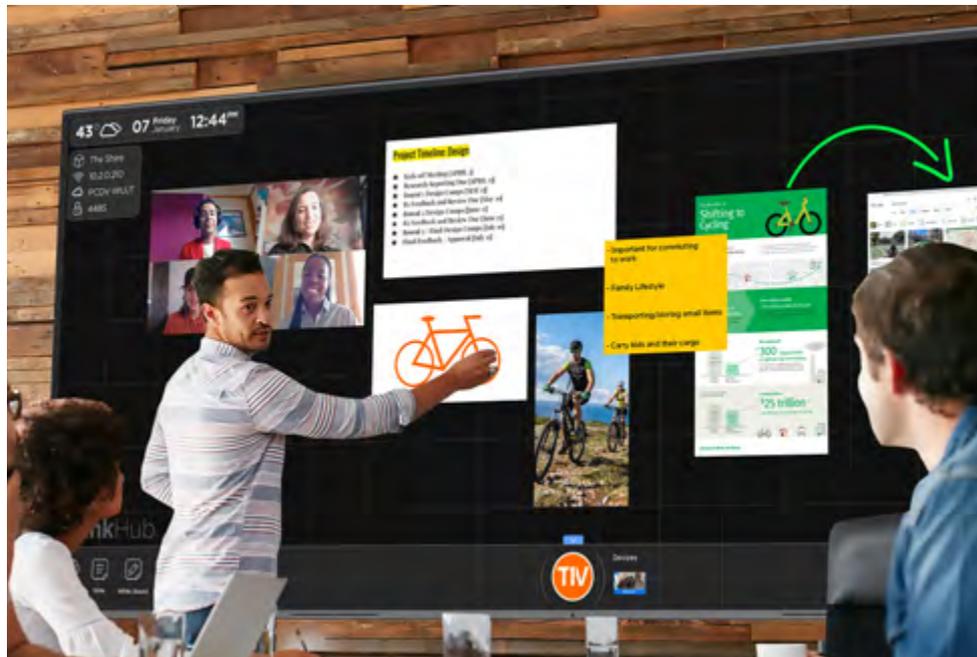
T1V

A collaborative software solution that enables multi-user content sharing and interactive engagement across large-format displays.

Steelcase®

OCULAR COUPE TOWER

A freestanding vertical collaboration hub integrating power, lighting, and display support to enable technology-enabled teamwork in open environments.

AVer

AI CAMERAS

AI-powered conferencing cameras that provide automatic speaker tracking and intelligent framing for hybrid meetings.

Huddly

TWO4SIX TABLE

AI-enhanced video cameras offering auto-framing, speaker tracking, and advanced image processing for equitable meeting experiences.

neat.

CAMERAS

Integrated camera systems within Neat devices that use AI to dynamically frame participants and optimize remote visibility.

logitech

CENTER CAMERA

A center-of-table camera that provides a more natural eye-line and balanced perspective for remote meeting participants.

logitech

AI CAMERA

Video collaboration cameras with
AI-driven auto-framing and RightSight
technologies for meeting optimization.

VADDIO.
A brand of legrand

CAMERA

Professional-grade PTZ cameras
designed for conferencing and
broadcast applications.

OPTICS

3-CAMERA PRODUCER KIT

A bundled production system including PTZ cameras and controls for podcast studios, training rooms, and corporate broadcast environments.

Huddly

CREW

A multi-camera AI system that delivers dynamic, director-style switching and framing in larger meeting spaces.

neat.

CENTER CAMERAS

A center-of-room companion camera that improves meeting equity by bringing remote participants into the center of the conversation.

Visual Trends

AI-Driven Meeting Equity

Multi-camera tracking, automated framing, and voice-directed switching are transforming how remote participants experience meetings.

dvLED Acceleration

Direct-view LED is rapidly replacing LCD video walls due to improved affordability, energy efficiency, and seamless visual performance.

Platform Standardization

Enterprises are standardizing globally on Microsoft Teams and Zoom, driving consistent hardware ecosystems across offices.

Digital Signage Expansion

Organizations are expanding digital signage networks to support brand storytelling, real-time KPI dashboards, and curated workplace content.

Flexible Hybrid Spaces

Combine-divide rooms, adaptable layouts, and mobile display solutions are increasing to support evolving workplace strategies.

Ultra-Wide Adoption

21:9 display formats are becoming standard in executive and signature meeting spaces to improve content sharing and visual equity.

Touchless Visual Interaction

Voice-enabled and sensor-driven display systems are reducing physical touchpoints in high-traffic and executive environments.

H Huddly

CREW

The Modern Workplace:

Smarter Room Scheduling & Desk Reservation Solutions

By Scott Birdsong, CTS-D,
Director of Operations | Technology at Tangram Interiors

In today's hybrid workplace, the ability to book rooms and desks seamlessly isn't just a convenience — it's essential to maintaining productivity, collaboration, and operational flow.

Modern scheduling and reservation systems are transforming how organizations manage space, enabling employees to locate available rooms, reserve desks, and move confidently through their workday.

Platform Compatibility: Meeting Users Where They Already Work

The most successful scheduling platforms integrate directly with the collaboration tools employees already use, creating a consistent and reliable experience across systems.

Common integrations include:

- Microsoft Outlook & Office 365 – Real-time calendar synchronization and two-way visibility.

- Google Calendar – Seamless booking for organizations with mixed platform environments.

- Zoom & Microsoft Teams – One-touch meeting join functionality directly from the room display.

- Robin, Envoy, and other workspace management tools – Advanced analytics, occupancy reporting, and resource optimization.

By unifying scheduling data across these platforms, organizations can eliminate double bookings and ensure a transparent view of space utilization.

Leading Room Scheduling Devices

Several hardware solutions have emerged as the preferred choices for enterprise deployment, combining modern aesthetics with robust platform support:

- Logitech Tap Scheduler – Designed for enterprise-grade scheduling, featuring bright LED indicators, PoE connectivity, and compatibility with Exchange, Google, Zoom, and Teams. Available in multiple mounting options including wall, glass, and mullion configurations.

- Neat Pad Scheduler – A versatile device functioning as both a scheduler and in-room controller. Natively integrated with Microsoft Teams and Zoom, with edge lighting to indicate room status and mounting flexibility for modern spaces.

- Humly Booking Device – A refined, minimalistic design supporting open API integration. Compatible with Office 365, Google Workspace, and numerous third-party booking platforms, making it ideal for organizations prioritizing flexibility.

All three solutions are Power-over-Ethernet (PoE) enabled, allowing for single-cable installations that simplify deployment and reduce clutter.

Desk Reservation Systems

As hybrid work continues to evolve, desk booking platforms such as Robin, Envoy Desks, Skedda, and OfficeSpace are helping companies manage occupancy and promote collaboration.

These tools empower employees to reserve workstations, locate nearby colleagues, and visualize availability through intuitive map-based layouts and mobile interfaces.

Mounting & Integration Best Practices

Adhering to AVIXA best practices, Tangram recommends:

- Mounting schedulers at 48–52 inches above finished floor (AFF) to the display center for optimal accessibility and sightlines.

- Selecting mounting options — wall, glass, or mullion — that complement architectural design.

- Utilizing PoE network connections for power and data, ensuring clean cable management and remote monitoring capability.

- Integrating schedulers with systems such as Q-SYS, Crestron, or Extron to enable automation, occupancy sensing, and energy-saving features.

The Connected Workplace

Room scheduling technology is no longer a stand-alone feature; it's an integral part of a connected AV and collaboration ecosystem.

When combined with platforms like Q-SYS, organizations gain centralized monitoring, analytics, and automation — extending the scheduling interface into a unified user experience across all meeting spaces, from small huddle rooms to large divisible environments.

The result is a workplace that's not only more efficient but also more intuitive, data-driven, and ready for the demands of hybrid collaboration.
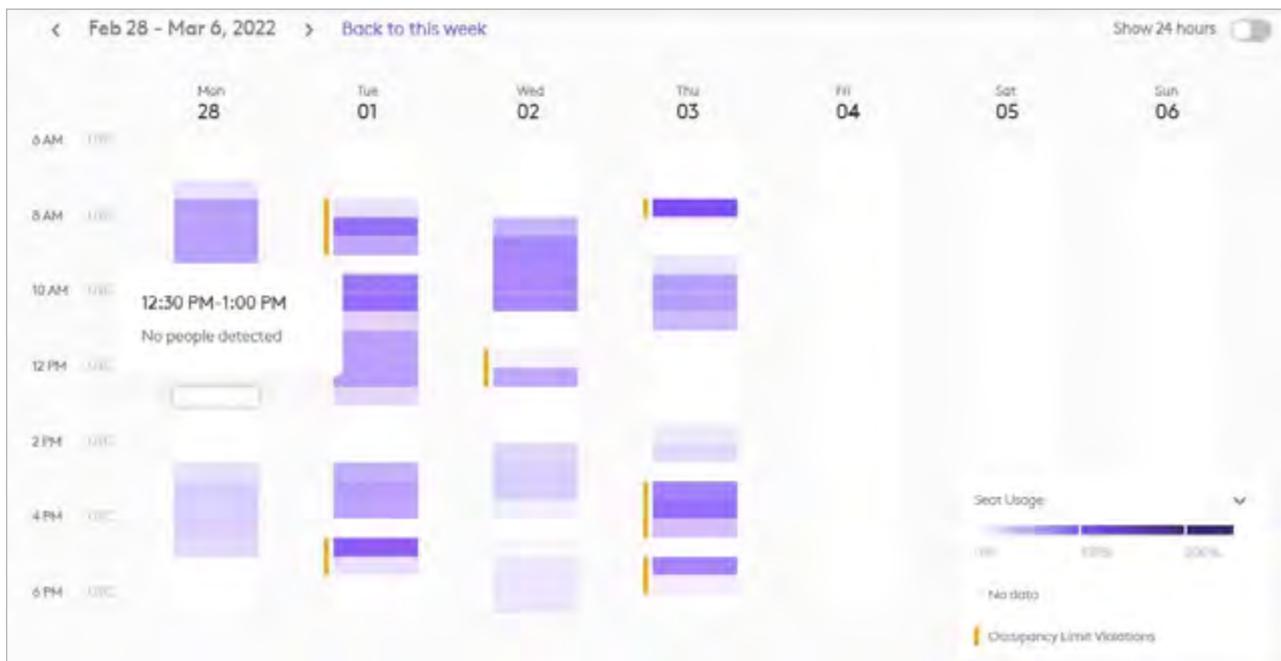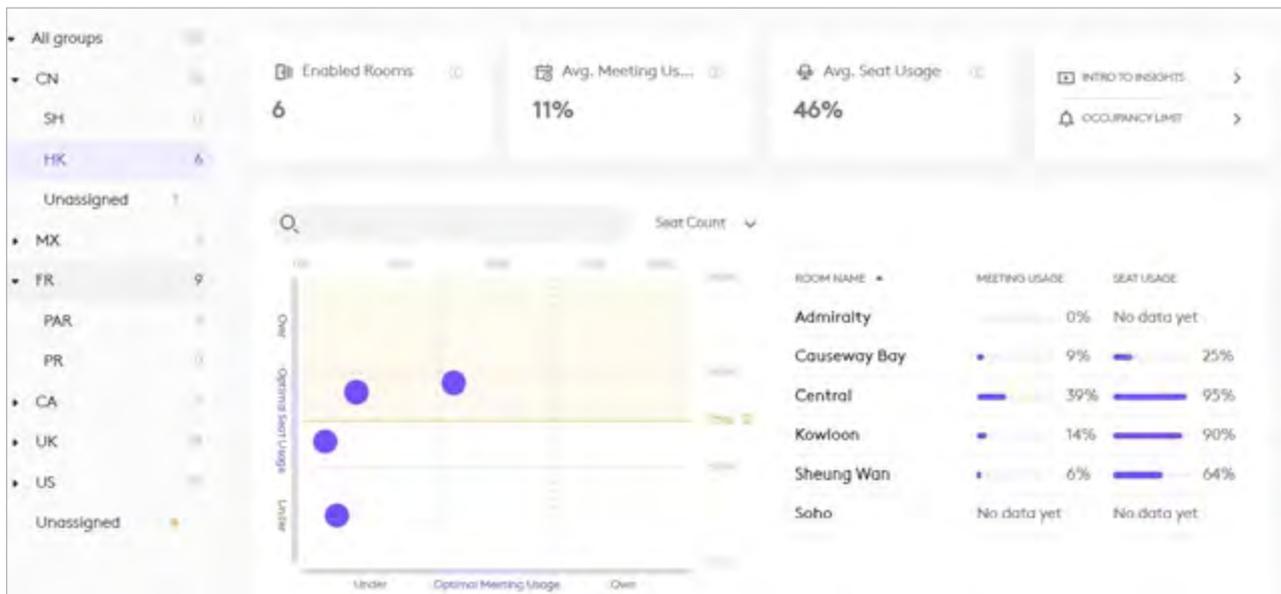
Control

Systems Intelligence, Infrastructure & Lifecycle Management

logitech

ROOM ANALYTICS

A data-driven platform providing occupancy insights, room usage metrics, and environmental analytics to optimize workplace planning.

Daily Occupancy Trend

Visit distribution: Hour of day

12AM 3AM 6AM 9AM 12PM 3PM 6PM 9PM 10PM

Occupancy based on WiFi Data

People Density Across Floor

Presence Per 1000 Sq. Ft. At Each Floor

Floor 7 — 1074
Floor 6 — 686
Floor 5 — 1765
Floor 4 — 1467
Floor 3 — 901
Floor 2 — 478
Floor 1 — 413

Occupancy based on WiFi Data

CISCO

ROOM ANALYTICS

A data-driven platform providing occupancy insights, room usage metrics, and environmental analytics to optimize workplace planning.

Attendance

+ 18 mins   − 13.6%

Visit Duration   Visit Count

Sales

+ 70 mins   + 19.9%

Visit Duration   Visit Count

Occupied Rooms

56% occupied

Device Status

92% online

Room Utilization

Active alerts

❌ Critical 25   ❗ Error 4
⚠️ Warning 2   ℹ️ Notice 8

CRESTRON
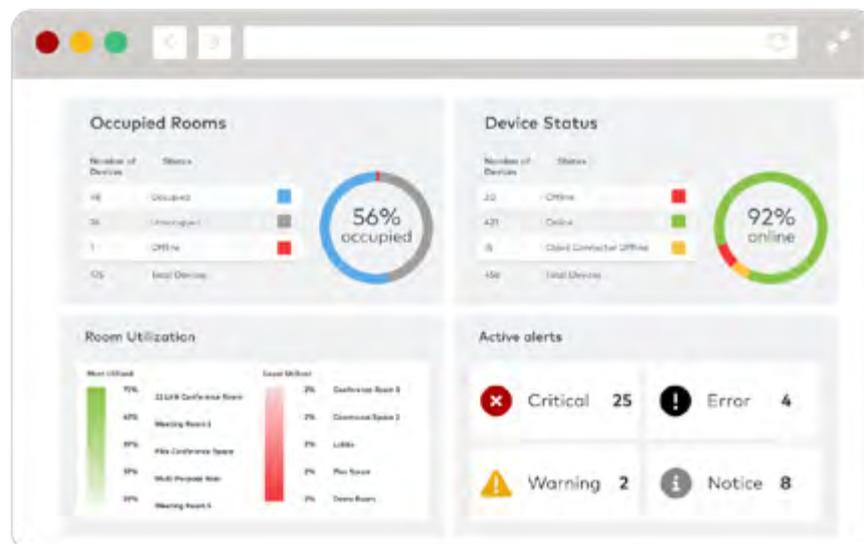
XIO CLOUD

A cloud-based remote management platform that enables centralized monitoring, configuration, and troubleshooting of AV systems.

CRESTRON.

AUTOMATE VX

An intelligent multi-camera switching system that uses voice-activated technology to automate meeting room production.

![Q-SYS logo]

REFLECT

A cloud-based monitoring and management
platform that provides remote diagnostics
and system oversight.

![Q-SYS logo]

VISIONSUITE

A room automation solution designed to
optimize camera switching and presentation
control for enhanced meeting experiences.
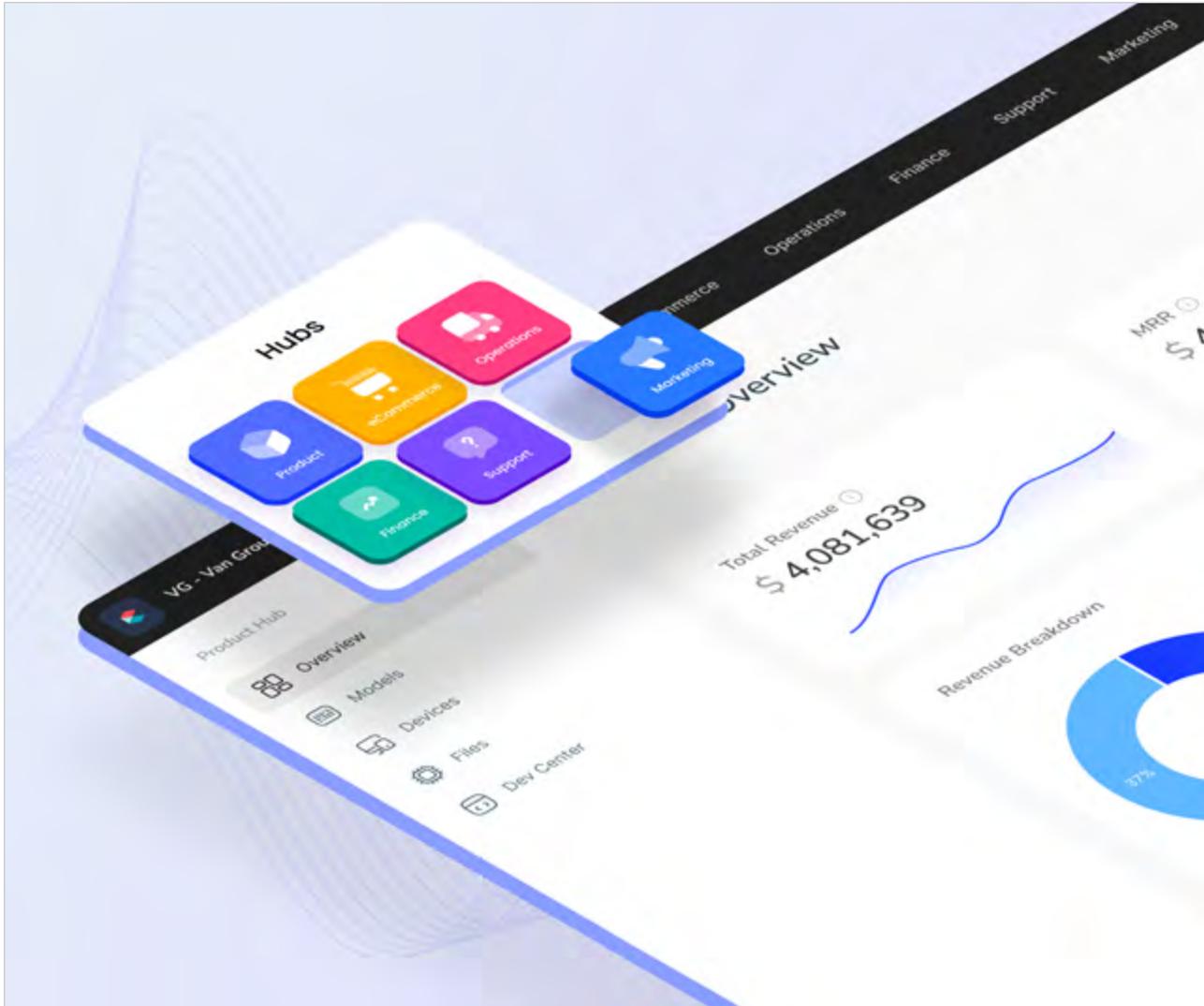
XYTE

DEVICE CLOUD

A device lifecycle and remote management platform enabling OEMs and integrators to deploy servitization and proactive monitoring strategies.

LWR LIGHTWARE

UCX-4X3-HC40-BD

A USB-C and HDMI matrix switcher supporting universal video connectivity and BYOM applications.

Extron

DTP3 T 212 D

A high-performance signal transmitter designed for long-distance digital AV distribution over structured cabling.

logitech

EXTEND

A single-cable USB-C solution delivering power, data, and BYOD connectivity directly at meeting tables.

Control Trends

IT/AV Convergence

AV systems must now integrate with enterprise IT security tools and network monitoring dashboards.

Managed Services Shift

Fortune 500 organizations are increasingly adopting centralized AV support models and long-term managed service agreements.

Remote-First Operations

Remote diagnostics and monitoring are becoming baseline expectations to reduce downtime and service costs.

Predictive System Health

AI-driven monitoring tools are enabling proactive issue detection before system failures occur.

USB-C & BYOM Standardization

Organizations are standardizing on USB-C connectivity to ensure flexible, future-ready meeting environments.

Sustainability Integration

Energy efficiency, reusable infrastructure, and lifecycle planning are now embedded requirements in enterprise RFPs.

Smart Building Alignment

AV systems are increasingly harmonized with HVAC, lighting, and occupancy systems to support automation and energy management.

Touchless Control Evolution

Voice and sensor-based control systems are reducing reliance on physical touch panels.

Big 12 Conference

When the Big 12 Conference made the strategic decision to relocate their headquarters to Irving, Texas, they faced a pivotal moment in their organization's evolution. The move coincided with unprecedented growth, as the conference expanded to 16 member schools, requiring a workspace that could accommodate this new scale while honoring their deep legacy in collegiate athletics.

The leadership team knew their new headquarters needed to do more than house operations—it had to serve as the symbolic and functional heart of one of college sports' most recognized conferences.

The challenge was multifaceted: create a premium yet efficient environment that would impress visiting university representatives, support high-stakes meetings and media operations, and provide a collaborative workspace for their growing team. They needed a centrally located facility that balanced accessibility with sophistication, where every element from furniture to technology would work in perfect harmony. Most critically, they required a partner who could deliver this complex vision on time and within budget, without compromising on the quality that befits an organization representing elite collegiate athletics.

Our Approach

Tangram embraced the unique opportunity to serve as both furniture and technology partner, recognizing that this dual role would be essential for creating the seamless integration the Big 12 required. Working closely with Gensler and the conference leadership team, we developed a comprehensive design strategy that wove together branded environments with cutting-edge functionality. From the moment visitors enter the bold reception areas with their strategically placed digital displays, every space tells the Big 12 story while supporting specific operational needs.

Our design philosophy centered on creating distinct zones that each served multiple purposes: executive offices that blend luxury with performance capabilities, conference rooms equipped for high-impact collaboration with large-format displays and integrated video conferencing, and flexible team hubs that adapt to everything from informal huddles to formal presentations. The technology integration went beyond simple installation—we developed customized AV packages featuring wireless screen-sharing, 360-degree conference cameras, and studio-quality audio systems that make every interaction professional and effortless. This unified approach ensured consistent design language throughout the 12,000 square feet while maximizing both form and function.

The Results

12,000 sq ft
Modern headquarters delivered on time and under budget

Studio-quality
Professional-grade audio and video capabilities for media and conference operations

100% integration
Seamless furniture and technology solution from single design partnership

16 member schools
floors of seamlessly integrated furniture and technology solutions

WE'VE ALWAYS BEEN

GREATER THAN 12.

OUR MISSION

WE AIM TO BE THE MOST **RELEVANT** AND
NATIONALLY RECOGNIZED CONFERENCE,
COMPETING AT THE **HIGHEST-LEVEL** AND
CREATING VALUE FOR OUR MEMBERSHIP
ATHLETICALLY, ACADEMICALLY, CULTURAL
AND **COMMERCIALLY.**

AI Needs a Human-Centered Workplace

AI helped analyze the data, drafted the outline for this article and proofread this story. But what you're about to read is far from AI-generated. It's the combination of human curiosity, collaboration and creativity with well-prompted artificial intelligence. Every fact checked. Every idea is critically examined by thoughtful, human colleagues.

Much like smartphones revolutionized the way we use the Internet, AI is transforming how we interact with computers, shifting from simple text inputs to actual dialogues. This rapid advance is putting pressure on employees to learn and deploy AI, while organizations rush to reap business benefits like enhancing productivity and cost savings.

While navigating this new AI-enhanced future, new Steelcase research shows how leaders can use the workplace to empower people, encourage desired behaviors and help the organization develop new technical capabilities.

NEW RESEARCH

78% of facility and real estate leaders anticipate redesigning office spaces within 2-3 years because of AI integration

— Steelcase Research (U.S., Summer 2025)

AI adoption varies by industry, with the tech sector leading the way.

Highest % of Frequent AI Users by Industry

1. Technology 50%
2. Professional services 34%
3. Finance 32%

Source: Gallup 2025

Leaders tend to use AI to synthesize information, while individual contributors use it more often as a brainstorming partner.

AI Is Used Most Often to:

- Consolidate information or data (Leaders 46%, Individual Contributors 36%)
- Automate basic tasks (Leaders 45%, Individual Contributors 36%)
- Generate ideas (Leaders 41%, Individual Contributors 40%)

Source: Gallup 2024

Leaders say AI will most significantly change their organization in the next 2-3 years through automation and accelerating how work gets done.

Leaders Expect AI to Change Work by:

- Automating routine processes
- Increasing the speed of the workflow
- Enabling greater collaboration
- Creating new types of job roles
- Disrupting existing workflows
- Replacing current job roles

Source: Steelcase Research, 2025

Despite an uncertain future, expectations are high. Nearly one-third (31%) of international C-suite leaders say they expect AI to raise revenue more than 10% in the next three years. Yet only 1% of C-suite leaders describe their generative AI rollouts as mature (McKinsey, January 2025). The majority of organizations are somewhere on an AI journey — trying to figure out what works and how to scale it.

"AI adoption fundamentally changes how work is performed and has the potential to alter organizational structures," says Keith Bujak, who led a Steelcase WorkSpace Futures research exploration on how AI will change workspace needs. "Organizations will need to adapt to increased competition, rethink talent management and redesign workspaces to support new employee behaviors and AI integration."

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Keith Bujak, PhD | Principal Researcher of Steelcase
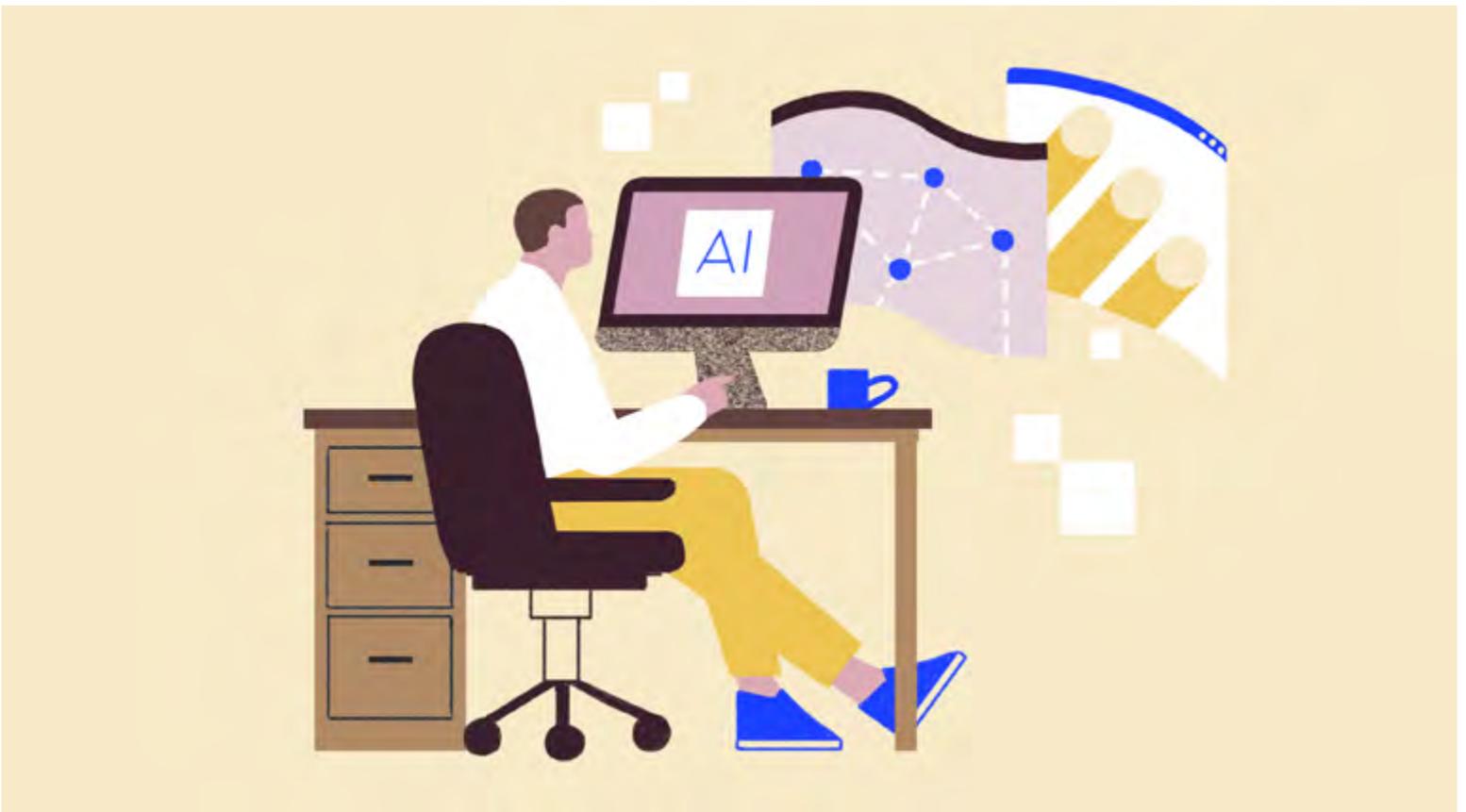
HOW AI IS CHANGING WORK NOW

Steelcase WorkSpace Futures researchers wanted to understand how AI might impact employee behavior and workspace needs. Their research merged primary and secondary sources as well as quantitative and qualitative data. While it's difficult to know how AI will evolve in the future, researchers see signals today that can help organizations navigate what's ahead and understand how the workplace can help.

AI accelerates the pace of work. How is time reinvested?

What's changing: AI is freeing up people's time by taking over unwanted tasks. Leaders should consider how they can support people so that time is reinvested strategically. Research suggests people who view AI as an automated tool save 53 minutes per day and typically spend that extra time on administrative tasks. In contrast, those who see AI as a strategic collaborator save 105 minutes per day, which they use to delve deeper into their work, continuously learn new skills, and generate innovative ideas (Atlassian, 2024).

What it means for the workplace: "Leaders who encourage collaboration and creativity now are more likely to see the innovation benefits from AI they expect in the future," says Bujak. Workspaces will need to be adapted as employees spend less time on undesirable tasks and more time on higher-value work such as generating ideas, learning together to advance the right concepts, and making better decisions.

AI impacts employee wellbeing. How well are people being supported?

What's changing: Many people report that despite AI helping with some areas of work, it's not reducing stress. Expectations are higher for greater productivity at a faster pace and the AI learning curve is steep. Employees who consider themselves frequent AI users report higher levels of burnout (45%) compared to those who infrequently (38%) use AI at work (Quantum Workplace, 2024). This all adds up to more stress and burnout, and it's happening against a backdrop of increased screen time which can lead to a lack of connections with coworkers.

What it means for the workplace: Wellbeing spaces, and spaces that help foster community and human connection are essential to helping people maximize the benefits of working with AI. People need places where they can rejuvenate and reconnect away from their screens.

AI reshapes the skills people and organizations need. Is your talent strategy changing?

What's changing: Nearly half of leaders (45%) say expanding team capacity with digital labor is a top priority in the next 12-18 months, second only to upskilling existing employees (47%) (Microsoft Work Trend Index, 2025). If they aren't already, leaders will begin to manage teams of humans and AI agents. There will be a wide range of AI literacy across most organizations, which will change the types of leadership skills needed in the future.

Some organizations are considering limiting or eliminating junior staff roles and increasing expert roles. This shift could impact culture, the talent pipeline and space planning. Active postings for entry-level roles are 50% lower than in 2022 (Reviolabs, July 2025). While AI isn't the only reason, these types of roles showed a much bigger decline than other position types, which correlates to the rise in AI implementation.

What it means for the workplace: The workplace will need to cater to expert talent to attract and retain these employees. This may mean more sophisticated and intentional integration of technology and space, higher-performing work spaces and greater access to privacy. A variety of spaces should also support a range of AI literacy. For example, while some people will be working with a chatbot in a workstation with shielded visual privacy and dual monitors, others may need more acoustic privacy to engage in a dialogue with their personal AI agent.

AI is a catalyst for collaboration. How will collaboration happen differently?

What's changing: Collaboration is evolving. Jeff Smith, Zoom head of product – Workplace AI, Meets and Spaces, says his company is seeing this shift in real time. "People all over the world connect with colleagues, partners and customers via Zoom every day. These conversations generate new ideas, strategies, and action items, and that data can propel collaboration and help people get more work done, faster. We designed Zoom AI Companion to tap into how work is changing, improving productivity and collaboration by proactively helping people optimize their work day to ultimately produce higher quality work."

With AI tools capturing and summarizing meetings, teams are shifting toward more asynchronous work in some cases. This flexibility is accelerating the move from planned, cross-functional teams to self-

forming, temporary project teams. Microsoft reports 60% of meetings are now unscheduled (Microsoft Work Trend Index, 2025). While asynchronous work offers speed and autonomy, in-person collaboration remains vital for building trust and enabling fast, iterative problem-solving. The future of teamwork will require a thoughtful balance between these different types of collaboration.

What it means for the workplace: Collaboration now includes both human colleagues and AI agents. Employees will work solo with AI, ideating, analyzing, and drafting, then bring in teammates for feedback and refinement. To support this new rhythm, spaces must enable both deep focus and spontaneous interaction. For AI to be a meaningful contributor, environments must be digitally integrated. People need to be seen and heard clearly by AI-enabled tools, requiring attention to camera angles (so that AI can crop and zoom), lighting, acoustics, and cable management. Thoughtful design ensures AI can actively support collaboration, not just observe it.

CREATING AN AI-READY WORKPLACE

There are early signs AI will create efficiencies and increase productivity. But the real question is: What kinds of work will benefit an organization in the long term? It's human curiosity, collaboration and creativity that create a competitive advantage.

The AI-ready workplace can empower people to do their best work through the intentional integration of technology and space to:

- Encourage critical thinking – create spaces where it's easy to bring people together to review, question and verify AI outputs

- Design for a range of work with AI and human colleagues so as not to disrupt others – provide places for visual, acoustic and territorial privacy

- Support different levels of AI maturity – some people will be using AI assistant and chatbots, while others will be in a dialogue with their AI agents

- Create ways to enhance asynchronous collaboration while also encouraging more informal person-to-person collaboration

- Provide places for human connections or individual respite where devices and screens are secondary

Designing a workplace to support changing work behaviors in the AI era sounds daunting, but it doesn't have to be. Community-Based Design, an approach developed by Steelcase, is inspired by urban planning principles that create vibrant, resilient cities. It's built on the foundation of five mixed-use "districts" that build the physical infrastructure for diverse types of work, including deep focus, collaboration, social interactions, learning and rejuvenation. It integrates technology throughout each district in ways that help people do what they do best – create and innovate.
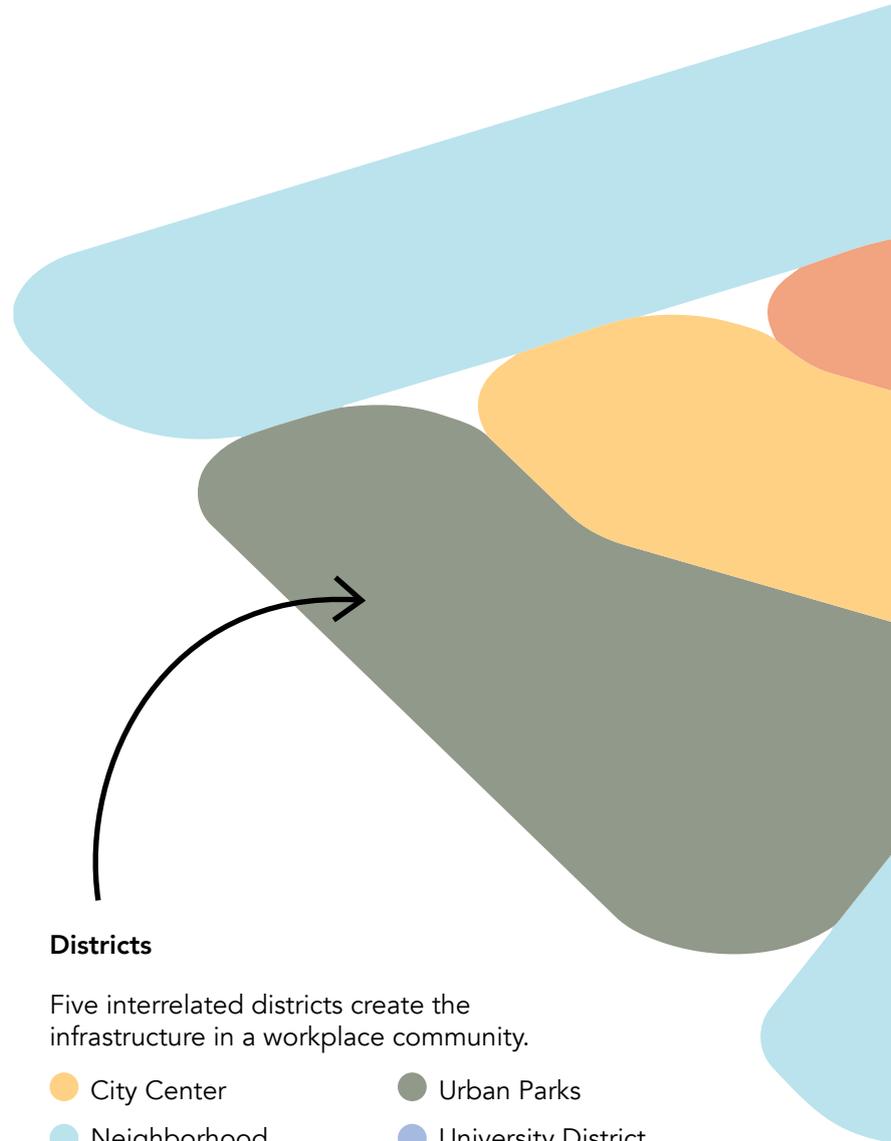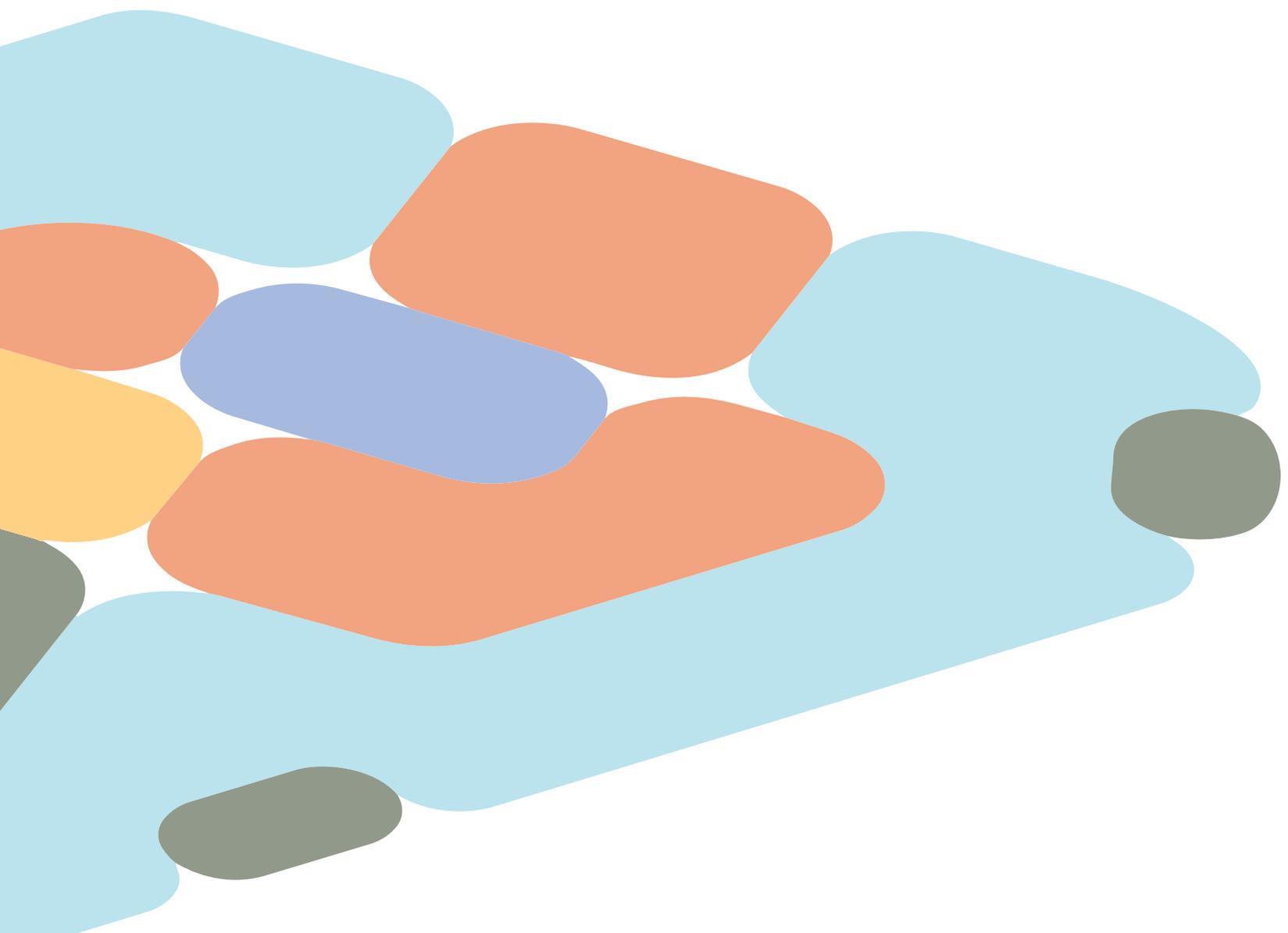

Districts

Five interrelated districts create the infrastructure in a workplace community.

- 🟡 City Center
- 🟢 Urban Parks
- 🔵 Neighborhood
- 🟣 University District
- 🟠 Business District

Community-Based Design is built on the foundation of five mixed-use "districts" that build the physical infrastructure for diverse types of work.

The result of this approach is a workplace that is flexible, adaptable and responsive to human needs.

As people work increasingly closely with AI, the workplace needs to be intentionally designed to be even more human-centered, which will help organizations reap the many benefits that humans bring to the new AI equation.

"What kinds of work will benefit an organization in the long term? **It's human curiosity, collaboration and creativity that create a competitive advantage.**"

Puzzle: The Connected Office: Tech Trends & Products
A Tangram Interiors Magazine