



BOEING FUTURE WORK



Changing Work Environment



Heritage Boeing Workspace

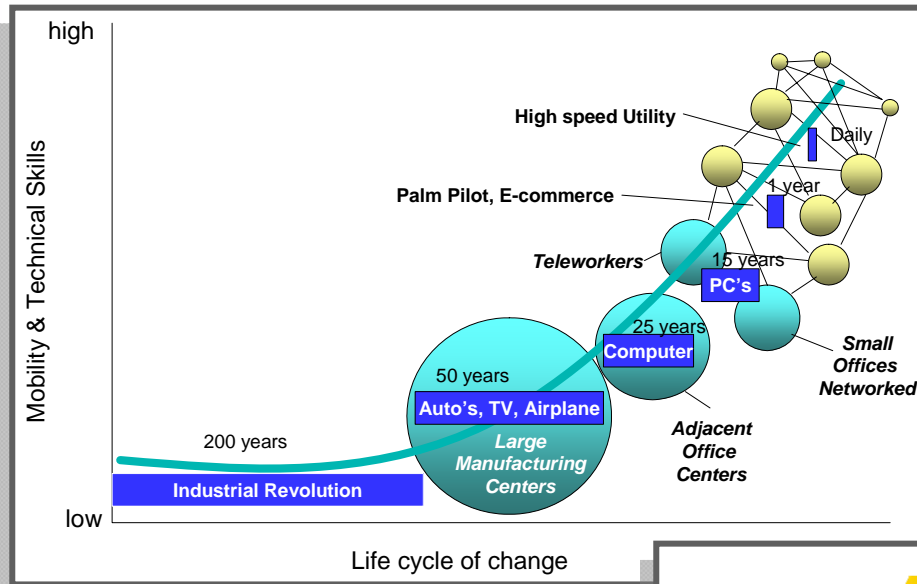
- More individual than collaborative
- Workstation-centric
- Traditional 8-hr workday
- Entitlement-driven

Current Boeing Workspace

- Collaborative focus
- Space allocation based on tie to the product
- Flexible workday and work location
- Organization-driven



Technology enabled a changing work environment

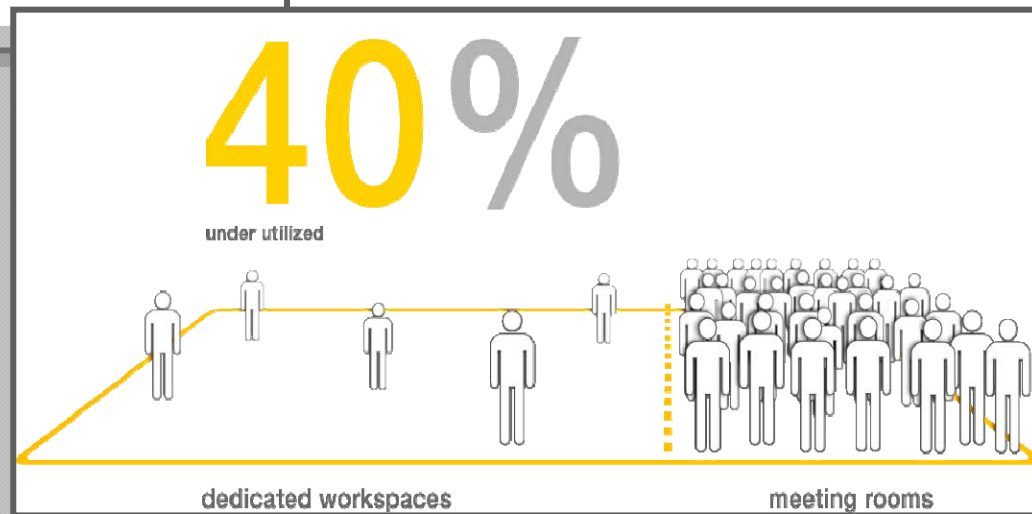


- Broadband technology has enabled a mobile workforce
- Work styles demand more collaboration
- Work practices don't always allow us to meet face to face

Employees want...

- Flex Time 59%
- Telecommuting 48%
- Paid Time Off 32%
(Community Service)
- Sabbaticals 23%

Spherion / Harris – Emerging Workforce Study



Three Elements Provide a perspective to the solution



Future of Work Solutions

Match the workplace to the work to the worker

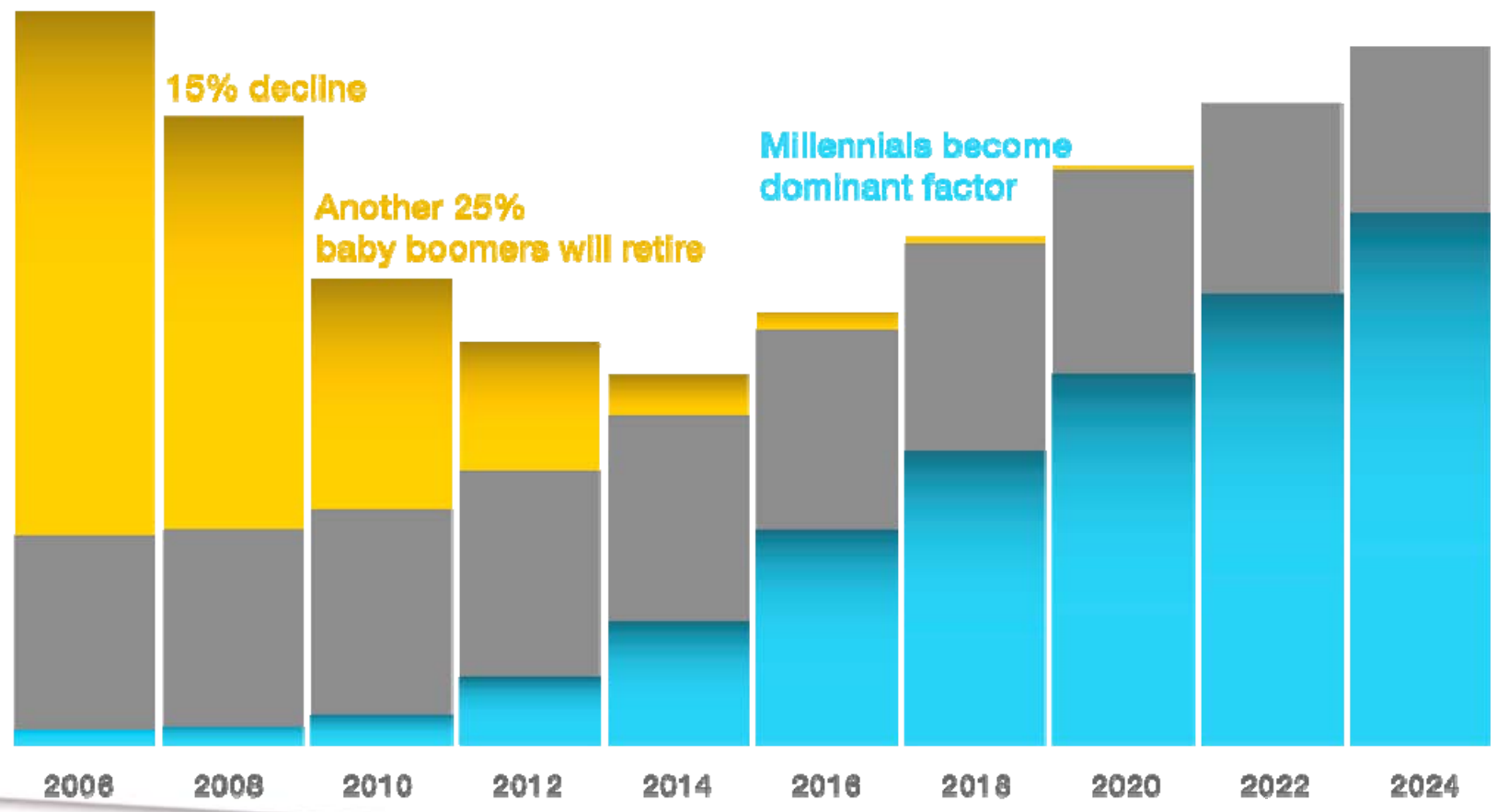


CALLISON



160 million
knowledge workers

Number of Knowledge Workers in the U.S.



15% decline

Another 25%
baby boomers will retire

Millennials become
dominant factor

CALLISON

Baby boomers

70% of workforce today



Work-Style: Team Coordinated

- Loyalty to the company
- Pride in accomplishments
- Delayed gratification
- Rewarded by entitlements

Space Type: Individual with collaborative

- Covets corner office
- Separate work & home life
- Measures value
- Go where they are assigned

Gen X

50% of workforce in 2010



Work-Style: Team inspired

- Loyalty to self and family
- Rewarded by recognition
- Search for utopia
- Conspicuous consumption

Space Type: Collaborative with Individual

- Individual benefits
- Emphasis on appearances
- What's in it for me?
- Looking for perfect match

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Millennials

Dominating workforce by 2016



Work-Style: Team Designed

- Loyalty to community
- Work / life balance
- Social network
- Instant gratification

Space Type: Collaborative

- Work, home, community = one
- Collaboration a must
- Non-visual communication
- Expect to be catered to

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Future of Work



Work Process



Partnerships



Education



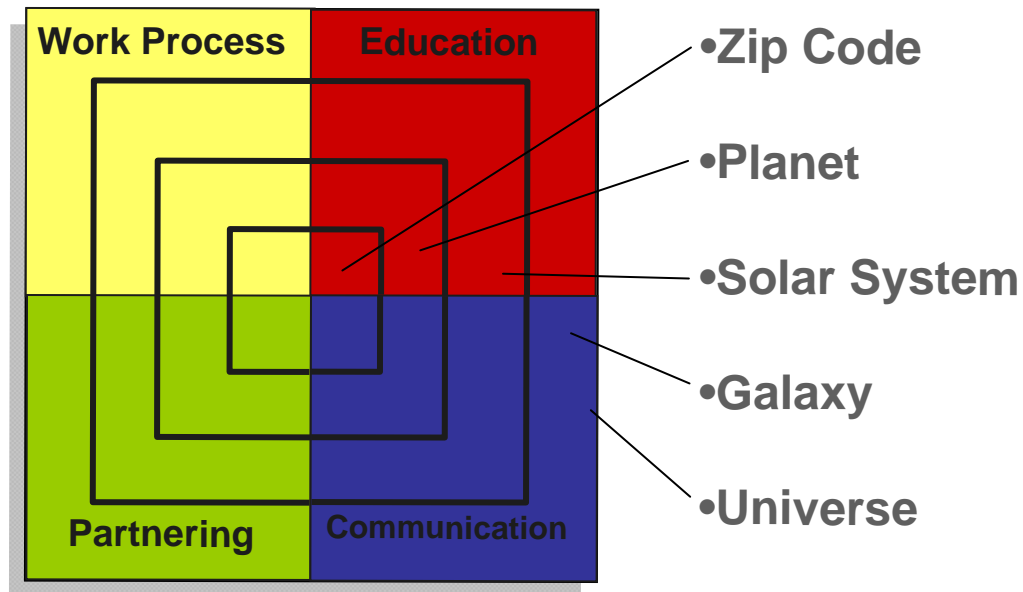
Communication

Roadmap to the Future

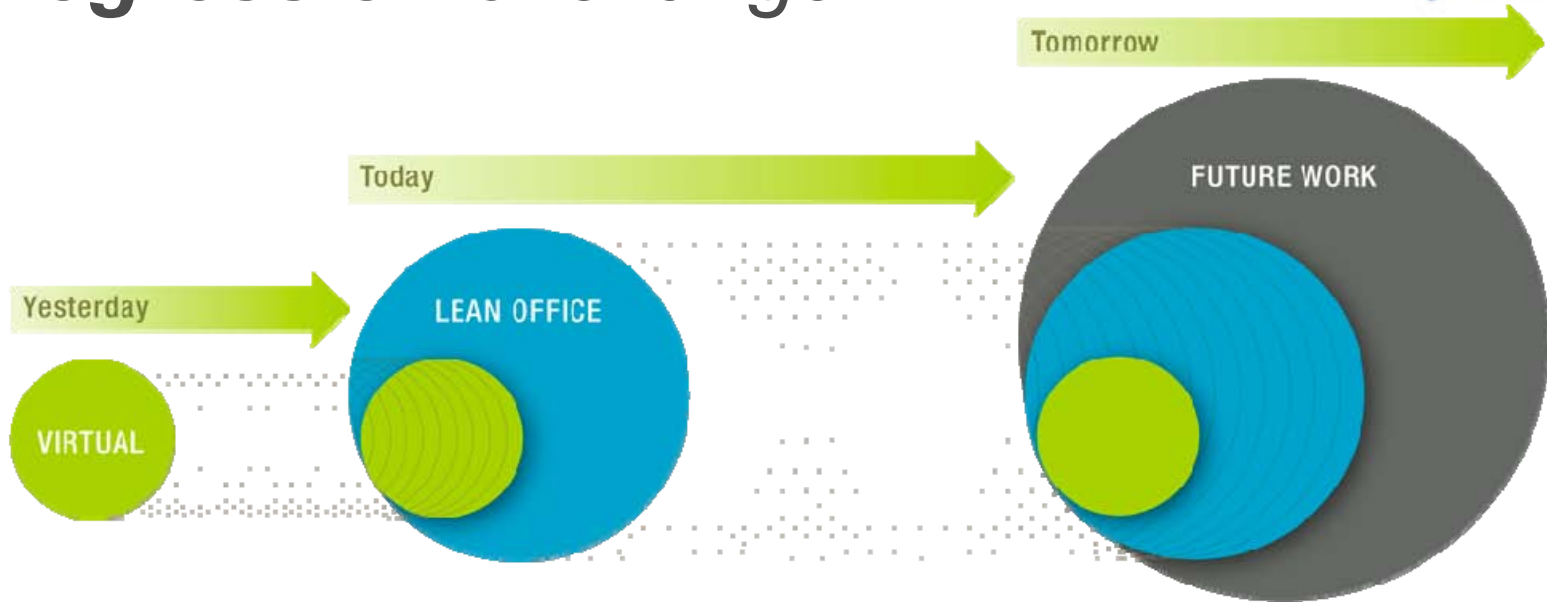
The Four Elements:

- Work Process
- Education
- Partnering
- Communication

Levels of Implementation:



Progression of change



Virtual Office

- > 15% of current workforce participates
- 21 Hoteling Centers
- 100K SF of Hoteling = 1M SF of traditional office
- > 2,000 teams with virtual workers

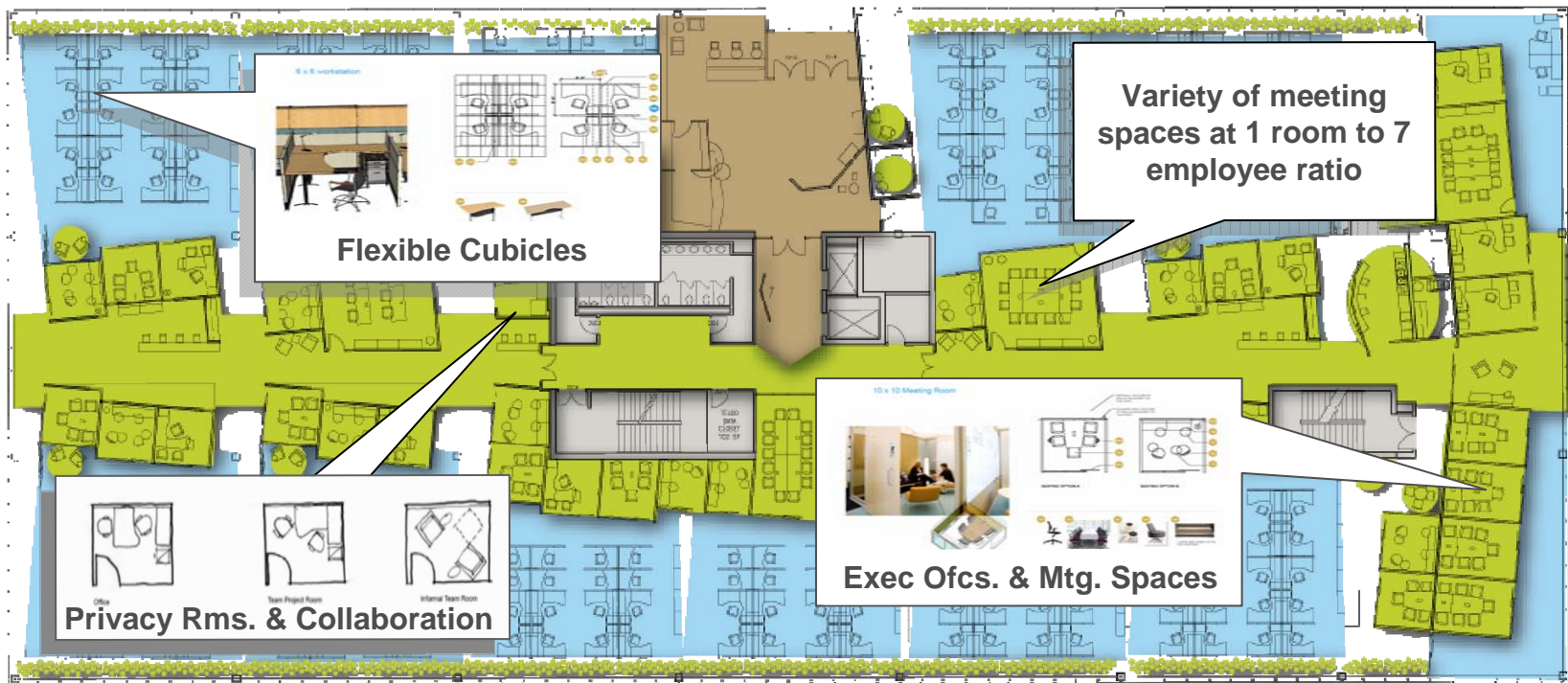
Lean Office

- Up to 30% reduction in Real Property
- Shifting to collaboration over individual spaces
- Focus on Communication Leverage partnerships
- Captures space from telecommuters willing to give up their desk

Future of Work

- Attract / Retain future workforce
- Create a 'Boeing Community'
- Bringing life to work Holistic focus
- Up to 30% reduction in Real Property

Universal space standards



Entry

main arrival to the site

Path

primary circulation corridor

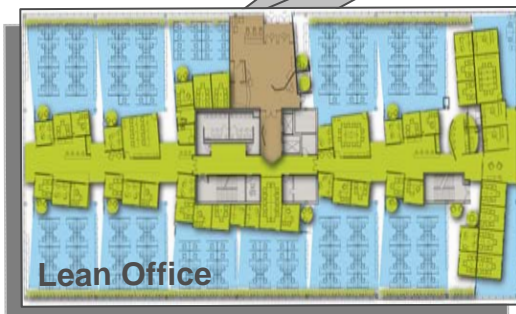
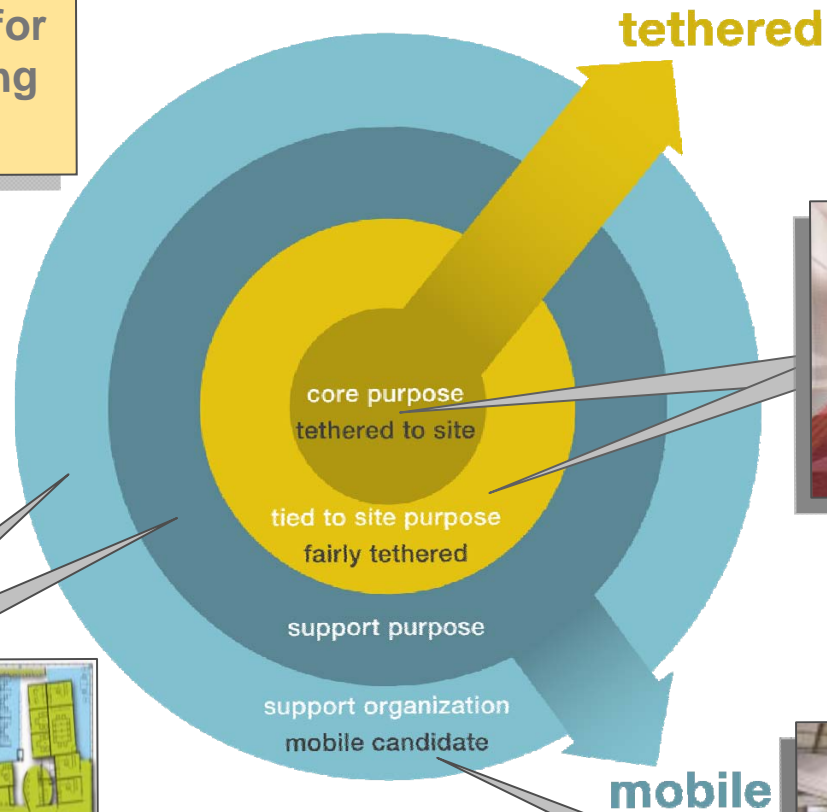
Focus

workstation and office

Enhancing current concepts

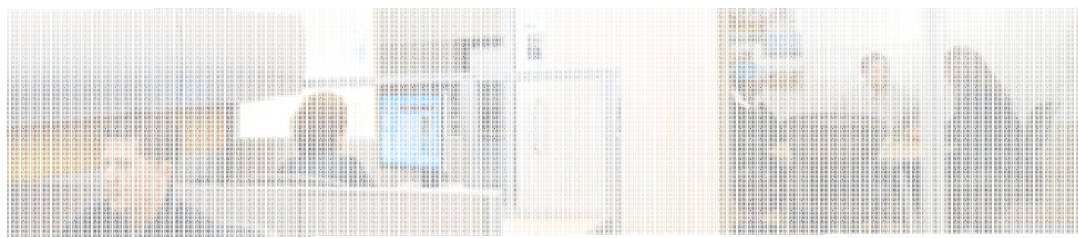


Use the right space for the type of work being accomplished in it





Future of Work



Work Process



Partnerships

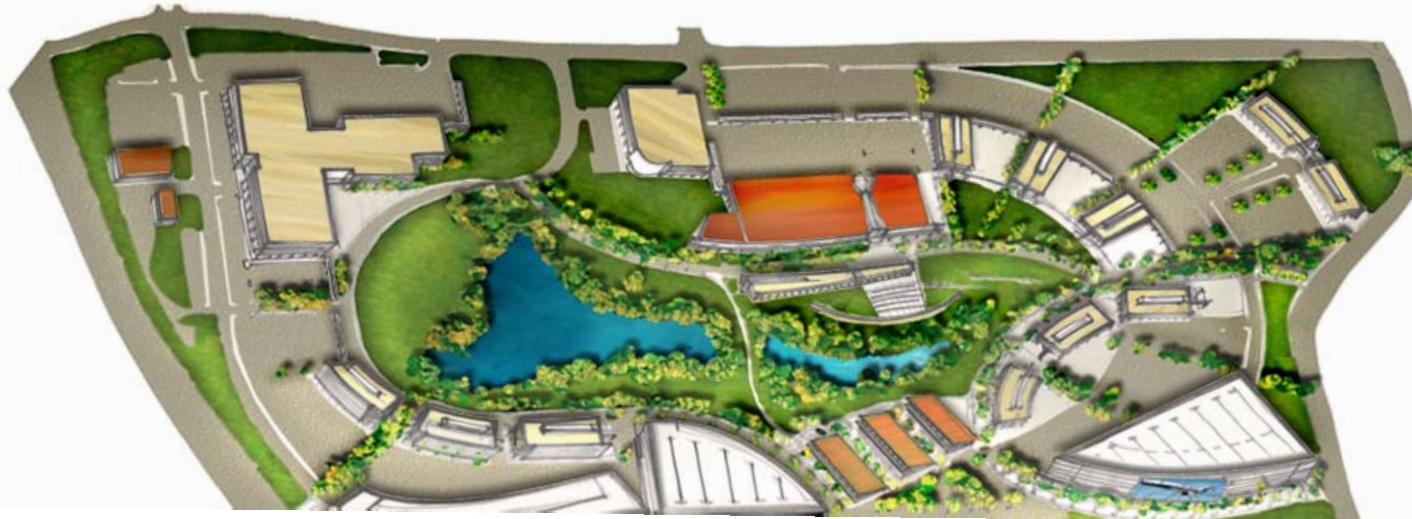


Education

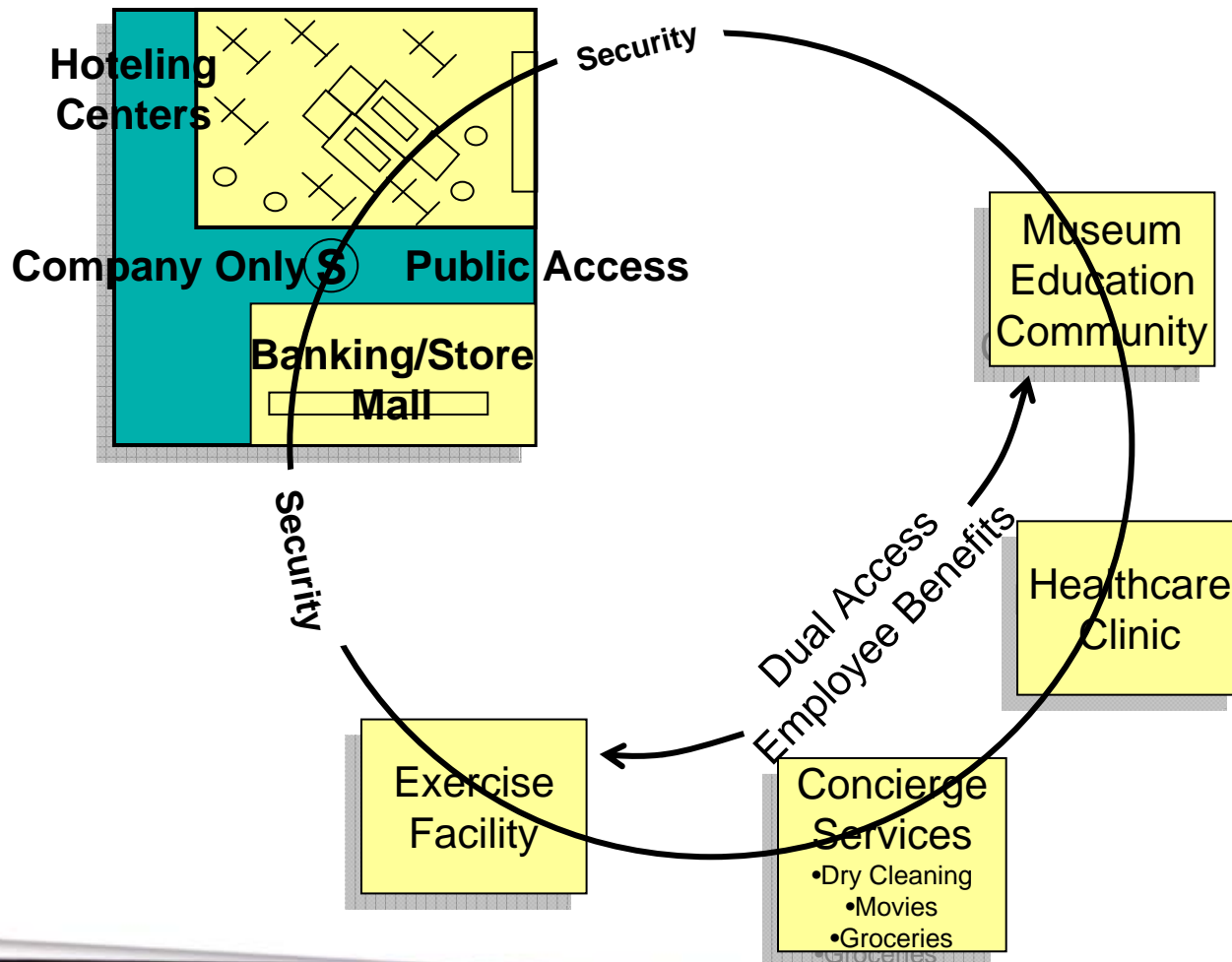


Communication

Holistic Life Elements "The Universe"



Whole life necessities through risk-sharing partnerships



Fostering a culture of learning *to create opportunity – outside & within the company*

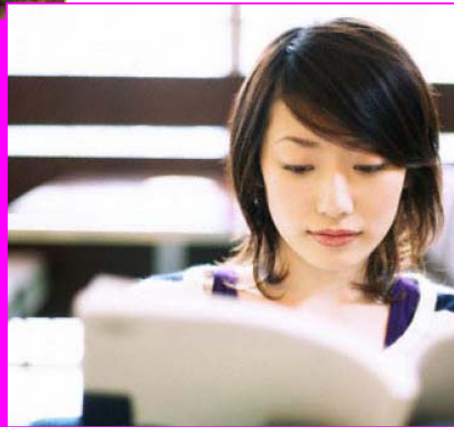


K-12 Education Programs

- *Secondary educational programs that involve Boeing employees as teachers.*

Higher Education

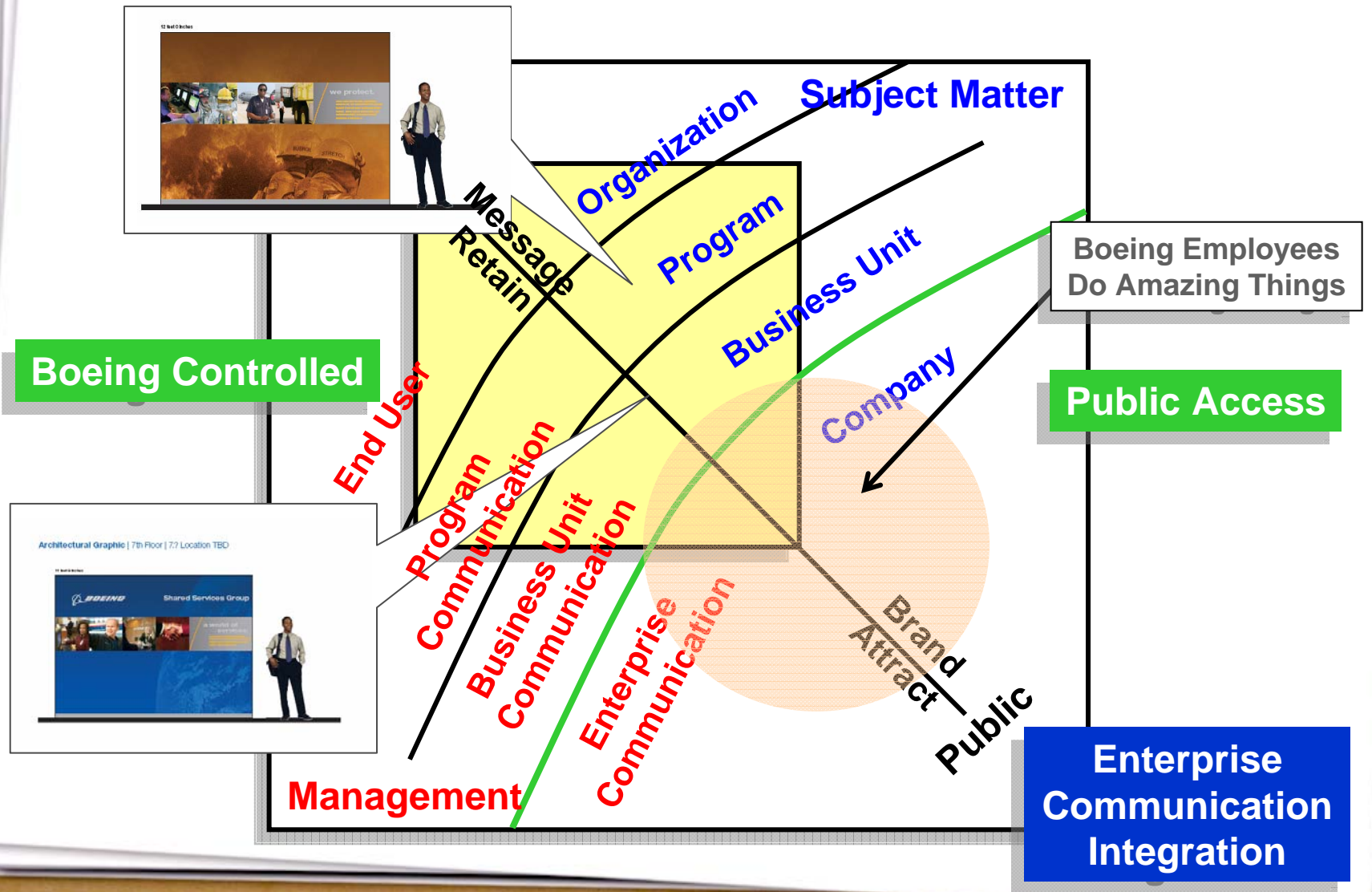
- *Industry benchmark offerings to student in higher education that include internships, scholarships, and competitions*



Learning Training Development

- *A robust LTD program that not only includes technical training, but also includes social development and relating courses*

Communication: Stratified Messages







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