

MillerKnoll Expands Research-Backed Workplace Planning Guidance to Support Employee Wellbeing

New playbook focuses on menopause-specific guidance while reinforcing MillerKnoll's broader approach to designing adaptable, people-first spaces



ZEELAND, Mich., October 1, 2025— MillerKnoll continues to build on its research-driven approach to workplace planning to help organizations support employee wellbeing. Grounded in decades of insights, MillerKnoll's approach addresses mobility, sensory processing, hormonal health, neurodiversity, and more, reflecting its commitment to designing spaces that adapt to people, not the other way around.

As part of this effort, MillerKnoll has introduced a new playbook focused on an often-overlooked workplace challenge: menopause. Informed by two years of expert consultation, discussions with MillerKnoll's Women's Business Resource Group, and customer workshops, the playbook offers organizations practical strategies to support employees navigating perimenopause, menopause, and post-menopause. Despite affecting half of the world's population¹, menopause remains one of the most overlooked and often stigmatized realities of working life. The stakes are high: U.S. companies lose nearly \$1.8 billion in productivity each year due to menopause-related challenges.²

"We've all seen headlines about menopause in the workplace, but too often the solutions stop at desk fans to address hot flashes," said Rebecca Greier Horton, Senior Insights Strategist at MillerKnoll. "Most employees experiencing perimenopause, menopause, or post-menopause also want flexible, comfortable environments to help support the dozens of other symptoms associated with these life stages."

Developed by MillerKnoll's Global Research & Planning team in collaboration with its Women's Alliance Business Resource Group, and menopause consultant Kate Usher, this new approach explores how physical space can better support employees experiencing menopause through subtle design details as well as broader planning and policy strategies. It also demonstrates MillerKnoll's commitment to collaboration, incorporating input and feedback from its own employees to create solutions that truly work.

The result is a set of environmental recommendations focused on sensory comfort, mental wellbeing, privacy, and personal control—elements that can be seamlessly integrated into everyday office life. From adjusting lighting and airflow to creating respite zones within open plans, flexible wellness spaces, and outdoor access, the approach offers practical applications that not only benefit women in these life stages, but many others who can also benefit from these spatial improvements. These strategies enhance the workplace for the broader workforce, while intentionally removing barriers for employees whose needs have historically gone unaddressed.

Explore the full guidance and detailed design examples in MillerKnoll's article [linked here](#).

About MillerKnoll

MillerKnoll is a global collective of design brands built on the foundation of two icons of modernism: Herman Miller and Knoll. The portfolio also includes furniture and accessories for commercial and residential spaces from Colebrook Bosson Saunders, DatesWeiser, DWR (Design Within Reach), Edelman, Geiger, HAY, HOLLY HUNT, Knoll Textiles, Maharam, Muuto, NaughtOne, and Spinneybeck | FilzFelt. Guided by a shared purpose—design for the good of humankind—MillerKnoll generates insights, pioneers innovations, and champions ideas to better align spaces with how people live, work, and gather. In fiscal year 2025, the company generated net sales of \$3.7 billion. For more information, visit millerknoll.com.

¹ United Nations, Department of Economic and Social Affairs, Population Division. World Population Prospects 2024.

² Faubion, Stephanie S., et al. "Impact of Menopause Symptoms on Women in the Workplace." Mayo Clinic Proceedings, Volume 98, Issue 6 (2023): 833-845.

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