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2018 Real Estate Spring Conference
Workforce Challenges: How Innovation Can Help

THE SMRT STORY



Culture

Smarter together
Own your career and live it here
Committed to transparency



Knowledge

Specialized Environments
Niche Expertise
Knowledge Sharing



Performance

Measured and Continuous Growth
Optimizing Our Resources
Navigating Change



Delivery

Integrated Teams
Geographic Reach
Early Adopters



CORE VALUES

SMRT is a culture of listening and communicating directly and openly. We value collegiality, individual and collective energy, leadership and innovation. We build successful partnerships with our clients through creativity, timely response, hard work and financial performance which leads to success for all. This culture is the foundation for our Core Values:

Design Excellence

Resilience

Integrity

Community

ARCHITECTURE

ENGINEERING

PLANNING

INTERIORS

ENERGY

smrtinc.com



Workforce Challenges: How Innovation Can Help



Culture



Smarter together

We are hardwired to collaborate. Our commitment to partnering and teaming stems from our belief that we are smarter together.

Own your career and live it here

We create opportunities for our staff to hone their expertise and advance their careers here with no barriers to growth and success.

Commitment to transparency

We are committed to sharing information about firm performance and strategy on a continuous basis because our employees deserve to know.

Knowledge



Specialized environments

We are the go-to design firm for high performing, programmatically complex environments.

Niche expertise

We are focused on five core markets. Our subject matter experts in each market bring best-practice solutions to our clients.

Knowledge sharing

We are committed to broadly sharing knowledge across the firm and in the industries we serve, positioning our clients for success.

Performance



Measured and continuous growth

We target measured growth, creating opportunities for employee advancement and increased project complexity and size.

Optimizing our resources

We are committed to “green for a reason,” providing integrated design solutions that optimize energy and resource consumption.

Navigating change

We embrace change, understanding that the ability to pivot and course correct is a cornerstone of success in our industry.

Delivery



Integrated teams

We are committed to providing integrated A/E services because they bring value to our clients and satisfaction to our employees.

Geographic reach

We are committed to our offices in Maine, New York and Massachusetts and to sharing work across these offices.

Early adopters

We are early adopters of alternative project delivery methods: CM, DB and IPD. We view contractors and owners as true partners.

Workforce Challenges: How Innovation Can Help



Waste in Design & Construction



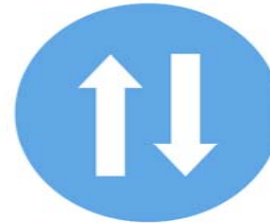
REWORK

Efforts required due to incorrect information and defects



DRAWING DUPLICATION

Wasted resources documenting the same information multiple times



MOTION

Unnecessary movement of people or materials



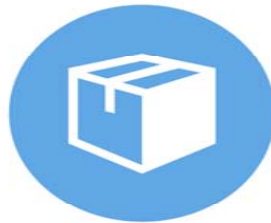
WAITING

Wasted time waiting for decisions or the next step in design or construction sequence.



TRANSPORTATION

Unnecessary transport of products and materials



INVENTORY

Excess materials stored on site



TALENT

People's skills and knowledge not used to full potential



EXTRA PROCESSING

Documentation or detailing at a higher level than required

Workforce Challenges: How Innovation Can Help



MaineGeneral

Alfond Center for Health – Augusta, ME

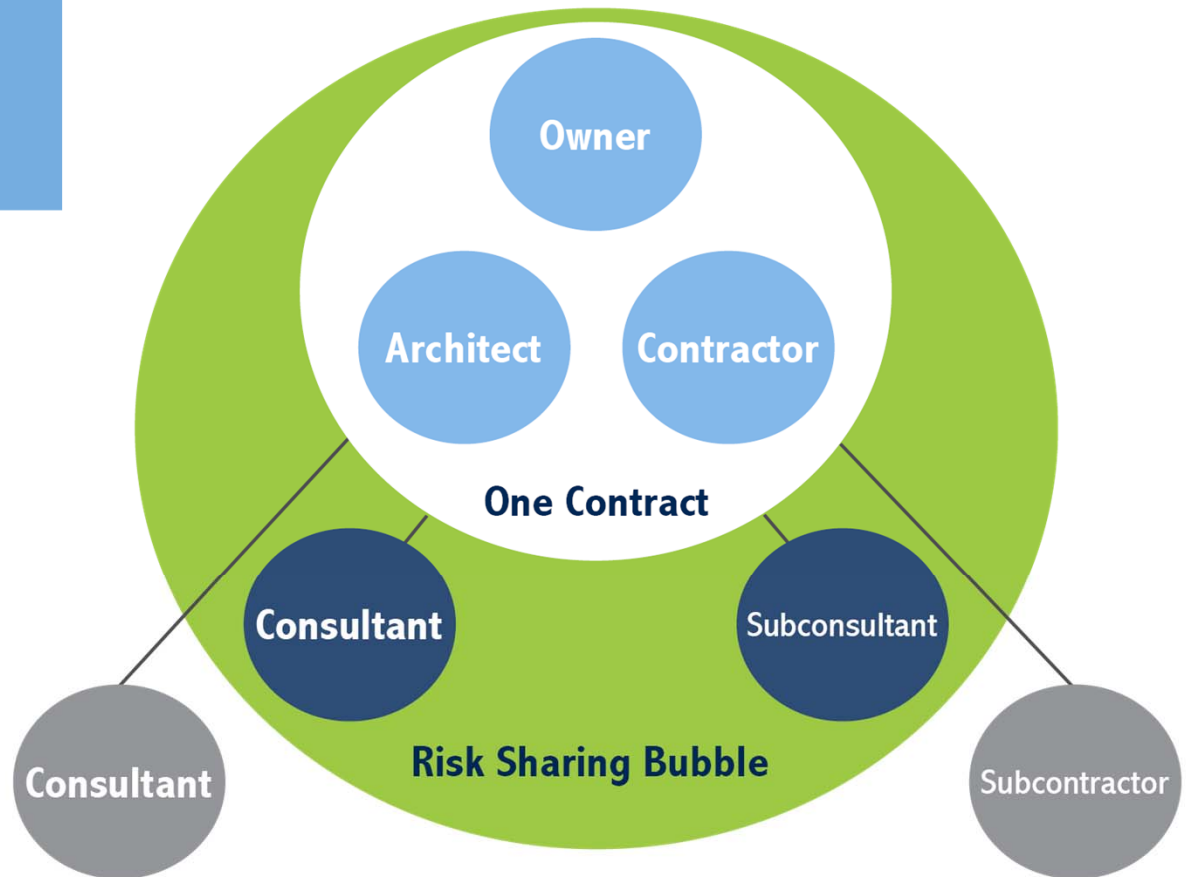


W o r k f o r c e C h a l l e n g e s : H o w I n n o v a t i o n C a n H e l p



Integrated Project Delivery

Risk Sharing



Workforce Challenges: How Innovation Can Help

Alfond Center for Health

Results

Construction Schedule

Contractor Estimate:

36 months

Actual Schedule:

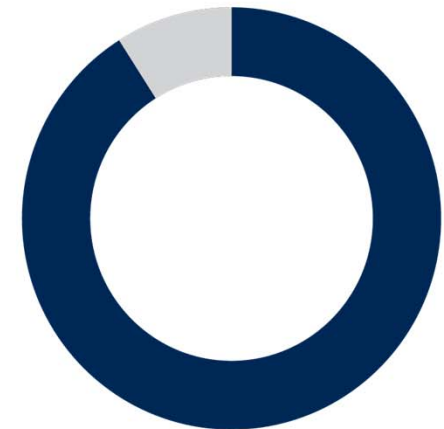
24 months

Time Saved

OCIP Savings



91% Local Participation

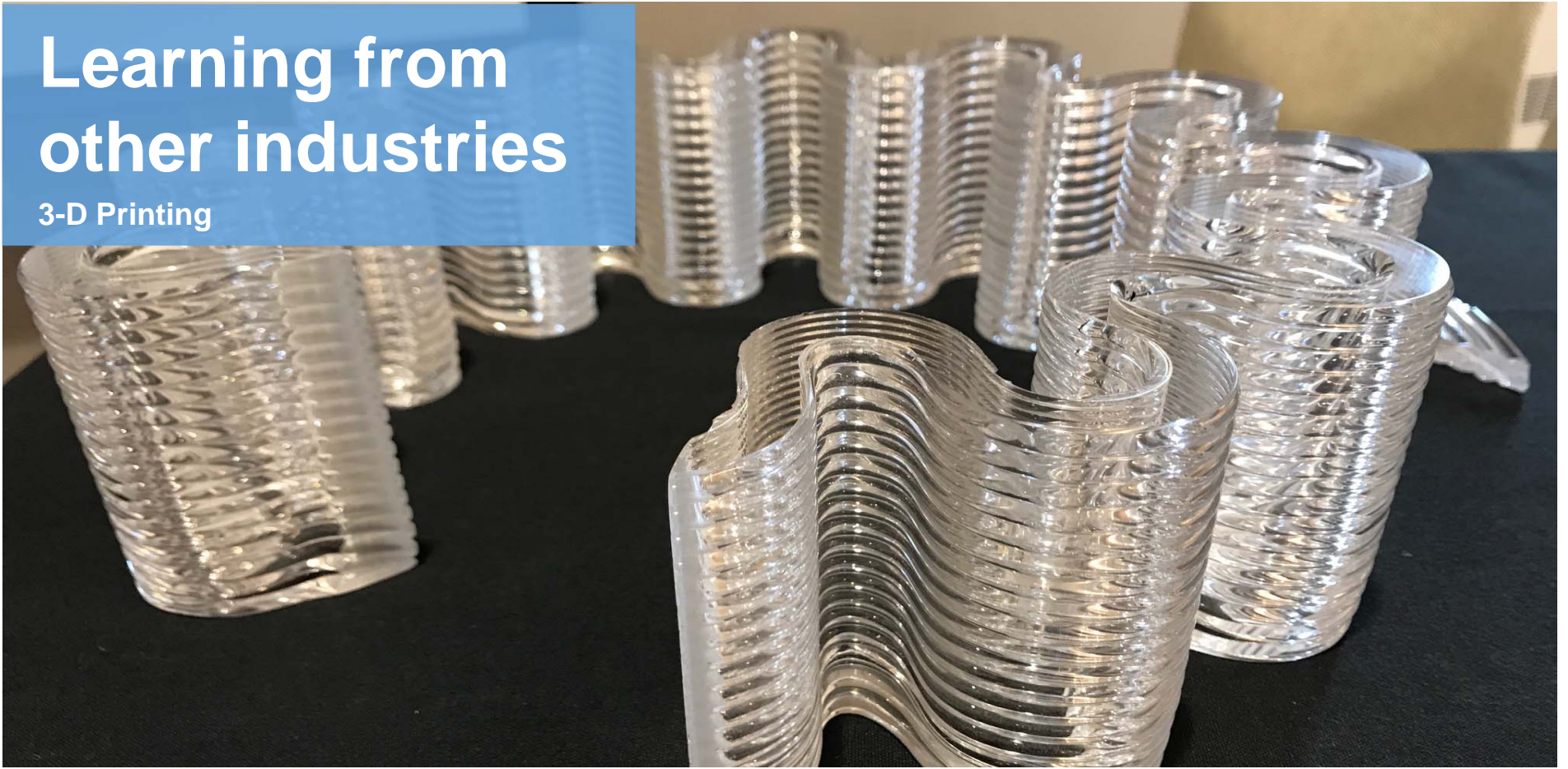


Workforce Challenges: How Innovation Can Help



Learning from other industries

3-D Printing



W o r k f o r c e C h a l l e n g e s : H o w I n n o v a t i o n C a n H e l p



Learning from other industries

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W o r k f o r c e C h a l l e n g e s : H o w I n n o v a t i o n C a n H e l p

