

Eeeeeek!!

Workplace Strategy vs. Corporate Culture

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Strategy Principles

Enhance employee **engagement**

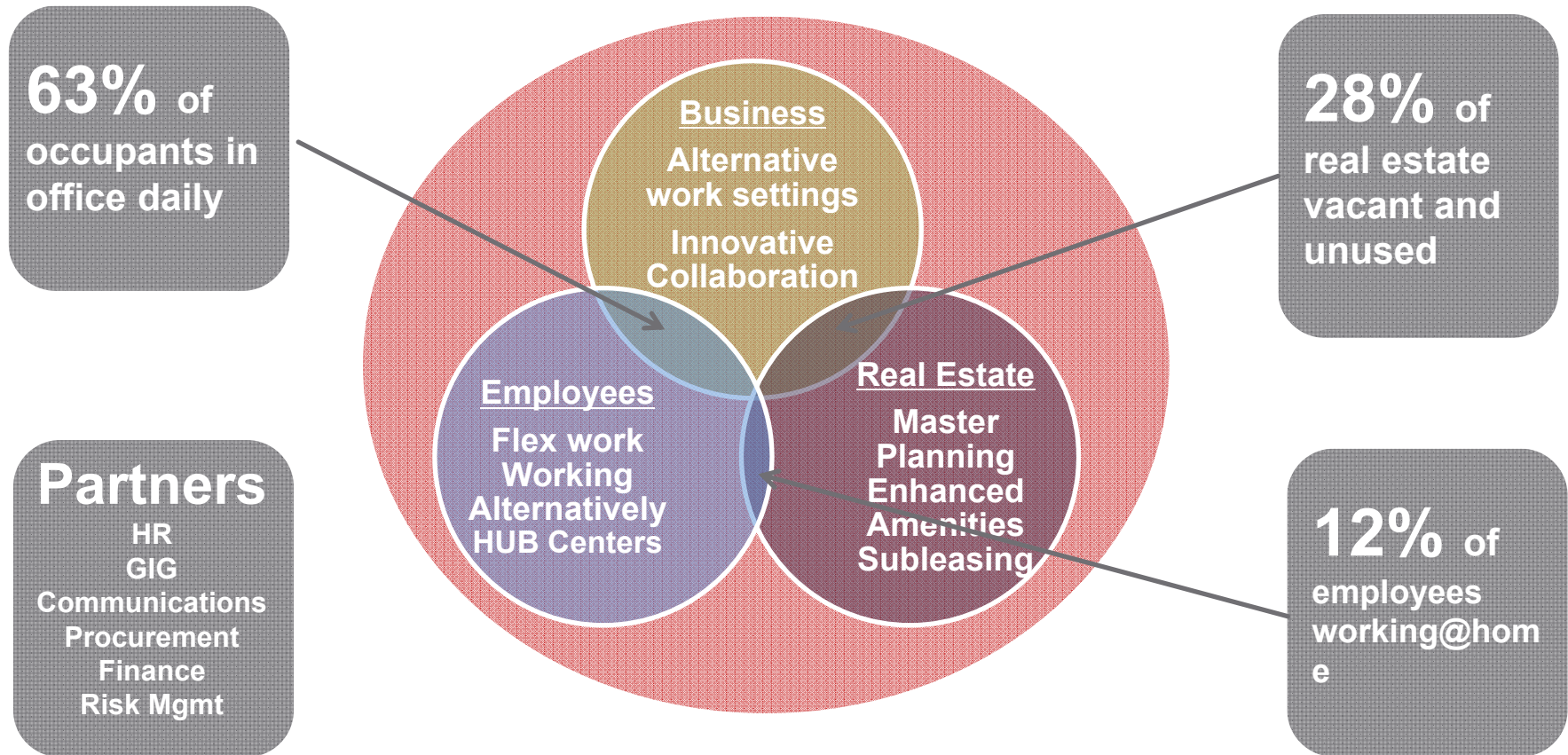
Cultivate employee **innovation** and **collaboration**

Create **flexible** environments for better productivity

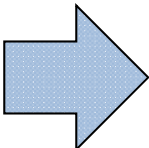
Align **resources** efficiently and reduce annual expenses

Establish partnership team to drive **evolutionary** change

Concept

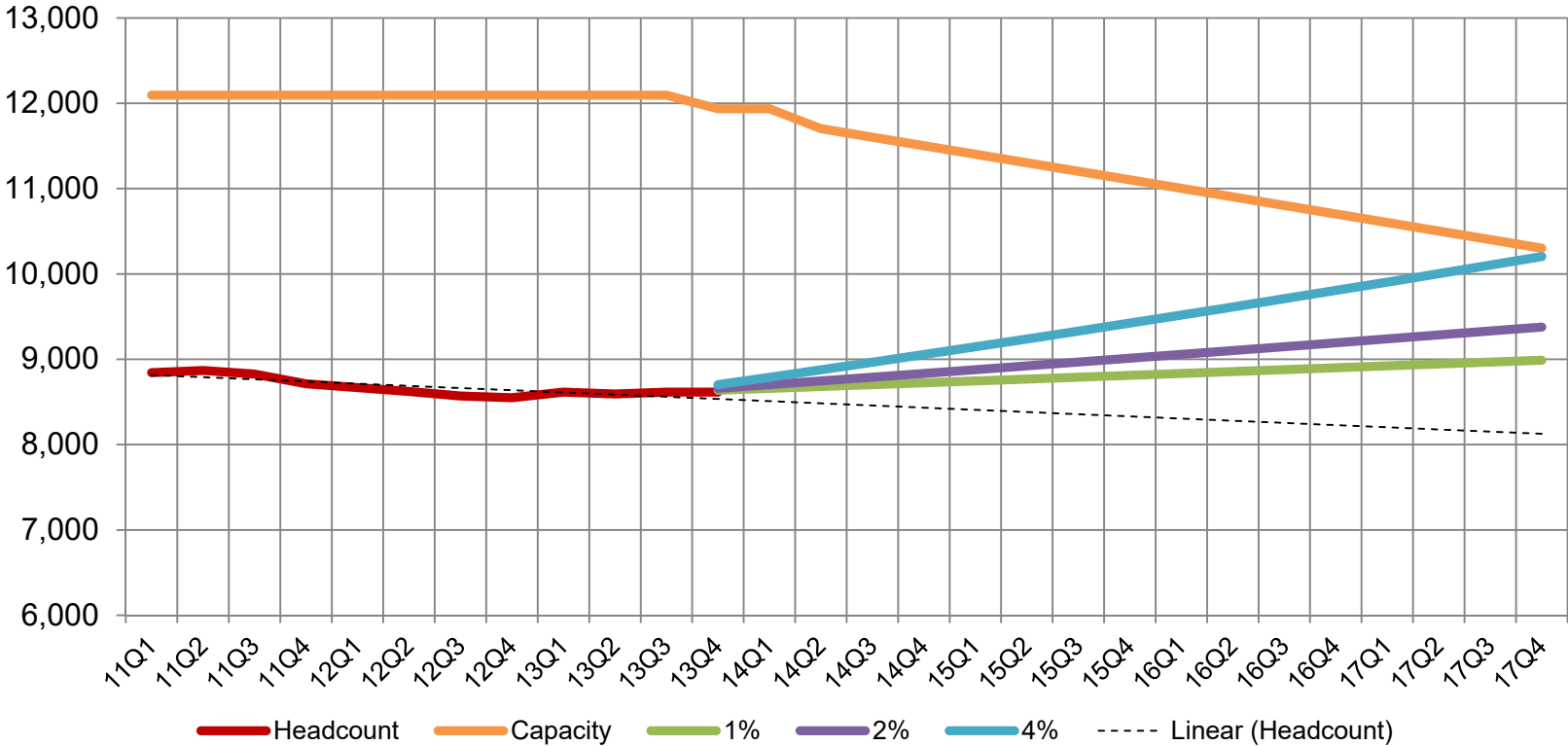


28% of workspaces are vacant



\$15.5 MM value of vacant space annually

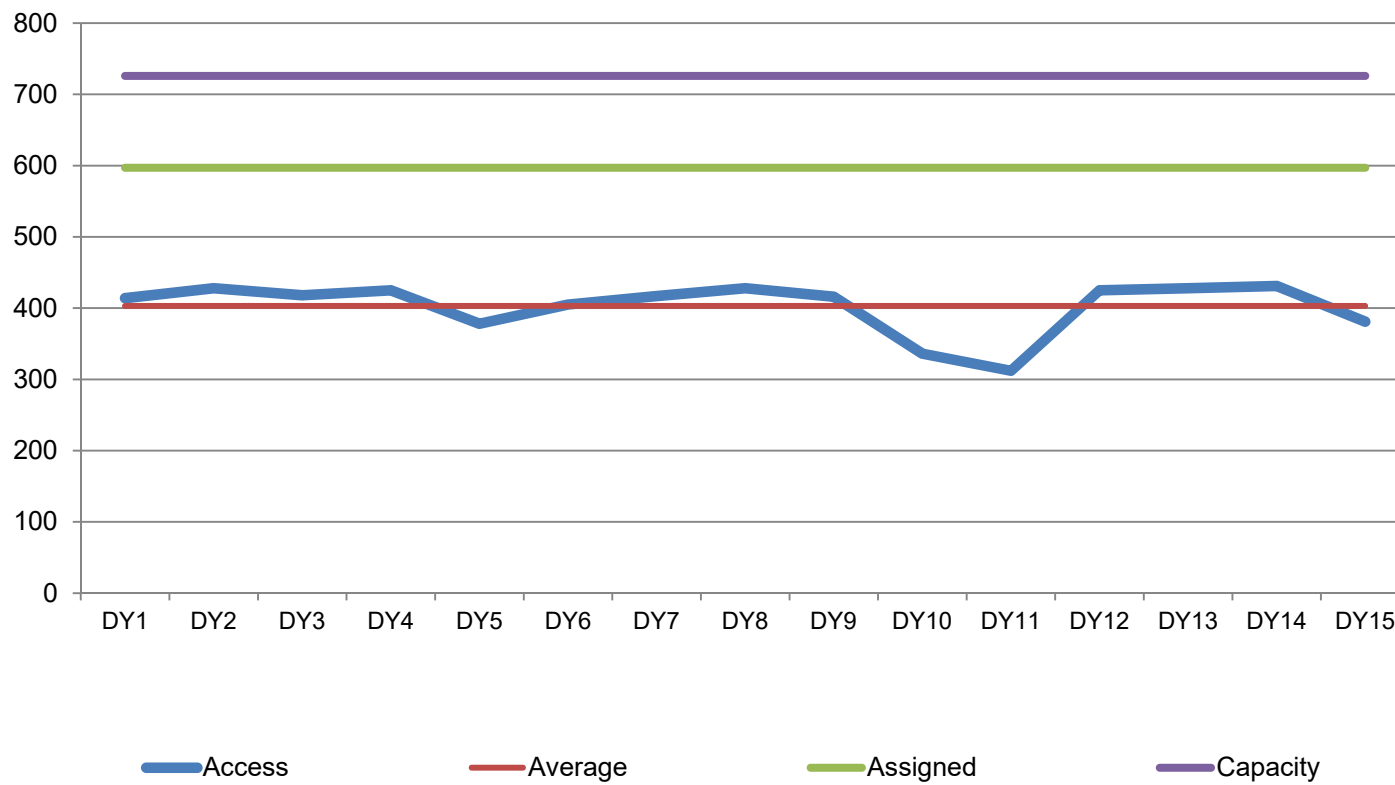
Capacity Roadmap



82%
Occupancy
Ratio

63%
Utilization
Ratio

Measuring to Manage

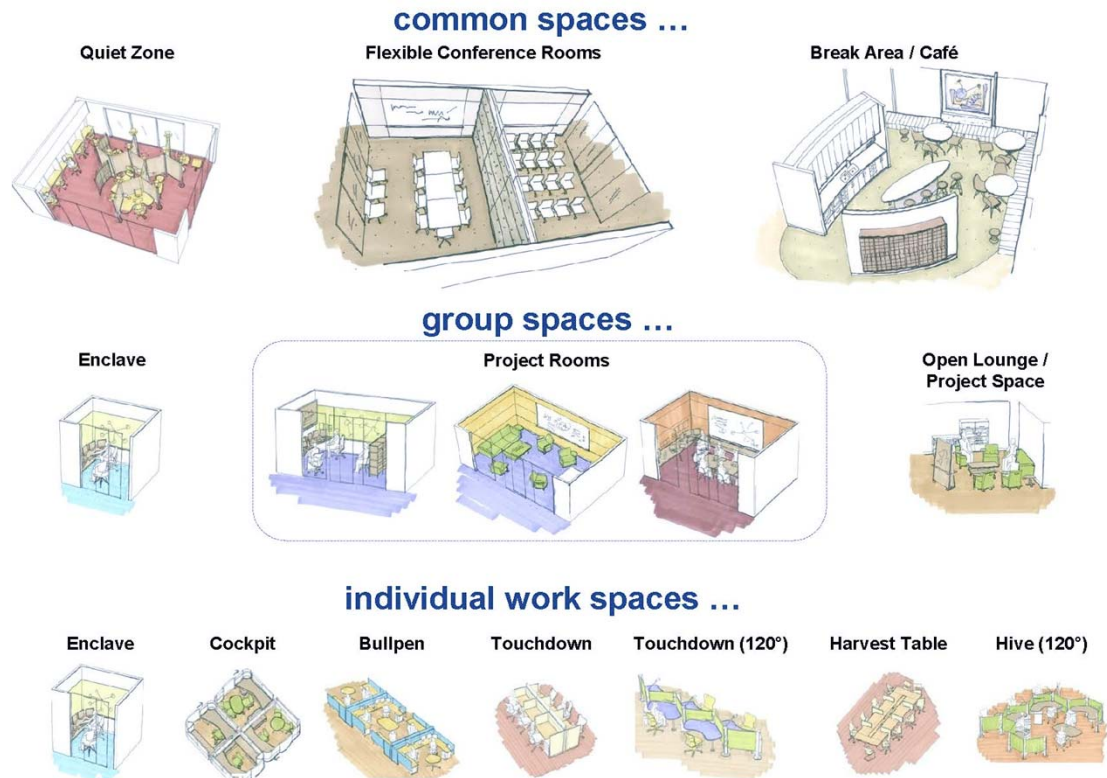


Workplace Toolkit

Space Functions

Work settings as building blocks configurable to align business requirements

Targeted allocation metrics to drive efficiency



Experience

Each solution will have a mix of the toolkit

Exploit technology to ensure flexible work (IM, WIFI, Displays, Video)

Explore amenities that align with HR Wellness and Employee convenience

Maximize flexibility, optimize deployment speed, minimize disruption and promote a positive change experience

Establish messaging around the “WHY”

Effectiveness

Migrate all “Me” seats to single solution fit for purpose

Maximize daylight by locating hard elements for Focus and Team spaces at the center of the floors with diversity of work solutions along perimeter

Implement shared Environment impact and Sustainability

Ensure diligence around fit for purpose to address unique needs

Efficiency

Target greater than a 1:1 assigned seat ratio

Work @ Home employees would be accommodated in Touchdown space

Don't build for growth and drive higher seat ratios

Employees working in the office less than 3 days a week will not have a dedicated seat

Remove redundancy and drive variable requirements to Touchdown space

All options are built from the same toolkit that are interchangeable

Intermix existing product with new deployment to extend investment

Equity

Leadership support for driving consistency

Challenge all requests for “special circumstances”

Agree on universal issues that will diffuse exceptions

Engagement

Formalize change management and dedicated resources

Explore multiple sources to promote the initiative and efforts

Human Resources establishes dialogue at on-boarding meetings

Push technology refresh for flexibility to all employees

Implement complementary projects to integrate the transformation

Determine work categories (Resident/Flex/Mobile) and ensure documented

Knowledge

Teach stakeholders something they don't know

Never talk about cost or space density

Start with the problem and not the solution

Get stakeholder involved to create the solution

Educate around the obvious

What is the change and when is it happening?

Why is the change happening?

How will it impact me?

What will I need to do?

Summary

Power of influence and demand for innovation to enhance productivity

Deploying technology solutions that are aligned with workplace strategy principles and cost effective

Building a toolkit that is flexible but encompassing

Provide real world experiences (good and bad) around implementation and change management

Managing continuous improvement after the shine has faded

Thanks!

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APPENDIX





APPENDIX

