

WORKPLACE STRATEGY



Most organisations recognise that their buildings represents a significant business overhead. Often the space has changed organically through growth and acquisition or through consolidation. In many instances, as a result of these changes the portfolio no longer meets the needs of the business or supports its operations and workforce.

Equally keeping up with the advances in technology and changing working practices required by the business can be hampered by an inflexible or poorly planned workplace.

The introduction of more flexible ways of working, often referred to as smart, modern, agile or new ways of working, can mean different things for each organisation. For some, it is a way to reduce real estate costs; for others, internal and external mobility is part of a wider strategy to support service delivery and employee flexibility.

Whilst a relatively simple concept, implementing a change in working can be anything but. It requires careful coordination of space, technology, people policies and protocols and as a result, it often faces resistance and a misunderstanding of what it really is.

When successfully delivered, the benefits of a workplace piece to the organisation can be significant, not only leading to a reduction in the overall property footprint, but also benefits linked to the workforce and wider business. These include reduced workforce costs (recruitment / attrition and absence) , increased productivity, greater wellbeing and increased cross organisation engagement.

iPWC's key factors to achieving success:

BUSINESS LED SOLUTIONS

To be successful all aspects of a property & workplace change should be driven by your strategic business needs & objectives.

WORKPLACE DESIGN

The workplace design should be tailored to suit the needs of your business & workforce activities; don't imitate other workplaces, there is no 'one size fits all' approach.

LEADERSHIP

Any change needs to be led from the top. The senior management team should not only buy into the change but champion the necessary behaviours at all times.

COMMUNICATION & ENGAGEMENT

At the heart of any successful property & workplace change is an effective engagement & communication plan involving all those impacted.



OUR APPROACH.

We specialise in the development and implementation of accommodation solutions that deliver innovative and effective workplace environments within an overall property strategy that is aligned to your business needs.

Not sure where to start?

Every project is a journey, however sometimes it's difficult to make a start in the right direction, even though you know you have to make a move, but you don't have the necessary details to hand; even if you did, you're not entirely sure about how to get where you are going to....Sound familiar?

Our Process

Our process includes four key stages or activities to progress a Workplace solution. Each step plays an important role in defining the solution, based on evidential data and an open and honest dialogue. Each project is tailored to suit the level of engagement, project drivers & desired outcomes

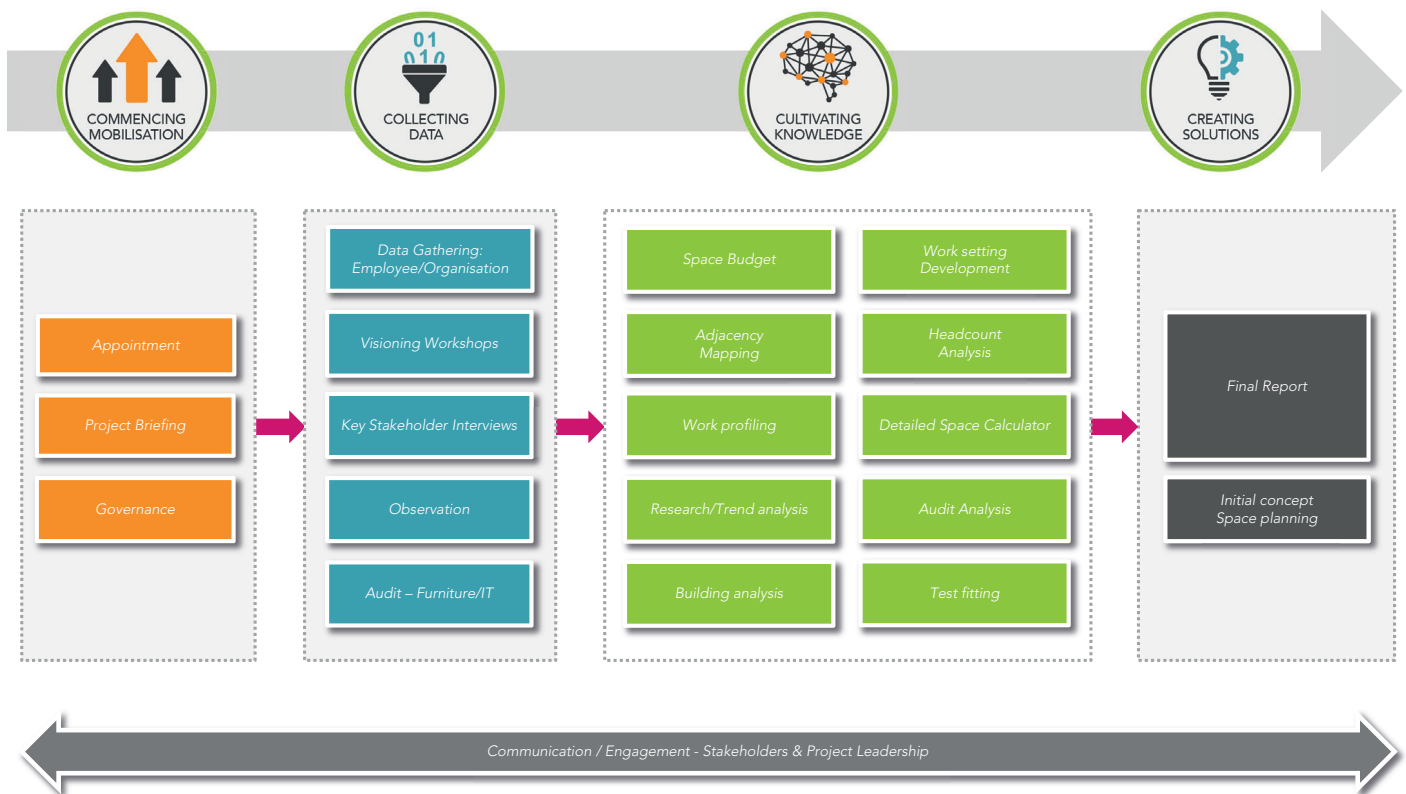


KEY BENEFITS OF A STRATEGY PIECE

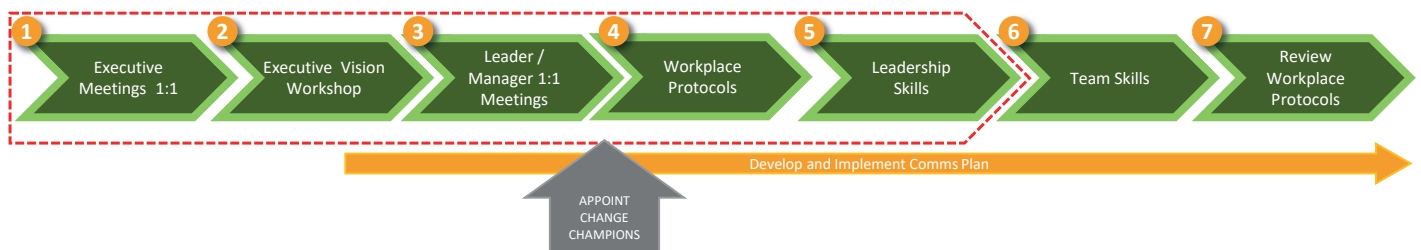
- Space optimisation
- Alignment of physical workplace, work flows & culture
- Employee buy-in to solutions

THE DELIVERABLES.

A full workplace piece or a tailored lighter version will depend on the project drivers & desired outcomes. The following menu of services & deliverables can be tailored to suite each project.



THE CHANGE PROCESS.



KEY BENEFITS OF OUR APPROACH

- Key sponsor buy in
- Pragmatic approach ensures all expectations are managed with regards to key dates & deliverables
- Employees engaged in the process which leads to greater 'buy-in' to the end solution

WORKPLACE OPTIMISATION & CHANGE EXPERTS

We improve how your business works.

We ultimately boost your output because of high performing ways of working and we guide you through the change program.

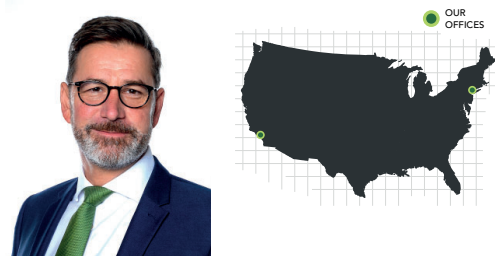
All so that your people can perform at their best.



Mark Bradshaw
Director iPWC Ltd

Mark enjoys nothing more than being involved in complex property and workplace projects requiring senior stakeholder engagement and management when creating or implementing estate strategies or agile working initiatives.

Mark has extensive experience of strategic real estate and workplace programme, project and operational management. This includes directly supporting many UK government departments in addition to working across the professional, technology, defence, financial and legal service sectors.



David George
MD iPWC Ltd

David's real passion is helping organisations create great places to work for their people, and doing it in a way that's best for both the employees and for the business - based on evidence. David has extensive experience in defining, developing and designing real estate and workplace strategy and change projects for occupiers.

David is equally at home working with the C-suite, engaging and securing support for a major project, initiative and strategy or enabling delivery teams.



Marissa Wallder
Associate Director

An interior designer, with over 20 years experience in workplace design. Marissa brings creativity, intrinsic critical thinking skills & a collaborative approach to every project she participates in - taking pride in creating great spaces that work for stakeholders & users alike.

Marissa has an in-depth understanding of work spaces & works with organisations to define requirements, exploring opportunities to ensure that their culture & processes are fully aligned & supported. Allowing people to focus, collaborate, develop solutions & exchange ideas, reflecting brand, values and vision of the business & a place people want to come to work.



Mbali Chaise
Senior Consultant

A skilled & passionate workplace consultant, specialising in design, workplace strategy, management consultancy & organisational change. Mbali has experience in implementing successful workplace change initiatives through the medium of strategic spatial design & behavioural change within the private sector, spanning various industries, including banking, media, retail & pharmaceutical.

Her specific skill set, lies in helping organisations craft a bespoke plan of action for their desired business aspirations; developing strategic briefs, creating workplace guidelines & design solutions & enabling organisations to effectively adopt the behaviours required to embrace their new ways of working.



Lis Gleed
Senior Change Manager

Senior Change Manager Lis Gleed is a leading and renowned workplace change manager, with over 20 years' international experience in leadership coaching, training, and workplace change management. Lis' passion is facilitating workplace change programmes to transform the world of work and enable people to be their best selves.

Lis focuses on creating authentic partnerships with leaders and stakeholders to understand objectives, challenges, and opportunities. These form the basis of an integrated change programme to be co-created and implemented with the client leaving embedded knowledge and change within the client organisation.

OUR SERVICES



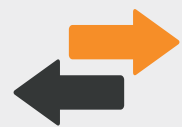
REAL ESTATE STRATEGY:

We work at C-Suite level to determine the business strategy and how much space they need, where it should be located and configured and establish a business case for optimisation and implementation.



WORKPLACE STRATEGY & DESIGN:

Supported by our range of proven online engagement tools alongside deep business engagement to help model the future way of working & create flexible, production enhancing working spaces for employees so that they can perform to their full potential.



CHANGE MANAGEMENT:

Helping to define the vision and going deeper with your employees, so that they engage with the significant changes and thrive in their new working environments.

We are fortunate to work with leading businesses in all corners of the globe. As a result of delivering exceptional results throughout the UK, US and Middle East, we've earned the privilege to align with companies of all sizes across countless industries.

