

iNDEPENDENT PROPERTY & WORKPLACE CONSULTANTS

iPWC 

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SPECIALIST ADVISORS TO CORPORATE OCCUPIERS IN
PROPERTY STRATEGY • PROJECT LEADERSHIP • WORKPLACE SOLUTIONS • CHANGE MANAGEMENT



HIGH PERFORMING WORKPLACE

In today's competitive environment, those responsible for workplaces are implementing new ways of enhancing the performance of their business; seeking solutions that help attract and retain talent, that support technology led changes whilst enabling a competitive advantage over their business peers.

How can a high performing workplace help your business?

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, particularly when the latest or 'in vogue' furniture solutions are thrust upon an unsuspecting workforce.

When successfully delivered, the benefits 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 and workplace change should be driven by your strategic business needs and objectives.



WORKPLACE DESIGN

The workplace design should be tailored to suit the needs of your business and 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 in to the change but champion the necessary behaviours at all times.



COMMUNICATION & ENGAGEMENT

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

EVERY PROJECT IS A JOURNEY

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're going to..... sound familiar?

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.

We're here to help...



Often referred to within organisations as a 'Project Sponsorship' role, we are able to place individuals with project leadership expertise and many years of experience within existing client teams to complement and enhance in house capacity, forming an effective partnership that will deliver cost effective results. Whether this be from the outset of an initiative or project, or in a project recovery role, we can help your organisation achieve the project outcomes and benefits it desires.



Astute occupiers recognise the importance of aligning their accommodation supply to their business needs thereby maximising return, reducing overheads and environmental impact.

Maybe this is where we can help ?

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



A properly considered strategic property or estates plan provides a structured approach to growth or rationalisation and, when accompanied with an equally well considered workplace design, will bring added value of improved staff morale, identity, retention and productivity. Our team has many years of experience, both as corporate occupiers and consultants in portfolio management, strategic advice and implementation. We offer our clients a unique and personal approach which delivers significant benefit to their business.



Successful implementation of flexible/agile working needs the workforce to feel engaged and part of the solution. Our proven methodology of face to face engagement and unique activity based analysis & survey tools cover the entire workforce, opening up channels of communication for their feedback. From this we are able to determine how the workplace is to be designed, how new ways of working can be introduced to optimise the space and develop a programme of change activities which enables the workforce to embrace the new environment and realise the associated business benefits.



Relocations and restacks are complex projects to set-up, manage and deliver; with multiple stakeholders to coordinate, requiring large amounts of data to be gathered and analysed in order for a move to be successful. Without the right level of support and experience of delivering these projects, it can prove very difficult to get it right. We have the expertise to take away the burden of organising and delivering an office move from our clients. We work with your internal teams and external stakeholders to ensure a seamless transition that engages staff in every step.



I have worked with Mark for over 4 years, both in the context of a specific strategic office modernisation project, but also more informally in a critical friend role. His huge personal knowledge of the workplace was key to the success of the project. He is hard working, committed, persuasive and has the ability to communicate at all levels in the organisation, including at the most senior level.

Mick Heald, Project Director,
Jersey Property Holdings, States of Jersey



Client projects



BBC

We carried out lead client side property consultancy services for the BBC on this flagship project which delivered a key element of the BBC's accommodation and production strategy.



STATES OF JERSEY

The States of Jersey appointed our team to work with them on their ambitious Office Modernisation Programme, a complex estates transformation which seeks to consolidate and modernise the current portfolio.



CNWL FOUNDATION TRUST

We have delivered multiple projects including developing an estates strategy to deliver significant savings; portfolio rationalisation, a new HQ, implementation of flexible working and value optimisation.



BEN AINSLIE RACING HQ

David George was appointed to define the functional brief for the workplace within the HQ building providing workflow data that the designers could develop quickly. This project was the 2016 BCO Innovation Award National Winner.



NETWORK RAIL

Our Workplace Solutions and Change Management team implemented Agile Working across 13,000 office staff and assisted with developing their London Accommodation Strategy.



MARSTONS

Having outgrown their headquarters, Marston's planned to redevelop and improve the quality of their office; they wanted to introduce more agile ways of working to increase collaboration and innovation across teams.

Contact us

Whether you're looking for an office redesign, implementing agile working, devising a property strategy, relocating your business or need help in working out where savings can be made, call or email our team for impartial advice.



DAVID GEORGE MANAGING DIRECTOR

David has been an occupier specialist for all of his career; firstly at the BBC where he led many major developments and afterwards as an industry leading consultant.

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MARK BRADSHAW TECHNICAL DIRECTOR

Mark's skills are in the development of property and workplace solutions for large organisations, providing a leading role in the delivery of rationalisation and change activities.

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