

THE WORKPLACE AS BUSINESS ACCELERATOR



GLOBAL WORKPLACE SOLUTIONS SERVICES





WELCOME

Rethinking the way we work

Changing organisational structures, increasing numbers of flextime workers and freelancers, multiple generations working together, new technologies, virtualisation.

These changes ask for rethinking the way we work. This means new ways of facilitating employees in performing their work: innovative office solutions, supportive IT facilities and new behaviour of employees and managers.

Colliers International takes a holistic approach to create an empowering work environment that boost your business results. Colliers International's Workplace Solutions, a new department for a new era, is here to help you make the right choices.



WORKPLACE SOLUTIONS VISION

Creating Business impact

The Colliers International Workplace Solutions team helps organisations with translating business challenges into concrete workplace solutions.

If you are considering to change your work environment, planning to review your business model, changing headcount; if you are expecting a change in your real estate portfolio or want to increase employee engagement and become an employer of choice, Workplace Solutions supports you to achieve your goals.

Employee engagement

Staff is commonly the highest cost but also the key revenue engine for any company. This is why it is important to use this resource with care and attention. Increasing employee engagement, empowerment, health and productivity ultimately accelerates company success and profit.

Space efficiency

By analyzing the work processes, occupancy rates and employee flow across the premises, it is likely that you find out that you can reduce the current floor space that's occupied. If considering expansion plans, you may find out that contrary to expectations, by applying modern workplace solutions you can fit in all new employees without the need for extra space.



INCREASED
employee
engagement

=

**INCREASED
REVENUE**

m²



INCREASED
space
efficiency

=

**COST
SAVINGS**

WHAT WE DELIVER

What do we deliver?

Our specialists start with exploring your business goals and challenges in order to be able to align the future Workplace Solutions with these goals.

Organisational demands will be researched by analysing organisational strategy, work processes, workstyles and current way of working, all in close cooperation with the HR, IT and Facility departments.

All collected information will be translated into solutions that are required to facilitate employees in the future way of working and create an impact on the business goals.

Fact-based advise

Because in each project we measure the actual impact of implemented solutions on the company's specific goals we know what solutions work in practice. KPI's will be used to keep track on the outcomes.

Four steps away

Colliers uses a four step approach to define the future way of working and program of specifications. Both management and employees are involved in the process. Change management is an intergral element during all the project phases.

The approach will be adjusted to specific client needs. All activities drive toward customised solutions.



DELIVERABLE 1 ►

Leadership vision and framework for future way of working

- › Exploring organisational challenges and goals
- › Workplace envisioning & setting the framework
- › Defining key performance indicators

DELIVERABLE 2 ►

Organisational demands

- › Work process analysis
- › Work style, gender & life style analysis
- › Questionnaire as-is and preferred to be
- › Well Being/health analysis
- › Activity and occupancy measurements



DELIVERABLE 3 ►
Concept and specifications

- > Defining future way of working
- > Defining specifications for office, IT, behaviour & branding
- > Business case financial impact and impact on business goals

DELIVERABLE 4 ►
Change management

- > Change envisioning based on GAP analysis
- > Training & communication (serious gaming tools)
- > Monitoring, coaching and optimizing

Program of specifications

To facilitate the defined future way of working the Workplace Solutions team will define a program of specifications on 4 levels. The exact deliverables will be based on the relevance for your specific situation and demands.

- BRICKS**
- > Location
 - > Square meter
 - > Floor characteristics
 - > Number of workplaces
 - > Zoning
 - > Workplace types

- BYTES**
- > Devices
 - > Infrastructure
 - > Communication tools
 - > Applications

- BEHAVIOUR**
- > Management style
 - > Way of organising work
 - > Communication
 - > Work environment use

- BRANDING**
- > Identity
 - > Materials
 - > Look & feel







CASE STUDIES

Our key projects

We represent dynamic and distinguished companies from Fortune 500 names to financial institutions and governmental organisations. Our highlight track record includes global Workplace Solutions projects.

“For the development of a new innovation centre in Utrecht Colliers is involved right from the start. They were one of the success factor for the project. They guided us through the process, ultimately resulting in a building and work environment where we are very pleased with. Our new building Inspires, Unites and Connects.”

Project director
Danone Research Centre





"At JDE we value openness, directness and modesty which is why we have chosen to create our new office in an open concept in a way that everyone feels great in the space and can feel the business heartbeat. Colliers guided us through the whole process of defining the future work environment. Their approach is to provide quality, sophisticated and professional services"

General Manager JDE
Central Europe

"Colliers International represented A.T. Kearney in a professional and intelligent manner demonstrating outstanding knowledge of commercial real estate and workplace... resulting in much improved outcomes that I believe would not otherwise have been achieved."

Administration Manager A.T. Kearney
Sydney, Australia



TEAM AND CONTACTS

Our experts

Our dedicated Workplace Solutions team ensure that projects are completed with a high degree of professionalism, quality and within the designated timeframe. Our professionals have diverse backgrounds including business/organisation, real estate, sociology and architecture which allows us to create a truly multidisciplinary approach delivering creative solutions.

The Workplace Solutions team has global coverage, with local workplace specialists all over the world. The global approach is consistent without losing the ability to adjust to local cultural differences and market conditions. High quality service is guaranteed all over the world.

In addition to Workplace Solutions we also offer Design and Project Management services, which allows us to translate the functional program of requirements into design and implementation, without losing any of the concept principles.



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ABOUT COLLIERS

The Colliers Difference

We are enterprising. Colliers International is an industry-leading global real estate company operating from more than 554 offices across 66 countries. What sets us apart is not what we do, but how we do it. Our enterprising culture encourages Colliers people to think differently, share great ideas and create effective solutions that help clients accelerate their success.

We provide a full range of services to real estate occupiers, developers and investors on a local, national and international basis. Services include investor services, landlord and tenant representation, real estate management, valuation, consulting, project management, project marketing and research.



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