

Estates Environment

Analyse the suitability of existing estate and innovative options for future estate transformation.

Estates Diagnostic

Analyse existing estate: data collection / review; assess assets, lease terms, size, tenure, priorities

Geographical Analysis & Mapping

Demographic context to assets, employees, catchment areas, transport systems, areas of deprivation and affluence

Asset Review

Site inspections: performance, suitability, constraints, physical condition

Strategic Estate Review

Identify existing opportunities in portfolio and commercial opportunities; will the estate meet future demand/need?

Scenario Planning

How estate can be adapted to future need and delivery of estate efficiencies

Estates Strategy

Development of Estates Strategy, recommendations and roadmap

Workspace Environment

Analyse current ways of working to align the estate with work people are delivering & support future ambitions & vision.

Workspace Analysis

Demand & capacity analysis: headcount data, space allocation, occupancy types, utilisation studies

Stakeholder Evaluation

Leadership interviews, employee workshops, surveys, external party collaboration

Future Ways of Working Principles

Agile, flexible, remote and hybrid working policy. Identification of synergies, opportunities for wider collaboration

Workplace Environment

Model use of space: develop workplace settings, changes in use of space, generation of hubs, shared spaces

Develop Workplace Design

Concept design: mapping of workspace requirements to physical space, test adjacencies, report net to gross

Workplace Strategy

Development of Workplace Brief and Strategy to manage future demand and changing needs

Change Management

Support the organisational transformation project to ensure stakeholders understand & support the various changes, through positive and comprehensive engagement.

Create Climate for Change

Change readiness; support the organisation in gaining understanding in the need for change

Guiding Coalition & Vision

Create the change vision and picture of the future. Identify and gain buy in from key representatives to drive change

Engage Organisation

Set and deliver plan of direct and clear communication activities of change and vision. Gain correct levels of buy in to create momentum

Enable Organisation

Empowerment of staff, and correct training and guidance to support change

Implement Short Term Wins

Recognition based action. Prepare and motivate to make change permanent

Implement & Sustain

On going effort, incorporate change into the culture. Strengthen to anchor new culture

Post Project: Lessons Learned Discovery