

ATKINS

# Re-Imagining your Workspace

Who doesn't want 30% gains?

Plan Design Enable



**Why have property?**  
or  
*What does property do for us?*



## How to Bridge the Gap

### “Baggy” Portfolio

Underutilised  
Unfocused  
Unaligned  
Not fit for purpose  
Not Effective



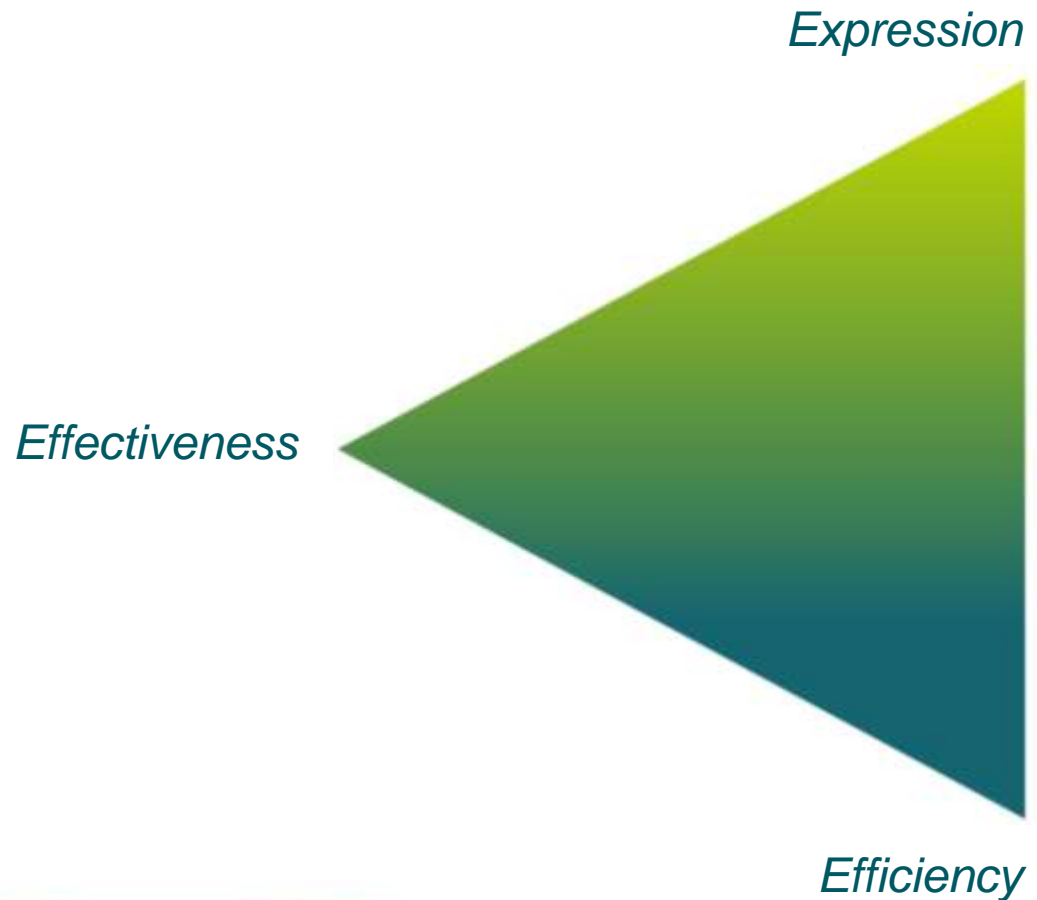
Effective and Efficient  
Supporting Business  
Transformation

### “Lean” Portfolio

Capital receipts : Effective workstyle transformation :  
Reduced carbon : Efficient use of revenue and capital funds

## Why Transform? Picking the “right Es”

- Isn't the only thing that matters Efficiency?
- Effectiveness, Expression and Efficiency are all linked (the Beyond Walls model)
- Transformation needs focus on Effectiveness and Expression



## Questions

- How can we save money?
- What can we cut?
- Which buildings do we keep?
- How do we pack people in?
- Can we give them interaction spaces to make it better?

## Outcomes

- Meercat Manor
- High density seating
- Rave about the informal meeting space
- 20-25% savings
- Reinforced silos
- Still empty seats



## Questions

- How can we deliver excellent services?
- What drives demand?
- Do we need buildings at all?
- Are they right place / right quality?
- What behaviours do we want?
- How can workspace transform our performance?
- What tools do we need?

## Outcomes

- the **ffOffice™**
- Flexible mood spaces
- Plan your work
- New behaviours
- New types of office (e.g. Conurbation)
- Close to customers
- Mobile workstyles
- No empty desks
- 30%+ savings
- Positive image
- Increased value

# Transformation starts with timescale, challenge and imagination

## Cleveland Fire Authority : Dare to Be Different

*“I wish I could sit with my teams once a week”*

**Director Request**

*“You have got everything out of my head”*

**Chief Fire Officer Feedback**

## Beds County Council : Blueprint for Transformation

*“Why can’t all our projects be run like this”*

**Directors Feedback**

*It’s about people, not just buildings*

## Transformation starts with timescale, challenge and imagination



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### Wow!

If the Atrium makes a statement then the **ffOffice™** work area concepts make our building unique.

Probably the first public sector organisation in the UK to offer a completely flexible work environment which allows anyone to work anywhere and to change location daily or sometimes more frequently. Originally described as "no desk ownership", this provoked some thought, so was turned around. Now "we all own every work area". A real positive that gives us pride and community and amazes our visitors. It provides a tangible **Expression** of our values with a massive impact on **Effectiveness** and a knock on contribution to **Efficiency**.

From: The **ffOffice™** fully flexible work office concept in a VM / Atkins copyright

We walked back a little from the most radical implications of **ffOffice™** by allowing teams and projects to book space for up to 6 months before they need to renew or change. Often they do but now people are challenging the need.

Cleveland Fed Authority **Workstyle Strategy** ©jimmy-winkler

Expression  
Effectiveness  
Efficiency

# Wow!

If the Atrium makes a statement then the **ffOffice™** work area concepts make our building unique



### To Transform Workspace

- Imagination, Challenge, Innovation
- Ownership, Confidence, Disney moment
- Focus on DO MORE in “Do More with Less” (the Less will come)

### Why stop at Workspace?

- Re-imagine your whole organisation
- Starting with a Re-imagined Business Plan
- Ending with a Transformed & Energised Workforce

- 40% Savings in Accommodation Space Needs
- 30% Gains in Personal Effectiveness & Productivity
- Accommodation is the best place to unfreeze your organisation for full Transformation
  
- Change to Behaviours, Management Style, Corporate Identity
- Delivering Savings, Performance and Transformation

Can you really afford not to challenge the prevailing wisdom?

# Who Doesn't Want 30% Gains?

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**Innovating Together**

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# Discussion & Questions

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