



# MONTAGU EVANS PRESENTS...

## CHANGING WORKPLACES

This statement was true before the COVID-19 pandemic, and now, as organisations begin to restart and rebuild, it has never become so relevant. We have been challenged to work in a different way and we have accommodated the change with some benefits and challenges.

### BENEFITS

- Increase productivity
- Reduced sickness
- Increase work life balance and improve staff moral
- Support recruitment and attraction strategies
- Increase team and individual ownership of their outcomes
- Reduce unnecessary travel

### CHALLENGES

- Lack of community and team building in the workplace
- Social isolation and impacts on mental health wellbeing
- Lack of face-to-face training support
- Reduced visibility and ad-hoc communication (corridor conversations)
- "Zoom fatigue"

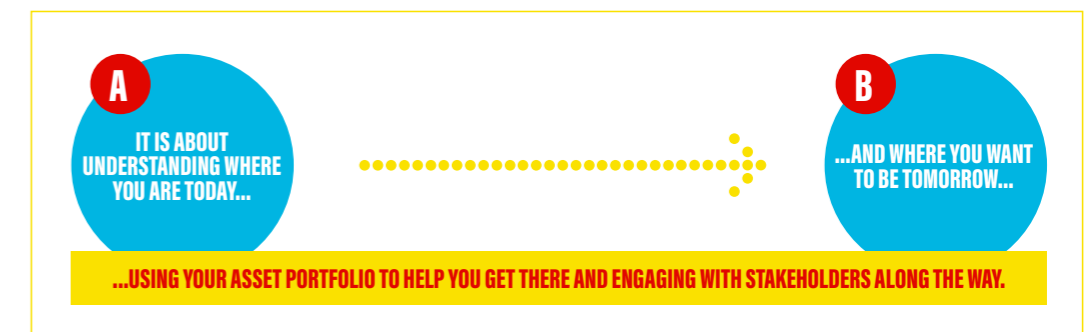
### INVESTING IN THE FUTURE.

Ensuring the workplace is future proofed, fit for purpose and cost effective is not just about outlining how staff can work from home but creating a workplace strategy that:

- **Puts people at the centre and empowers** the workforce to take accountability for the outcomes they deliver
- **Attracts and retains talent** in a highly competitive market
- **Aligns the portfolio to the Council's organisational objectives** and business plan
- **Ensures the right space is used** for the right activities
- **Creates a sense of community** and unlocks collaboration potential
- **Impacts business performance** and enables cost efficiency
- **Leverages technology** and embraces mobility

## WHO ARE WE?

MONTAGU EVANS IS A PROPERTY CONSULTANCY RUN BY A TEAM OF PARTNERS. A GROUP OF INDIVIDUALS THAT ARE OUTSTANDING TOGETHER. WE CARE ABOUT PEOPLE. ABOUT LEGACY. ABOUT SPACES TO LIVE, WORK, COMMUNICATE AND CONNECT.



A workplace strategy should be dynamic and respond to the changing needs of the Council, each team and the customers. Modernising working practices requires the integration and co-ordination of the People, the Space and the Technology underpinned by a clear vision and leadership. Considering the following questions will help determine the right workplace strategy for your organisation:



## PEOPLE

How will new working patterns impact our space requirements?

Do we know the different type of workstyles that make up our teams and understand what our people really need to do their jobs more effectively?

Do we know what activities need to be conducted in teams or which are more tactical and can be delivered outside the office environment?

How can we encourage collaboration across teams or organisations?

Do our customers contact us in the same way?

Are our managers set up to manage a more virtual organisation?

How do we move from an input based philosophy to an output based one and reduce our reliance on presentism?



## SPACE

What type of space do I need for my workforce to be the most effective?

How can we create places to come together for collaboration, community, creativity and caring?

How can we drive down our reliance on our estate?

Can we share our workspace and maximise the use of collaborative areas?

What can I do with any space that is no longer required?

Can a hub and spoke model apply?



## TECHNOLOGY

What technology can we use to support our workforce deliver the best outcomes?

How can we stay connected virtually and what information flows do we need to communicate effectively?

How should our information governance strategy change to accommodate are new working arrangements?

## EXPERIENCE.

### GOVERNMENT PROPERTY AGENCY

Strategic Asset Management Plan to outline the delivery of the GPA's vision and objectives through the effective use and management of the government office estate and

- **determine key priorities and value adding opportunities** across the office asset lifecycle
- **develop a data-rich baseline of the office portfolio** to enable informed decision making and identify opportunities to improve utilisation and reduce vacant space
- **design a framework to ensure** the effective on-going management of the Portfolio so that it is cost effective, fit for purpose and ensures the delivery of high quality public services.
- **set out the delivery mechanisms, policies and procedures** required for day-to-day business across the asset lifecycle
- **develop a forward-look of all property events** across the Portfolio to support prioritisation, resourcing planning and delivery of the Government Hubs programme.

### CONFIDENTIAL PUBLIC SECTOR CLIENT

Scenario modelling impact assessment to determine reduction in workplace space requirements through introduction of new working methods following COVID-19 pandemic.

### NETWORK RAIL

Property Strategy for the Southern region that includes office accommodation strategy that supports future ways of working, maximising utilisation of refurbished accommodation on long leases and consolidation of not-fit-for-purpose offices.

### WAKEFIELD COUNCIL

Office strategy as part of Strategic / Corporate Asset Management Plan. Assess possibility of consolidating office workplaces in order to maximise utilisation of high value assets and exit not-fit-for purpose office environments or locations.

### CHESHIRE EAST COUNCIL

A Case for Change (Property strategy) to define the future workplace requirements based on 6m2/FTE ratio and maximise occupancy and utilisation across key office locations for the Council. Making us of newer assets and assets in key locations that support regeneration ambitions as part of the Local Plan.

### ABC COUNCIL

Strategic Asset Management Plan to identify colocation opportunities across the three legacy estate portfolios (Armagh City, Banbridge & Craigavon) and support increased utilisation to drive cost efficiency across the estate.

## GET IN TOUCH WITH THE TEAM.



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