



The New Office



By Eric Wagner, CBRE

As corporate occupiers transform their work environments to maximize efficiency and attract and retain talent, traditional office space has evolved. This demand is the catalyst for architects and designers to re-evaluate the function of the office, resulting in significant changes in work space.

Private perimeter offices have evolved into an open landscape of bench furniture seating that increases population density and encourages collaboration. Ceiling systems have been eliminated to maximize heights and to expose building infrastructure. Polished concrete floors are replacing carpet. The traditional modest pantry (water cooler, coffee and tea) is now a high-end luxury café fitted with soft seating in lounge areas intended for social interaction and impromptu meetings. Other amenities elevate the employee workplace experience.



Although these trends have been well-documented, the functional and operational impact has introduced challenges. New technologies, materials and progressive design have presented innovative solutions.

Smart Technology

White noise sound masking systems serve to cancel out undesirable ambient noise in open office environments. Architectural materials that absorb sound, such as spray-on acoustical treatments and ceiling or wall panels, can be fabricated to have a look consistent with the architectural aesthetic.

Mechanical systems with carbon dioxide occupancy sensors measure the number of occupants in a defined area and control the conditioned air-flow, maximizing efficiency while reducing operating costs.

Although the demand for electrical power has not changed significantly in open office environments, smart technology now utilizes low-voltage electricity, most notably

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Member Spotlight

Dana Nalbantian,
Principal, Gensler



What are your general job responsibilities or areas of expertise?

I'm a Principal and Studio Director at Gensler's Morristown office. I lead a studio of 21 employees and our primary focus is on providing cross-disciplinary expertise between architecture and interior design services for clients in industry sectors including landlord/developer services, financial and professional services, and technology. Over the years, I've completed projects that total more than 15 million square feet.

Tell me about your company.

Gensler is a global architecture, design, and planning firm with 48 locations and more than 6,000 professionals networked across Asia, Europe, Australia, the Middle East, and the Americas. Founded in 1965, the firm serves more than 3,500 active clients in virtually every industry. Gensler designers strive to make the places people live, work, and play more inspiring, more resilient, and more impactful.

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Don't Miss These Events!

- Sept. 17: **Member Meet-Up**
McLoone's Boathouse, West Orange, NJ
- Sept. 28: **Team Airplane Pull**
Newark Liberty International Airport
- Oct. 15: **Habitat for Humanity Build Day**
Morris County, NJ
- Oct. 17: **Member Orientation**
JLL, Parsippany, NJ
- Oct. 20-22: **CoreNet Global Summit**
Orange County, CA
- Nov. 7: **Women's Group - How Workplace Technology Enhances User Experience at Verizon**
Verizon, Basking Ridge, NJ

Visit the [events section](#) of the chapter website for more information and to register.

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Letter from the President

New Jersey CoreNet Members:

It has been a busy summer with CoreNet NJ! Our Golf Outing this year, was a sell out! It took place in June at the Morris Country Golf Club followed by three August events including the Annual Summer Social, Unilever Tour and a complimentary LinkedIn webinar.

The CoreNet New Jersey Board is committed to our members as we enter the fall with some exciting educational and networking events. To name a few, the Chapter will participate in a Team Airplane Pull to support Special Olympics on September 28th and the Habitat for Humanity Build Day, which will be held on October 15th. The Women's Group will be hosting an education session on November 7th focused on *How Workplace Technology Enhances User Experience* and plans are underway for the Annual Fall Harvest Reception. Visit the [events page](#) for more information. All these programs are made possible by our Committee Chairs, Members and Volunteers. I want to thank each one of them for their efforts, energy, and passion.

As a Chapter, we continue to build on our successes, and with your input, we will be able to do the best for you. As we move into the fall our attention turns to our members. I encourage you to get involved to make the most of your membership. The best way to do this is by volunteering. Active members of the New Jersey Chapter will tell you that peer-to-peer networking and gaining value from the Chapter starts at the committee level. There are many opportunities to participate, even offering a bit of time is valuable and I guarantee will be beneficial for you too. So please fill out the [volunteer form](#) and [contact us](#) to get started!

I want to thank you all again for your continued support over the last several months. I look forward to seeing all of you at one of our 4Q events!



Sincerely,

Dana Nalbantian

President, New Jersey Chapter
CoreNet Global



Team Airplane Pull

September 28, 2019 • 8:00 AM - 2:00 PM

Location: Newark Liberty International Airport
Brewster Rd, Newark, NJ 07114

Pulling a 93,000 lb. plane is hard work and we need your help!

Join your fellow CoreNet New Jersey members as we form a team to come together and attempt to pull an airplane for 12 feet! There will be prizes given out for multiple categories on a day full of fun and celebration.

A minimum \$70 donation is requested to participate. Upon registration, you will be sent a link to add your donation and from there you can share your link with your networks. This event is limited to 20 participants and is for members only.

**Special
Olympics
New Jersey**



Member Orientation

The Value of Membership: Program and Networking Reception

October 17, 2019 • 6:00 PM - 8:00 PM **Location:** JLL, 8 Campus Drive, Parsippany, NJ 07054

As a new or prospective member, you might be wondering how a membership in CoreNet NJ can help your career development. Do you know all the benefits that membership has to offer? Join us for a complimentary member orientation and networking reception on the evening of October 17th. During the orientation you will:

- Learn tips on optimizing your membership
- Explore upcoming chapter events and activities
- Learn how your participation can enhance your professional and personal development

- Hear from Education, Special Events, Membership, Sponsorship, Communications, Young Leaders and Women's Group Committee representatives
- Learn more about the CoreNet Global Professional Development Program, tools and resources
- Meet the Board of Directors, committee members and network with peers



The New Office *continued from page 1*

in power over ethernet (PoE) light fixtures. This new technology utilizes telecommunication cabling (i.e. Cat-6E) as a means for electrical power.

Capital Cost

As companies reduce their footprint, they are increasing their overall occupancy. This comes with a premium for the initial capital costs. The contemporary minimalist aesthetic of new offices often has complex and intricate architectural details that can be arduous to construct. These details require more labor and high-quality materials than traditional offices. For example, in an open-ceiling design—where all building components, including ductwork, piping, cablings, equipment, etc. are exposed—materials which are otherwise concealed within the ceiling plenum must now be carefully placed to achieve the desired visual effect. Compared to a typical “hung” ceiling system, the construction cost for

an open ceiling design in a 10,000 sq. ft. office space in New Jersey is an increase of approximately 12 percent.

What Is Next?

While many new technologies have been well received, there remains concern that the “pendulum has swung too far” with the new open office environment not being appropriate for all companies. Employees have not always embraced the office transformation, as sometimes the configuration and architectural design does not lend itself to a functional work environment. A balanced approach is required that can reduce the footprint of office space without compromising the functional aspects of the work environment.

For more information, contact the author at: eric.wagner2@cbre.com

End User Roundtable: Corporate Real Estate and Change Management



On April 25th CoreNet NJ Corporate Real Estate executives convened for an exclusive round table discussion, facilitated by Linda Kennyhertz, Managing Director, Strategic Change Associates. The roundtable explored the fundamentals of a successful Change Management program and the critical Change Management elements that help support new workplace strategies and projects in corporate real estate. This complimentary breakfast roundtable was open to CoreNet NJ End Users.

Inspiring a Sustainable Environment Mindset in the Workplace

On May 15th CoreNet NJ members and guests learned to embrace sustainability at the chapter's inspiring program entitled, "The Value in Sustainability to Your Employees, Business, and Stakeholders." Sustainability in the workplace is becoming more important than ever because people are more conscientious about social responsibility and the value of protecting our environment for our future. The benefits are endless... return on investment and improvements to financial value, helping companies achieve corporate sustainability goals, appealing to employees to work for a company that cares and is doing the right thing, to name a few. Thank you to our amazing and knowledgeable panelists: Thomas Baade-Mathiesen, Lari O'Donnell, Gwen Merkin and Michael Sandford, along with our hard-working committee members. And a special thank you to our event host: Healthy Buildings.



Young Leader Speed Mentoring Speed Dating with a Twist

What exactly is speed mentoring? It is like speed dating except young leaders are coached by some of the industry's top leaders. The annual mentoring event was held May 1st at BroadAcres Office Park in Bloomfield, NJ. During the rotating round-table discussions, participants were able to make valuable connections and learn important lessons for advancing their career. The chapter would like to thank the following mentors for volunteering their time and expertise: Gary Chin, President, Dauphin North America, Janet Woods, Executive Vice President, Northeast Region Lead, Savills, Karen Ehrenworth, Change Manager - Global Real Estate, Verizon and David Zimmer, President and Co-Founder, Zimmer Associates.



Eastern Regional Symposium



This summer kicked off with the sold out Eastern Regional Symposium, held June 3-4 at Boston University. CoreNet Global hosted the event along with peers from the New Jersey, Connecticut/Westchester, Long Island, Mid-Atlantic, New England, New York City, and Philadelphia chapters. With 400 people attending, the event was large enough for two days of programming and small enough for high quality networking.

Based on several key factors from the post event survey, the 2019 event exceeded expectations on every aspect -- from venue, to quality of tours, to interactions with peers. Most notable factors with high ratings included relevance to work environment and confirmation that attendees would recommend the event to others.

A few of the notable subject matter expert panelists and moderators included Michael Davidson, JP Morgan Chase, Stephanie Spurlin, Capital One and Maryanne Spatola, C3 Talent Strategies. The high survey results attested to the quality and relevance of the topics.

With the support of all the stakeholders, this year's event success was due to the collaboration of the chapters and focus on the topic relevance to the corporate real estate community and the peer connections.

Something for Everyone at the Annual Golf Outing

The 2019 CoreNet NJ Golf Outing took place on June 25th at the Morris County Golf Club with over 150 members and guests in attendance. Participants enjoyed an amazing day of golf on this beautiful course which included multiple skills contests, a women's clinic, and awards reception. Thank you to our Golf Committee Chairs Nina Chmura, Withum and Steve Chemi, Sweetwater, as well as our event photographer, Veronica Stampfl with Dauphin, for all of their hard work.

Congratulations to our winners:

1st Place: Robert Rosselli, Tyler Brewington, Jared Brechman, Ken Flynn

2nd Place: John Covey, Ashley Mahr, Bill Walsh, John Gaven

3rd Place: Steve Chemi, Michael Marchesi, Eric Brown, Christian Giordano

Closest to the Pin: Wes Moore - 1'1"

Closest to the Pin: Rob Roselli - 3'1"

Longest Drive Men: Tyler Brewington

Longest Drive Women: Ashley Mahr

Straightest Drive: Michael Marchese

Skills Contest: Lynne Rein

A special thank you to our event sponsors HOK, JJ Flooring, Arenson, Teknion, Shaw Contract, JRM Construction, Merck and our many tee box sponsors and participants.



Member Spotlight *continued from page 1*

How did you become familiar with CoreNet?

I started coming to CoreNet NJ events to represent Gensler and become more connected with other leaders in this market.

How have you benefitted from being a member?

Being a member of CoreNet has given me the place to create relationships with other industry leaders in the NJ market, but most importantly, these relationships have turned into a lot of professional friendships along the way. I have always been able to learn something new and important at every CoreNet event. The value of that, whether professional or personal, is priceless!

The best piece of advice I ever received was...

Don't be afraid to stretch yourself and step outside of the boundaries of everyday life. Be confident, yet gracious. Learn from every experience. A motto I live by is, "Things happen for a reason." Remembering this brings an optimistic perspective to every new challenge.

One thing I can't live without is...

My family. (My husband (& our dog) & our extended family)

Some of my favorites...

Book: Anything by Nelson DeMille

Food: Pizza

Vacation Spot: Disney World

What would people be surprised to learn about you?

I have parachuted out of a plane at 6,000 ft.

I taught Ballroom dance as a hobby for many years.

I was the lead in my High School play (portraying the lead role/Carol Burnett) in Once Upon a Mattress.

CoreNet New Jersey Tours Unilever

On Tuesday, August 6th more than 65 CoreNet members and guests gathered at Unilever's North American Headquarters in Englewood Cliffs, NJ to tour their open floor plan facility. The morning began with a light breakfast in the cafeteria, which had an industrial feel to it with a modern streamlined functional space. During the informal breakfast, participants had a chance to meet one another and network, while representatives from Unilever (and their partners) provided an overview of the site's transformation over the past several years. They discussed their reason for change, along with the collaborative efforts to transform the facility to one that is environmentally sustainable. The changes have created an environment that gives employees the ability to be agile, engage and collaborate creatively at work. Unilever's goal was to bring together their employees to one site. In doing so, they connected two neighboring office buildings and created an atrium in the center, while becoming LEED Platinum and WELL certified.

The Tour

Participants were divided into four groups, allowing for a more personalized tour. Groups began in the centralized atrium, called the Marketplace. This area has three entrances: North, South, and Main Lobby where employees funnel through to the common area, enjoying lots of natural lighting long the way. Here, employees can grab a coffee, promote the launching of a new product, gather for a town hall (where they have modern gymnasium-style bleacher seating), get their haircut at the full-

service salon, or grab a quick bite to eat at the market (which is open all day)! Other amenities include shuttle service from NYC (50% of employees at the site live in the city), laundry service and a fitness center.



The Workspace

The building is dotted with sensors that provide the facilities team with data on utilization, temperature, lighting and more. In addition, employees have the option to download an app on their mobile device where they can control lighting in their area, locate another co-worker (who has also opted in), or find an available space in which to work. The space has a dynamic, modern design with an emphasis on collaboration. All seating is shared, although teams do work in neighborhoods. The facility holds 1,100 work points for 1,400 employees assigned to the location. The building is well-utilized with average attendance at 72%. In addition to the long tables where the employees work, there are sit/stand desks, open coffee/break areas, conference rooms in a range of sizes, quiet rooms, meditation rooms, lactation rooms and private telephone booths. Employees' work areas are trash can free and they follow a clean desk policy. Each employee is assigned

a locker where they can store their items. All areas in the building are equipped so employees can simply "plug and play." Overall, the facility provides employees an abundance of options to craft their optimal work experience!

Summer Social Fun at Surf City

It was a great summer evening to be at Surf City in Jersey City at the annual CoreNet NJ Summer Social on August 14th. Over 60 members and guests enjoyed the outdoor venue on New York Harbor with incredible views of the Statue of Liberty and the lower Manhattan skyline.



What Can CoreNet Mean for YOU?

The NJ Chapter is an essential forum to bring peer colleagues together from all real estate functions... from end users to service providers and economic developers. Being a member helps to create lasting, value-added relationships in a collegial environment. We urge you to consider this opportunity to enhance your professional well-being — join or renew your membership today!



Welcome New Members

John Anagnostis • Clear Access Capital

Bernadette Barnett • Americon HITT

Jill Barone • Xylem

Arianna Cirone • HLW International LLP

Nicolas DeCotiis • JLL

Zachary Diamond • Turner & Townsend

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