



Implementing a New Workplace Experience at Bayer

By Matthew Negron, Dauphin

The Bayer Whippany, NJ Office has been undergoing an organizational change management project that began in early 2015. I recently had the opportunity to talk with Courtney Mallon, Deputy Director, US Pharmaceuticals Product Communications at Bayer about the project that has included layout design, furniture selection, and remote working. The primary change was moving from cubicles to a functional open-office floor plan including non-dedicated desks, which encouraged collaboration and utilizing the appropriate space and furniture required for the work task in the moment. The organizational change management was not an overnight overhaul and required five years of planning for over 3,500 employees.



Bayer's change had a phased approach (Phase 1, Phase 2, Phase 3, and etc.), which enabled proper feedback and flexibility to design changes throughout the course of the implementation. There were "change champions" implemented, which were advocates of different groups to relay information, share concerns, and ensure everyone was heard. Town hall meetings were hosted throughout the process, which allowed employees to hear and talk about the change, demo the new layout and furniture, and provide feedback to critical decision makers.

A goal for Bayer was to have a very inclusive experience for everyone, allowing an opportunity for their voice to be heard. Bayer knew that for a successful organizational change management approach it would need people to feel informed, prepared, and educated on the changes. Some of the approaches used to connect with the community were in-person events with leaders, webcasts that were archived for later viewing, resilience workshops, and in-person coffee breaks, which included talks, discussions, and an opportunity to express grievances.

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Member Spotlight

Laura Dietz

Senior Specialist,
GWES Communications
Merck



What are your general job responsibilities or areas of expertise?

At Merck, I work in the Global Workplace and Enterprise Services organization. I am a Senior Specialist, Process, Operations and Strategy. My main focus is change management communications. In addition, I develop and maintain our organization's internal social media pages, manage projects and coordinate our monthly leadership meetings.

Tell me about your company.

Merck is an innovative, global healthcare leader that is committed to improving health and well-being around the world. It markets a number of medicines and vaccines for human and animal health and is researching conditions that represent some of today's most significant health challenges – like cancer, HIV, HPV, cardio-metabolic disease, antibiotic-resistant infection and Alzheimer's disease. The company also is on the front lines in the fight against emerging global pandemics, such as Ebola.

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Don't Miss These Events!

- May 15: **The Value in Sustainability to Your Employees, Business, and Stakeholders**
McLoone's Boathouse, West Orange, NJ
- May 21: **Member Meet-Up**
Huntley Tavern, Summit, NJ
- June 3-4: **Eastern Regional Symposium**
Boston University, Boston, MA
- June 25: **Annual Golf Outing**
Morris County Golf Club, Morristown, NJ

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

EXECUTIVE COMMITTEE:

Chapter Chair/President:

Dana Nalbantian, Gensler

Treasurer:

Stephen Blau, CFI

Secretary:

Andrea Megnin, Barclays Capital

Past President/Advisor:

Don Watson, Merck

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Matt Negron, Dauphin

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Shane Whelan, KBA Lease Services

Letter from the President

CoreNet New Jersey Chapter Members,

It is with mixed emotions that I announce my departure as President of the CoreNet Global NJ Chapter as my family will be moving to California. I recently accepted an exciting new position as Executive Director, Global Real Estate for Ingram Micro, headquartered in Irvine, CA. I am thankful for the opportunities that CoreNet NJ has provided me, namely the experience and knowledge while obtaining my MCR designation and the continued and relevant educational programs. CoreNet also has provided me with the opportunity to create life-long friendships and valuable partnerships with so many amazing people in the industry.

With this announcement, Dana Nalbantian, Principal with Gensler will be assuming the role of President for the remainder of 2019. The chapter is in good hands with Dana who has been a leader within the chapter for several years, serving as President from 2015-2016, and has remained a chapter advisor. With her exuberance and vision, she will lead the chapter in its continued success.

I thank you all for your support and dedication to the NJ Chapter. I look forward to staying in touch with you and wishing you much success in your personal and professional endeavors.



Sincerely,

Marianne Zeller

Marianne Zeller, MBA, MCR

President,

CoreNet Global New Jersey Chapter





Inspiring a Sustainable Environment Mindset in the Workplace

REGISTER NOW

The Value in Sustainability to Your Employees, Business, and Stakeholders

May 15, 2019 • 5:00 PM to 7:30 PM

Location: McLoone's Boathouse, 9 Cherry Lane, West Orange, NJ 07052

Pricing: Members/\$40; Non-Members/\$60; Young Leaders/\$35; Students/\$15

Join CoreNet NJ for a night of networking and knowledge sharing. Sustainability in the workplace is becoming more important than ever because people are more conscientious about social responsibility and the value of protecting the environment for our future. The benefits are endless: return on investment and improvements to financial value, helping companies achieve corporate sustainability goals, appeals to employees to work for a company that cares and is doing the right thing.

Speakers:

Thomas Baade-Mathiesen, Vice President, Altanova

Lari O'Donnell, *Pioneers*, Chapter 99

Michael Sandford, Manager, Verizon

Gwen Merkin, Program Manager, Corporate Sustainability, Healthy Buildings

CoreNet NJ Member Meet-Up

May 21, 2019
6:00 PM to 8:00 PM

Location: Huntley Tavern,
3 Morris Ave, Summit, NJ 07901

Join CoreNet NJ for a casual Member Meetup! Enjoy the evening catching up with your CoreNet NJ friends and making new connections at the Huntley Tavern. This is an informal chapter event that is open to CoreNet Members and Non-Members. This event is cash bar only.

Pre-registration is requested, but there is no registration fee.

Register Now



JUNE 3-4, 2019 | BOSTON UNIVERSITY

All CoreNet Global members, end users and service providers from the New England, Connecticut/Westchester, Mid-Atlantic, New Jersey, New York City, and Philadelphia chapters are now eligible to register for the 2019 CoreNet Eastern Regional Symposium! Don't miss this great line up of [speakers... register today!](#)

2019 CoreNet New Jersey

Golf Outing

Tuesday, June 25 – Morris County Golf Club

June 25, 2019 • 11:30 AM to 8:00 PM (ET)

Location: Morris County Golf Club, 36 Punch Bowl Rd, Morristown, NJ 07960

We are currently sold out of golf registrations however you can still join the fun by purchasing a ticket to the Women's Golf Clinic or Reception. The women's only golf clinic starts at 3:30pm and includes a ticket to the cocktail reception at 6:00pm. Sponsorship for Tee Boxes are also still available and include a ticket to the reception.



NJBIZ's 50 Best Women in Business

Congratulations to CoreNet NJ Advisor and Interim Chapter President, Dana Nalbantian, Principal, Gensler for being recognized as one of the '50 Best Women in Business' by NJBIZ! In her 30 years of practice, Dana has become an influential business leader at Gensler, as well as in the Northern New Jersey commercial real estate market. Dana is focused 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.

NJBIZ's 50 Best Women in Business recognizes leading women shaping their organizations, industries and advocating for women. These talented women are front-runners shaping the cultural and economic future of New Jersey. [Read more...](#)

Women's Group Hi! Tea

February 28, 2019 | The Grand Café - Morristown, NJ

The CoreNet NJ Women's Group and the Young Leaders Committee hosted a 'women only' event for mentoring and socializing. This interactive program allowed young leaders to exchange ideas and connect with established leaders in the NJ Market. Professional development is an important component of CoreNet NJ. Thank you to our mentors for inspiring our young leaders and helping them to understand how to grow in their careers. Our mentors included: Mary Beth Sullivan, Teknion; Susan Kupfer, WB Wood; Joy Young, J&J; Brenda Nyce Taylor, Gensler; Allison Arnold, Cadence; Andrea Megnin, Barclays; Jodie Matthews, JLL; Lisa Brinkman, HOK; Marianne Zeller, and Sabina Certa, Atlantic Health Systems.



Lessons Learned from Superstorm Sandy



future storms. Panelists included, Caleb Stratton, Chief Resilience Officer, City of Hoboken; Matt Testa, Construction Director, Bijou Properties; Dean Marchetto, Founding Principal, MHS Architects; and Ann Holtzman, Zoning Officer & Flood Plain Administrator, City of Hoboken.

Hosted by Mack Cali, over 40 members and guests enjoyed fantastic views of the NYC skyline and an even more fantastic line up of speakers at the March 28th Hoboken Resiliency Program and Networking Event. Panelists used a case study on how the City of Hoboken has responded years later in the aftermath of Superstorm Sandy by implementing key flood protection measures. City resiliency efforts with new construction and existing buildings were discussed and attendees learned strategies on how to design commercial assets to withstand

Barclays: Reinventing the New Jersey Office Campus

The amazing Barclays campus in Whippany, New Jersey is no longer just a business campus — but an EXPERIENCE! On April 10th CoreNet NJ had the opportunity to visit the campus and hear from the project leaders. The reinventing of the New Jersey Office Campus has created a dynamic and flexible workplace. Barclays Capital has given their people an environment where they can innovate and collaborate with each other. The panel was moderated by Scott Lesh, Managing Director, JLL and included several knowledgeable guest speakers, making for another great event with the CoreNet NJ Chapter.

Thank you to our presenters!

Moderator: Scott Lesh, Managing Director, JLL

Panelists:

Ross Chomik, Managing Partner, Vision Real Estate Partners

Andrea Megnin, Director of Capital Projects, Americas Barclays Capital

Frances Cabrera, Global Operational Governance Manager, Barclays Capital



Learning to be Your Authentic Self

Business by Human Design was the topic for the April 11th Women's Group Breakfast. In this interactive workshop attendees learned about the five different Human Design energy types and how to follow their intuition for success in business and personal life. The simplest way to describe Human Design is that it's an awareness tool that opens you up to the amazing individual that you are. Human Design reminds us that all you have to do to be a "success" is be your authentic self.



Implementing a New Workplace Experience at Bayer *continued from page 1*

Frequent surveys were available via email and on tablets throughout the print rooms. Bayer utilized multiple mediums to ensure everyone had an opportunity to participate and feel comfortable in how they provided their input. With over 3,500 employees, it was important to provide regular communications and opportunities with a wide array of personality types. The change champions kept everyone informed and allowed the community to feel supported by their leader and the organization.

Throughout the process many individuals could not picture the change and it was hard for them to wrap their minds around the concept. This was worked through by implementing practical trainings, which reviewed how to keep a comparable workflow, how to save documents and files, and even how to find the communal trash cans. The experience was very emotional, which is why Bayer had an onsite psychologist to help employees work through the change and new environment. Everything discussed thus far was successful, because Bayer was transparent about the project and upfront from the beginning, which allowed everyone to adopt the change earlier rather than later.

Some of the new changes Bayer has implemented into their office environment include:

- Creating temporary work stations – some areas had a ratio of 1.5 employees to 1 desk and other areas (high concentration work) were 1.2 employees to 1 desk.
- Increasing the opportunity to work remotely throughout the week.
- Adding more collaborative spaces instead of quiet zones as they were popular amongst the Bayer community.
- Changing the dress attire to business casual with respect to dressing appropriately for business that day (i.e. wear a suit and tie when needed.)
- Creating the environment to encourage and enable casual collision throughout the work day.
- Implementing a room booking system to use the conference rooms in the office.
- Providing vouchers to employees to purchase backpacks with wheels, extra batteries, noise cancelling headphones, or anything else up to the voucher amount.
- Providing lockers to store personal and work related items throughout the week.

At the end of the day, Bayer's goal was to make work easier and enjoyable, more collaborative, and to remove any pain points. The organizational change has been a step-by-step approach and was completed in several stages to ensure there was a consistent feedback loop and an opportunity for tweaks along the way. Bayer is confident the organizational change management is a success and has led to a better community with happier employees, and of course an increase in work efficiency.



Member Spotlight *continued from page 1*

How did you become familiar with CoreNet?

A few of my colleagues are members of CoreNet and suggested I become a member as well. After doing some initial research online, I thought it would be a great opportunity for me to learn more about what's trending in corporate real estate and how my organization can benefit from that knowledge.

How have you benefitted from being a member?

In the few short months I've been a member, I have already met some wonderful people in the industry. I realized what great networking opportunities CoreNet provides to me and not only am I learning more about corporate real estate in the pharmaceutical space, I'm learning what's happening with real estate across many other industries, which gives me a different perspective.

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

My mom once told me to never give up. If something doesn't go my way, it happens for a reason. There's something bigger and better coming so keep working hard and you will get there. From a young teen, I've truly

believed that and now I find myself telling my daughters the same thing. There is a plan.

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

My car. I love the freedom of getting in the car and driving. Living in New Jersey, the choice of destinations is endless! The city, the shore, the country, the mountains, all just a short drive away. My favorite thing is packing up the car and driving down the shore with my daughters to spend the day at the beach. The traffic isn't always fun, but the company and music sure help.

Some of my favorites...

I enjoy spending time with my two daughters and bullmastiff. My oldest daughter attends college in North Carolina – so when I can, I'll take a trip to visit her. (That always makes me happy!) Watching my younger daughter play high school basketball is always exciting. I love her competitive, yet friendly nature. During the summer, I can't miss out on going to country music concerts. The music, sunshine, family and friends – what's better than that?

Membership Committee Kudos

Congratulations to the CoreNet NJ Membership Committee led by Stacey Katz and Liz Archer, along with volunteers Deborah Stoller, Sean Cust, Brooke Dubinsky and Andrea Megnin for their retention efforts. CoreNet NJ was the recipient of two retention awards from CoreNet Global including: Highest Young Leader Retention Rate Award and the 5% Retention Increase Award. Both awards come with complimentary education sessions for the chapter.

Way to go Membership Committee!



Welcome New Members

James Carello • East Side Movers, Inc.

Jennifer Dolan • Dolan Commercial Real Estate Services, Inc.

Conor Dolan • CBRE

Diana Gershon • Verizon Communications, Inc.

Gerald Guarino • Pfizer Incorporated

Mark Maloney • Compass Group USA, Inc.

William McFarland • CBRE

Kimberly McMillon • Verizon Communications, Inc.

Danielle Mungiello • Duke's Landscape Management

Brian Roddy • WithumSmith+Brown

Robert Rosselli • Tarkett

Carlos Santiago • Merck

Lisa Sclar • Verizon Communications, Inc.

Jennifer Shulman • Guardian Life Insurance Co.



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