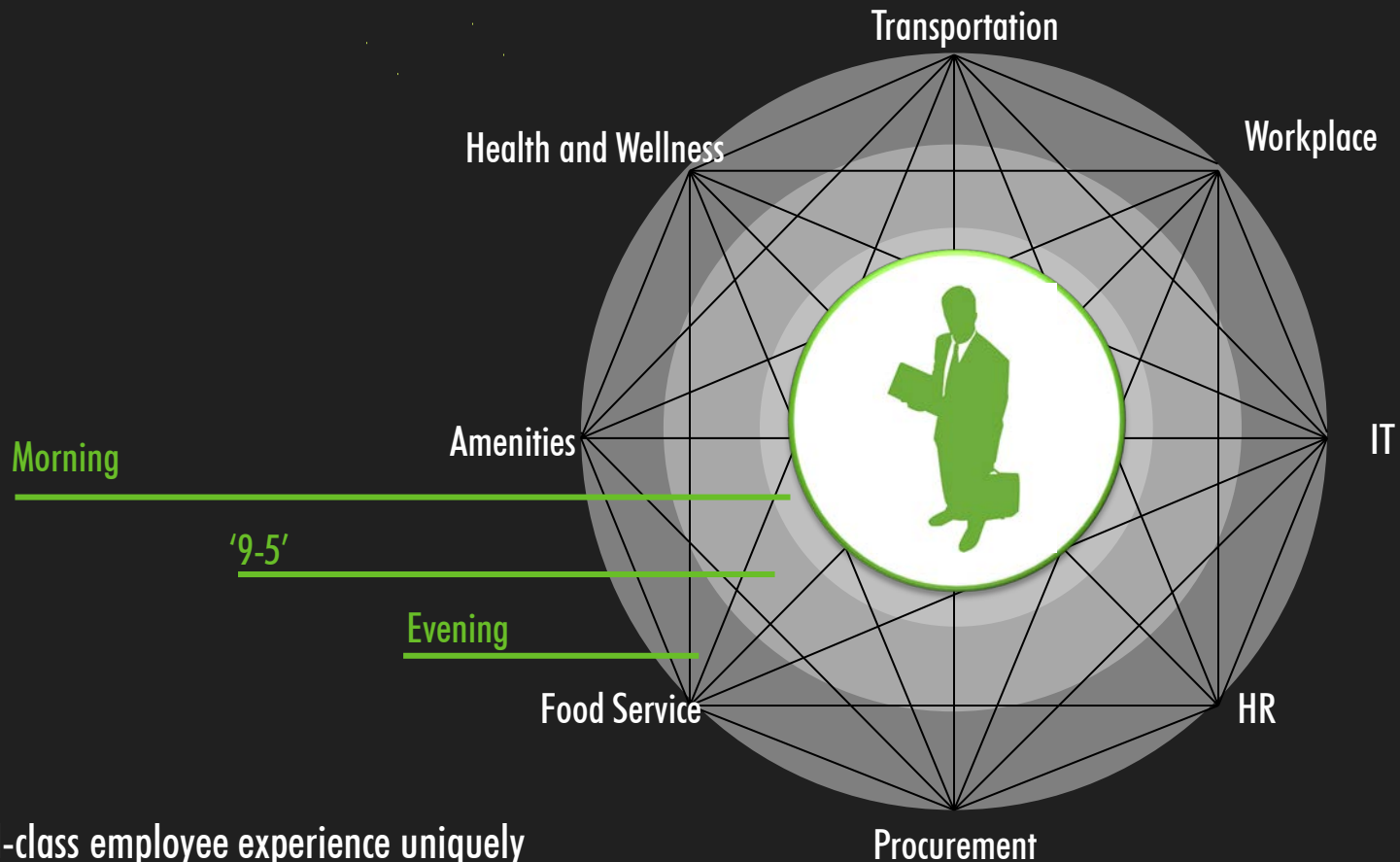


CBRE WORKPLACE 360 DRIVING OPERATIONAL EXCELLENCE

Christopher Perri
CBRE Global Workplace Solutions
September 2015

IT'S ABOUT THE TOTAL EMPLOYEE EXPERIENCE

Shifting from Bricks and Mortar....to *Hearts and Minds*



CRE Goal

- A world-class employee experience uniquely aligned with employee and enterprise needs

Our CBRE Workplace360 Goals

1

OPTIMIZING OUR ASSETS

- REAL ESTATE COST SAVINGS
- OPERATIONAL COST SAVINGS
- SQUARE FOOTAGE REDUCTION

2

IMPROVING THE WAY WE WORK

- INCREASE IN COLLABORATIVE SPACES
- EMPLOYEE SATISFACTION
- IMPROVING LOCALLY IMPORTANT CHARACTERISTICS
- HEALTH & WELLNESS ADDITIONS

3

GENERATING BUSINESS

- CROSS TEAM DEAL OPPORTUNITIES
- COMMUNITY ENGAGEMENT
- CLIENT EXPERIENCE

CBRE WORKPLACE360

Program status

25

PROJECTS COMPLETED

15

UNDERWAY NEXT YEAR

LOS ANGELES
CLEVELAND
BOSTON
ORLANDO
SACRAMENTO
TOKYO
KANSAS CITY
ONTARIO
HONOLULU
MINNEAPOLIS
SYDNEY
CARLSBAD
CHARLOTTE

AMSTERDAM
AMSTERDAM GLOBAL INVESTORS
PARIS GLOBAL INVESTORS
MADRID GLOBAL INVESTORS
FRANKFURT GLOBAL INVESTORS
SADDLEBROOK
WARSAW
SAN DIEGO
MADRID
MELBOURNE
BALTIMORE
CHICAGO

LONDON SMC
COLUMBUS
DENVER
UNIVERSAL CITY
PALO ALTO
FOSTER CITY
SAN JOSE
NYC DOWNTOWN
MEXICO CITY
GREENVILLE

HOUSTON
CINCINNATI
PHOENIX
MIAMI



ROBUST BUT FLEXIBLE GUIDELINES

INTRODUCTION

WORK
SETTINGS

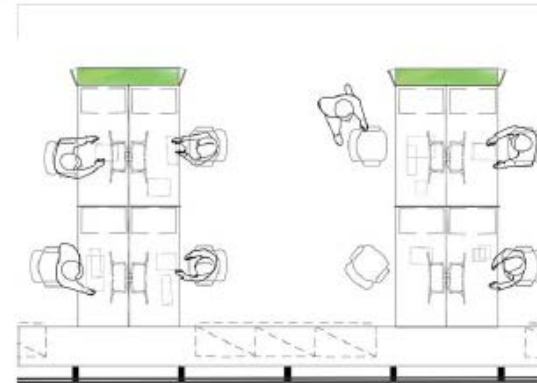
PLANNING
ASSUMPTIONS

SPECIAL
CONSIDERATIONS

APPENDIX

HEIGHT ADJUSTABLE WORKSTATION

Height adjustable bench workstations support both individual concentrative work and informal team collaborative work. They should have access to daylight and be buffered from major sources of noise.



Size 180sf



WHY COME TO A CBRE OFFICE?

It's simple



To Collaborate



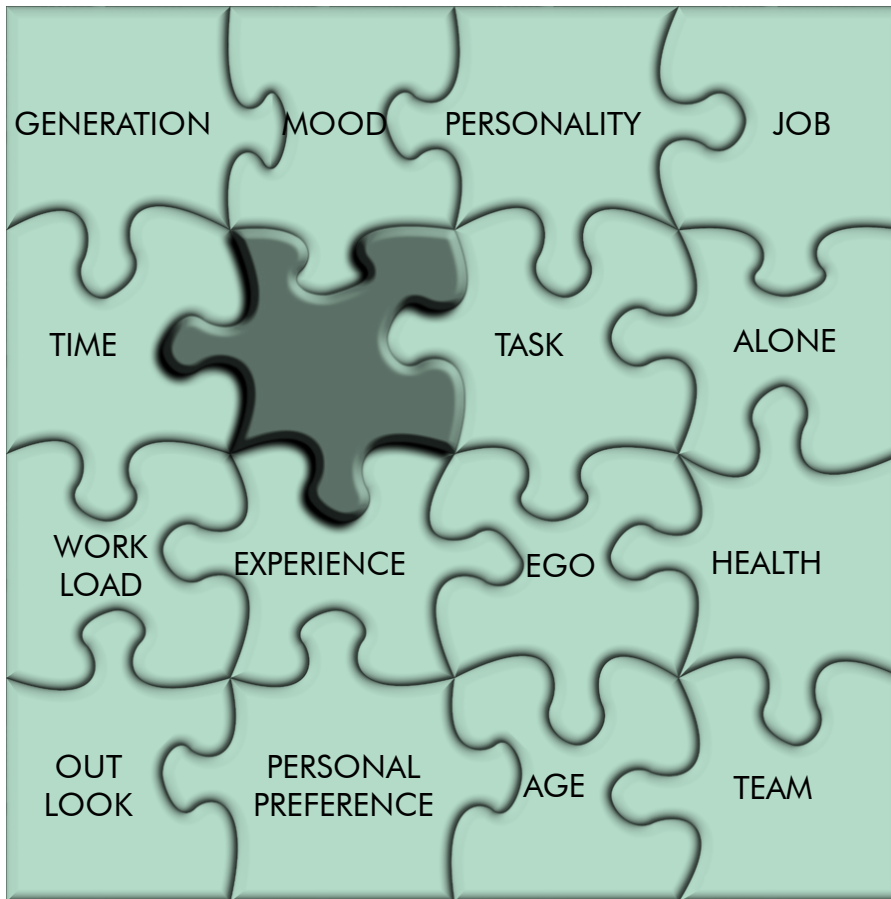
To Socialize / Learn



To Focus

HOW DO WE WORK?

It Depends on a variety of daily factors



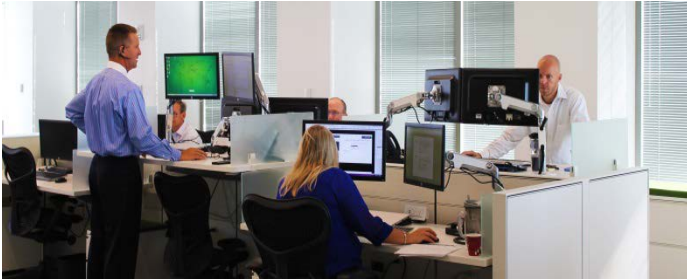
**FIXED & VARIABLE
FACTORS**

DEMAND

CHOICE

WHAT ARE THE CHOICES?

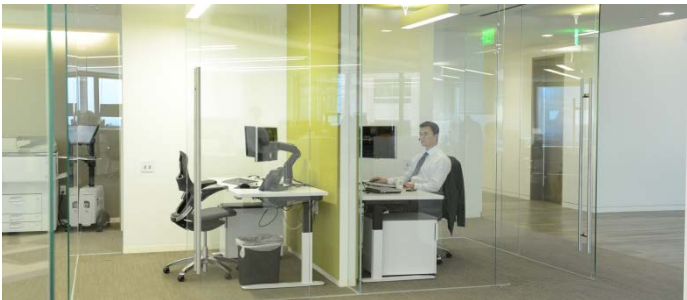
Individual focus space



ADJUSTABLE DESKS, BALTIMORE



WORK STATIONS, MINNEAPOLIS



FOCUS ROOMS, LOS ANGELES



INFORMAL DROP-IN SPACE, AMSTERDAM

WHERE CAN I GO?

Group collaboration space



INFORMAL MEETING SPACE, SAN DIEGO



FORMAL MEETING, SINGAPORE



TEAM SPACE, KANSAS CITY

WHAT DO I NEED?

Engaging socialization space



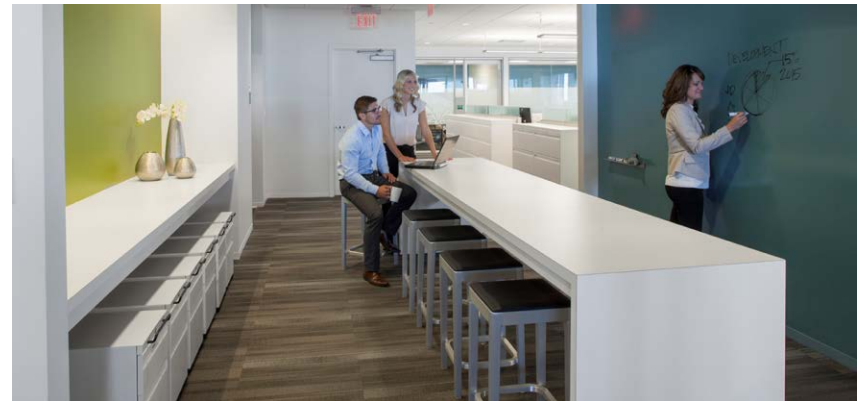
RISE CAFE, PRAGUE



BRIEFING CENTER, LOS ANGELES



RISE CAFE, LOS ANGELES



SCRUM SPACE, CLEVELAND

AMSTERDAM



- Birthplace of Workplace 360
- Overall housing costs reduced by 18%
- 30% less office space while maintaining an inspiring and pleasant environment
- 50% less paper usage
- Increased capacity for growth without changing footprint or interior



- 30% less office space while by combining two locations
- 50% less paper usage
- Increased capacity for growth without changing footprint or interior
- 95% agree space makes us more impactful and collaborative

CHARLOTTE



CHICAGO | IMPROVED RIVERFRONT LOCATION IS CLOSER TO
HEART OF THE CITY.

CBRE | CHICAGO



CLEVELAND



- 91% of survey respondents agree that “Workplace360 reflects a reinvestment in employees, processes, and technology”
- Increased efficiency from 364sf/person to 168sf/person
- Overall employee satisfaction went from 43% to 97%



KANSAS CITY



- Overall employee satisfaction went from 25% to 94%
- 3,277sf avoidance
- Increased efficiency from 246sf/person to 163sf/person
- 89% of survey respondents agree that “Workplace360 has enabled me to work anywhere, anytime”



LOS ANGELES

- 75% of employees feel healthier in the new environment
- 100% free address environment
- 83% of employees feel more productive in the new office
- A well certified commercial office interior
- \$2.1M Storage savings over 10yr lease term

Improve the way we work.

78% REDUCTION IN FILE DRAWERS

91% OF PAPER PURGED (PRE-SCANNING)

1,169 REDUCED FILE DRAWERS FOR NEW SPACE

34% REDUCTION IN PAPER ORDERED (AS OF 7/13)

\$2.1M STORAGE SAVINGS OVER 10YR LEASE TERM



Facilitate employee interaction.

So far....

15 TOURS A DAY

3,000 CLIENTS AND COMMUNITY LEADERS HAVE
TOURED THE SPACE

100+ ARTICLES COVERING OUR STORY

"WE WOULD NOT GO BACK TO
THE OLD WAY OF WORKING"



MELBOURNE



- Increased Meeting & Collaboration Spaces by 40%
- 100% employees with laptops
- End of Trip (EOT) Facilities within the tenancy to promote alternate ways to travel to work
- Reduced on-floor storage by 40%

SACRAMENTO

- 95% of employees would not go back to the old environment
- 1,320sf reduction in filing space
- Ability to grow by 77% within the same footprint of space
- Saved 28% in rent + opex over 11 year lease



SAN DIEGO



- 81% reduction in file drawers
- 8 working spaces for employees to choose from
- 1,634sf avoidance = 100% sf avoidance as compared to a traditional office model
- Height adjustable desks and dual monitors were ranked as highest improvements by employees

SINGAPORE



- Staff feel 58% more productive and 63% more satisfied
- Increased headcount capacity by 30%
- Reduced rental per person by 8%
- Increased meeting spaces by 43%
- Staff feel ability to collaborate has improved by 80%



SYDNEY

- Decreased sf/person: from 145 to 105 sf/person
- Consolidated from 4 floors in 2 buildings to 2 floors in 1 building
- Reduced square footage by approximately 10,000SF (~29%)
- Increased the number of meeting seats by 41%





TOKYO

A wide-angle photograph of a modern office interior. In the foreground, several employees are seated at white desks with black frames, working on computers. A woman in the immediate foreground is wearing a headset. In the middle ground, a long wooden communal table serves as a workspace where several people are standing and talking. The background features a wall of lockers and more office space with large windows. The ceiling has recessed square lights and hanging pendant lights.

- 3x increase in collaboration space
- Consolidated 4 offices, for 18% reduction in space
- Activity based workplace with 324 general desks, 400 work points, more than 600 seats
- 100% unassigned seats
- 100% employees with laptops

WARSAW



- Our office became our prime marketing tool in 2014 with dozens of clients events organized on the premises
- Approximately 300 office tours given by virtually all team members to their clients
- Paper usage has dropped by estimated 50%

THANK
YOU



LEADING FROM THE FRONT
