

“The first step towards getting somewhere is to decide that you are not going to stay where you are.”

J.P. Morgan



ONE YEAR ON


CORENET | Singapore
GLOBAL | Chapter

NEWSLETTER

Winter Edition



December 2021

Reflecting on the past year

Message from The Chair

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ANNA WILLIAMS



A record
breaking year
in 2021

In 2021, CoreNet Global Singapore Chapter emerged stronger. The past year has shown what can be achieved when we have a shared purpose. From connecting with young students, to engaging with DE&I advocates, extending beyond the CRE community gave us a chance to pursue a better way of collaborating.

It's been a year of breaking records. I am proud to report a first for our Chapter and a first for Asia – Singapore was named one of three finalists (out of 43 Chapters worldwide) in the CoreNet Global Large Chapter of the Year Award. This achievement symbolises the transformational journey we have taken in the last two years, despite the pandemic challenges.

Having strong, culturally diverse teams fuel fresh thinking. The Board has grown by 25% while functional sub-committee groups tripled and refocused, all working with great camaraderie and plenty of fun.

The highlights speak for themselves:

- Over 1,200 attendees at more than 18 virtual events
- 92% success rate for MentorConnect.sg pilot
- 75% increase in sponsors
- 60 new members (a chapter record)
- 50% increase in student connection from leading universities
- 25% increase in Young Leader members
- An average of 1000+ views per social media post

The pace of change will continue into 2022 as we (hopefully) welcome the return of in-person networking. Our much anticipated, black-tie Gala Dinner promises to be *“the social event of the year”*, and not to be missed for those looking forward to catching up with friends and peers in an über glamorous setting.

For those of you who have always wanted to get more involved with the Chapter, now is the time to cast aside your inhibitions and get more active by joining our high-octane sub-committees. For those who haven't got round to renewing your membership, tick this off your list as we wouldn't want you to miss out on all the activities we have planned for next year.

As the year comes to an end, I want to say thank you to everyone who has supported and contributed to the Singapore Chapter. We would not have achieved what we have without you. At a time when families around the world are reuniting, some for the first time in years, I wish all of you and your families a safe and Happy Christmas. I am excited about what the new year will bring and look forward to seeing you in 2022.

David Jones

Managing Director at Trascent
Singapore Chapter Chair



Life is a sequence of events

Before I reflect on 2021 and share with you some of the exciting events we have planned for 2022, I would like to acknowledge the team members who make it happen. A big thank you to:

- [Shuchita Balasingam](#)
- [Martijn Douven](#)
- [Patricia Phan](#)
- [Jarrad Brownlee](#)
- [Vivekk Sehgal](#)
- [Karen Miagao](#)
- [Brandon Aitken](#)
- [Rachel McCartney](#)

During 2021 and into 2022, I wanted to create a sequence of events for our members with continuity and logic from topic to topic following my CRE work mantra **Find It – Build It – Operate It – Reinstate It – Dispose It**. This is how I do what I do: I connect the right people at the right time in that circular process.

We started with the **'Find It'** step where we invited The Instant Group to tackle the topic: ***The Rise of Suburbia; Is the Hub & Spoke Model Realistic?*** A timely reminder that finding the future office for your organisation is no longer just about the best rate per sqm!

Wonderfully moderated by John Williams, the webinar was backed up by data and facts from [James Rankin](#), [Guy Doetil](#). A diverse panel of industry peers tackled the **'Find It'** question. Thank you to [Eduard Van Zyl](#), [Josephine Lee](#), [James Foo](#) and [Sushil Kumar](#).

Once the CRE team in your organisation has shortlisted a few buildings for your new workplace, you'll need to convince your leadership group to **'Build It'**. We invited Unispace to discuss: ***Hybrid is the future – but how do we make it work?*** The discussion was moderated by [Chen Tang](#), joined by [Dr. Richard Claydon](#), Chief Cognitive Officer, to provide behavioural research insights. This was less about CRE, more about how 'hearts and minds' are aligned across the organisations post Covid, and how we perceive the future of work to look like.

We finish off the year with the third gate in the circular process: **'Operate It'**. Assuming your new location, and the refreshed HR policy have got your associates excited about 'working from anywhere', we asked the question: ***How to create a 5-star Hotel Experience in your Workplace?*** We all appreciate a good coffee, but it will not be the daily decider! Good old fashioned customer service, a safe and clean place to connect with colleagues will continue to be important for many people.

We invited a panel featuring 3 different standpoints: the end-user was represented by [Teresa Matheson](#), the 'human touch' was embodied by [Paul Schmeja](#), and the 'digital touch' was represented by [Martijn Douven](#). They all agreed the physical space could be utilised in a 'smarter' way, with technology as the enabler for more productive and live healthier and happy lives.

I am very much looking forward to 2022 and to conclude our discovery in the circular process with some useful and interesting topics in the pipeline for you.

- In our yearly Market Outlook, we will explore Resilience and Adaptability in the Workplace
- Circular Economy: How much can we recycle and re-use in CRE?
- Smart Interior Design that makes you say WOW...and is healthy for your mind & body as well!
- Corporate Travel: Can we do without it? The Impact on Global Supply Chains due to Covid and assess whether your workplace experience has changed post-Covid?

We always welcome fresh topics so do connect with the Event team. We are of course also already in the planning phase for a **Gala Dinner** so stay tuned for more information as the Covid restrictions are easing. Finally, thank you to all members and sponsors for your relentless support and we will see you all again in 2022!

Jan Zesach
Novartis

Events Committee Lead



Missed an event? No problem!

For all those who signed up to the below past events but missed it, email us at singaporechapter@corenetglobal.org to access your password to view the replay. Don't forget to add us to your safe sender list so you can receive news from us.

How to Create a 5-star Hotel Experience in your Workplace

Date: 6 OCTOBER
[REWATCH HERE](#)



How to Create a Mentoring Culture in an era of Hybrid work

Date: 17 NOVEMBER
[REWATCH HERE](#)



LEARN, UNLEARN, RELEARN Series: Design & Build vs Design Consultancy

Date: 22 OCTOBER
[REWATCH HERE](#)



LEARN, UNLEARN, RELEARN Series: Networking in the Digital Age: Tips & Tricks

Date: 26 NOVEMBER
[REWATCH HERE](#)



Singapore named as Top 3 in Chapter of the Year Award

CoreNet Global Singapore Chapter was honored to be named a finalist in the CoreNet Global Chapter of the Year Award in the large chapter category. The 'Red Dot' shone as Top 3 out of 43 Chapters, in recognition of our growth, new initiatives and ability to pivot to the 'new normal'.

2021 was a watershed year, when organisations accepted the pandemic was not a temporary storm we needed to weather. We were incredibly fortunate to leverage the leadership, enterprise mindset, 'can do' spirit and camaraderie of our Board and sub-committees.

During lockdowns and restrictions, our volunteers were positive role models, searching new ways for our members to communicate, collaborate and stay connected. The unwavering backing of our sponsors **ISS A/S WeWork HNI Corporation Zenith Interiors Pty Ltd Unispace The Instant Group M Moser Associates** was invaluable in supporting the wider CRE community.

Thank all our members who inspire us with their success, paying it forward by guiding the next generation of CRE professionals, and active engagement. Singapore is a trusted global hub, already building new strengths to maintain its competitive edge.

[Click on the below icons and connect with us](#)



Board meets in person after 2 virtual years!

After 2 years of virtual meetings, the CoreNet Global Singapore Chapter Board, sub-committees and sponsors met in December, for their regular monthly business, a review of 2021, and assess our DE&I. **Thank you to Jade Tong, ATALIAN Global Services** for the festive gift of poinsettias.



Ask Us



- How do I RENEW my membership?
- How do I contact MEMBERSHIP SERVICES?
- How do I SPONSOR the Singapore Chapter?
- How do I JOIN A COMMITTEE?
- How do I update my CONTACT DETAILS?
- What is my LOG IN & PASSWORD?

For more details, get in touch with us:
singaporechapter@corenetglobal.org

Movers & Shakers



Genevieve Wong
 Head of Marketing, APAC
 essensys



Steve Louie
 Strategic Advisor
 Merx Asia



Jeanne Wong
 Head of Property Singapore/
 ASEAN markets
 Standard Chartered Bank

Have you recently made a move? Tell us so that we can give you a plug. Send details to:
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Patricia (Tricia) Phan
 Chapter Administrator
 CoreNet Global Singapore



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The power of workplace experiences

The world of work has changed, with many companies embracing home and hybrid work models. However, many other companies still recognize the benefits of having employees in the office, even for just 2-3 days a week. A strong in-office culture allows for spontaneous talks and cross-functional collaboration.

In a recent Deloitte Human Capital Trends survey, 79% of respondents said that stimulating a sense of belonging in the workforce was important to their organisation's success moving forward, while 93% agreed a sense of belonging drives organisational performance.

Whether you want employees in the office full-time or just on certain days, it's important to gbelonging. Workplace experiences can be big or sive them something they can't get at home: shared workplace experience provides a strong feeling of mall, from Friday cake to inter-departmental sports events, and can be used to nudge employees back into the office, either full-time or on quieter office days.



Here are five key tips for creating attractive workplace experiences:

#1 Fun and business relevant

Create workplace experiences that are fun and link to the company values or business strategy.

#2 Feed the mind & body

Lunch is probably the easiest time to arrange an experience, as this is when people naturally come together.

#3 Create a culture of convenience

People like to work from home because it is convenient. They can complete their workday and do basic household tasks in their breaks. So why not offer basic services to make it more convenient for them to go to work?

#4 Increase innovation by breaking silos

Isolation is one of the biggest drawbacks of home working. So, arrange events specifically designed to create links between teams and management levels.

#5 Create a calendar

Mix regular events with one-off workplace experiences that create an extra buzz and level of engagement.

Activating Young Leaders

Hey Young Leaders! With Christmas around the corner, we reflect the year that was 2021 and look ahead to what's in store for 2022. The Young Leader committee's goal this year was to reconnect to each other, especially face to face to restore the sense of belonging.

The year kicked off well with small groups able to come together for monthly drinks and even connected with some new and energetic members at different bars through mobile quiz games.

The Young Leader of the year award was reintroduced with some truly exceptional nominees coming forward. Congratulations to Genevieve Wong, Alyssa Reinoso and Jade Lim for being shortlisted to the top three. Winner to be announced at the Gala dinner early next year. Best of luck.

As the year progressed, we all learnt that the pandemic wasn't disappearing. Unfortunately, we had to postpone the 'Live action Singapore theme Monopoly'. Carefully curated to fit within restriction guideline, teams of four would have raced around Singapore to complete tasks, before meeting at the final location to battle it out in the 'Speed Monopoly game' where the winning team is determined.

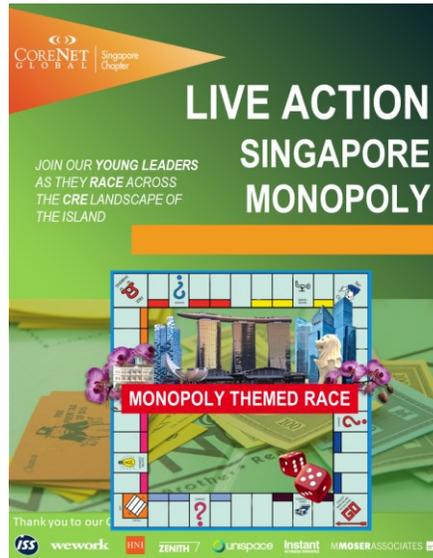
The event will be held next year and is a great opportunity to meet other young leaders and have fun whilst learning about Singapore's history and real-estate.

You can look forward to this, round table networking, and curated events in the new year. Check out our **LinkedIn page exclusively dedicated for the Singapore Chapter Young Leader members to share and connect.**

Sadly, I have to announce my term as Young Leader chair will come to an end in March 2022, watch this space to find out who I will be passing the baton onto.

I would like to express my sincere appreciations to Tricia, David and Adeline and the rest of the brilliant board members for their ongoing support. Thank you to the exceptional sub-committee members who volunteered their time and effort this year; Roland Felber, Jean-Baptiste Caemard, Kimberley Chew, Jason Yap and Sara Campbell. Last but not least, to all the members who got involved this year, your enthusiasm and support is appreciated. Thank you!

Stacey Mahar
Global Account Director
Interface



Let's Connect!

We have a Young Leaders WhatsApp group where you can share thoughts or ask questions to other Young Leader members. Scan the code to join the Young Leaders WhatsApp Chat



wework

The future of work is hybrid, here's what that will look like

In the hybrid workplace of the future, business strategy aligns with employee preferences, and many employees have enjoyed the benefits of remote work. However, workers have experienced drawbacks as well—distractions at home, a lack of face time with colleagues, diminished work-life balance, and a tendency to work more hours.

- 80% of business leaders want to adopt a hybrid workplace model, but only 11% have a detailed plan to make it happen.
- 75% of non-C-Suite employees would give up at least one benefit for the freedom to choose where to work, and 64% would be willing to pay for access to an office space.
- 79% of C-Suite executives plan to allow workers to split their time between remote and in-person work, and 76% are likely to offer employees a stipend to work remotely.

More than ever before, company leaders are now investing in flexible real estate that affords their employees more options for where and when to work.

Flexible leases on private offices, full floors, full buildings, and more

Whether you need a traditional corporate headquarters, smaller satellite offices, or on-demand workspace for teams, WeWork has the square footage— and provides the ability to easily scale or down according to your needs.

In May 2022, WeWork will launch its latest addition to the Singapore portfolio: TwentyOneCollyerQuay - a 21 story tower with uninterrupted views over the Marina Bay and easy access to Raffles MRT.

It has been purpose-designed to support all the ways your teams work, with a range of diverse areas like private offices, conference rooms, private booths and breakout areas creating an environment that facilitates both collaborative and solo work. The location also features amenities including a wellness centre, auditorium and a complimentary barista bar for your team to work the way they prefer in the future of hybrid work.



See the full study and download the report at we.co/thefutureofhybridwork



Mentor Connect 2.0 followed the success of 1.0, where 12 pairs of Mentors/ Mentees were paired together in this 5-month journey. 2.0, and will officially finish in December 2021. Hear from Jade Lim & Shiyong He about their experience.

“Mentor

Why did you sign up?

The program offered me the additional opportunity, outside of my immediate work capacity, to spend time making a difference in the industry. I enjoy connecting with people and sharing my experiences with the next generation of Corporate Real Estate leaders. I am glad to offer a leg up to He Shiyong (my mentee) to the head of the pack.

What do you get out of it?

A new friend! Most importantly hopefully Shiyong benefited from real, useful, practical advices to smoothly navigate the working society and avoid pitfalls without the need to go through them.

What's your advice for anyone interested in mentoring?

CRE is fast changing and there is no better time than now to help each other in the next phase of evolution. Being a trusted advisor to someone goes a long way. The program was very well designed and would highly recommend

Jade Lim

Associate Director
Colliers



“Mentee

Why did you sign up?

As a student member, I try to take every opportunity to learn about the corporate real estate industry. The MentorConnect.sg programme offered me the chance to learn interactively with a mentor in the sector. The programme also provided opportunities for broader feedback and advice which enabled more connections in the industry.

What did you get out of it?

Jade really gave me valuable suggestions on my job searching, career planning, available resources to name a few. Friendship we forge from the past 6 months will continue and be meaningful for me. I also developed a more open mind and have confidence to speak up more frequently.

What's your advice for anyone interested in being a mentee?

Advice for anyone interested in the program or mentoring in general. As a mentee, be proactive and responsive. Although we get use to virtual meet-ups, the value of meeting face to face at least a few times is really important to strengthen the relationship.

Shiyong He

Student
NTU





Diversity, Equity & Inclusion

Our Diversity, Equity & Inclusion (DE&I) ambition continues to be a driving force in 2022. At the December Board meeting, [Anoma Bāste](#) and [Josephine Lee](#) summarised our DE&I strategy focusing on education and empowering people.

A big thank to our speakers [Richard Kuppusamy](#), [Joyce Chen](#) and [Yeo Tian Poh](#) for their many thought-provoking insights.

The call to action was best captured by Richard whose advice was be kind, be thoughtful, and translate this into action if you want to move the needle.



The Learning Labs virtual series is a way to stay connected and have compelling conversations about the important topics impacting our industry.

In the latest instalment, we explore how the landscape of commercial real estate change drastically this past year. Where do we envision it going in the short and long term? What do we see as the “new normal”?

We explore the effect COVID-19 has had on the industry, how working from home has changed client needs, and a multitude of insights with our panellists representing Corporate Real Estate, Construction and Development including JLL, Cushman and Wakefield, Summit Construction and HNI Global.

[CLICK HERE TO LEARN MORE](#)



Membership Neighbourhood Group activated

Membership sub-committee’s focus this year has been on creating personal connections, networks and community building across the Chapter.

Firstly, a big thank you to the sub-committee team, [Paul Schmeja](#), [Alexandros Stergiou](#), [Grit Hennoch](#), [Eduard Moix](#), and [Evangina Chua](#) to make this happen.

For new members, we have personalised new member welcomes with specific outreach, virtual and face to face onboarding to ensure there is a friendly face for them to navigate their CoreNet SG journey.

For existing members, we have launched the Neighbourhood Groups (Central, East & West). These are growing fast, the groups are active in organising planned and ad-hoc events activities across the island. Join one if you are not in one!

Finally, we are back with face to face! The first Neighbourhood Group kick-off was held on 11 November. Following its success, we held a mixer event with trial, new and current members on 8 December. Both events were a great way to create and re-create meaningful connections, and to help all of us ease our way back into human interaction.

We look forward to more members joining the Neighbourhood groups, as well as staging more member events in person in 2022.

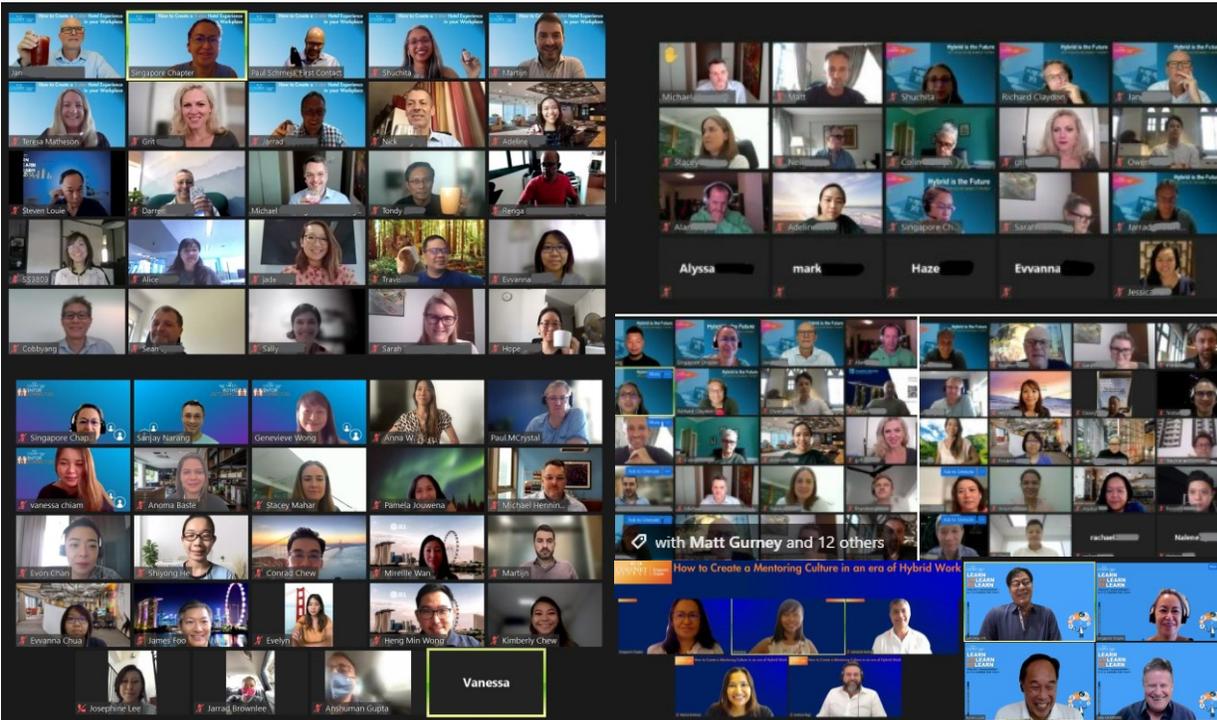
If you have any ideas for Membership, please approach either of us or connect with any of our passionate Sub-Committee members.

[Valda Tsang-Tolentino](#)
Maxeon
Membership Committee Lead



[Michael Henningsen](#)
HNI
Membership Committee Lead





CORENET GLOBAL Singapore Chapter

INTERNATIONAL WOMEN'S DAY

Helping to forge a gender equal world
#ChooseToChallenge
#IWD2021

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Merry Christmas
and a
Happy New Year!

**Photos reflect pandemic restrictions in place at that time*