







30 MARCH 2022 , 17:00 - 19:30 CBRE, HENRIETTA HOUSE, HENRIETTA PLACE, W1G 0NB

Event includes a building tour of Henrietta House



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Welcome



Grow and develop our occupier community through continuous learning and sharing

Vanessa Curtis CBRE & CoreNet Global UK Chapter Communities Co-Chair

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Upcoming Events



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- 19th May: Young Leader Annual Networking Event
- 7th June: Architectural Walking Tour
- 30th June: Summer Party
- 8th September: Boat Tour
- 13th-15th September: CoreNet Global EMEA Summit in Amsterdam

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Summer Party

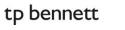


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Charity Partner:



YL Mentoring



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- Check out our Young Leader Mentoring Scheme
- Details on the UK Chapter website
- https://unitedkingdom.corenetglobal.org/learndevelop/mentoring

Communities - Get Involved!

- Sustainability
- Life Sciences
- Strategy & Portfolio Planning
- Workplace

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Thank You

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Charity Partner:



Speakers



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Gillian Burgis-Smith
Co-Founder &
Managing Director
of Inclusive
Environments Ltd.

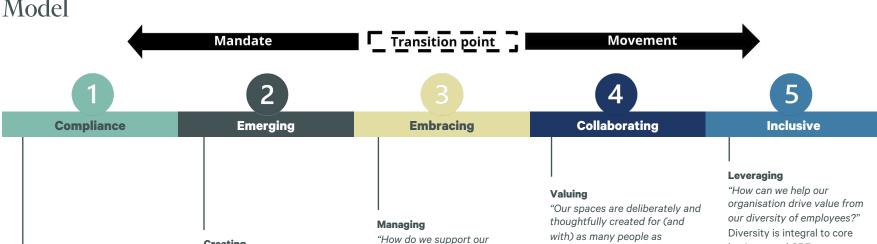
Naomi de Barra,
Chartered
Psychologist
Co-founder and
Director at
Integrate
Psychology

Kate Smith,
Executive Director,
Head of
Workplace &
Portfolio Strategy,
UK, CBRE

Steve Ingham, Chief Executive Officer at PageGroup

CRE DE&I Maturity Model

An adaptation of Deloitte's 'D&I maturity model' edited for CRE



Maintaining

"What do we have to do to stay out of trouble?" Basic understanding of diversity across the CRE team.

Creating

"What are the most immediate areas I need to address?" Primarily focused on adaptions for physical ability and pregnancy, incorporated inconsistently across CRE delivery.

"How do we support our diverse workforce?"

Considering a broader range of diverse characteristics.

Empathy, DE&I considerations and stagegates throughout end-to-end CRE processes, communication and skillsets.

"Our spaces are deliberately and thoughtfully created for (and with) as many people as possible; making them feel safe, that they belong and enable them to do their best work." CRE are engaging diverse users and specialists in space and experience design and prioritising diverse supplier spend.

"How can we help our organisation drive value from our diversity of employees?" Diversity is integral to core business and CRE team success, strong diverse workforce representation within CRE team and CRE is recognised as industry-leading.

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Findings from research-



What are the conditions you need for your creativity to flourish?



What environmental factors get in the way of your activity?



place with all my

stuff.















Understanding Neurodiversity **Dyscalculia** Verbal skills **Dyslexia Dyspraxia Innovative** thinking Visual thinking Verbal skills **Imaginative** Lateral thinkers 3D Mechanical skills Intuitive **Neuro-diverse** Experiencing life in both an extremely positive and negative way. Energy & passion Hard working It is living in constant chaos that is both Creativity Creative exciting and overwhelming. Spontaneity Empathetic It is working with a head that is both so unique and illogical. **ADHD Autistic Spectrum** inc. Asperger's Condition Resilience High concentration Abundant energy Fine detail processing Tourette's Hyper-focus · Good memory recall Energetic Sense of humour Empathetic

Created by Inclusive Environments Ltd

Contact Details

Contact Gillian Burgis

Gillian is also seeking neurodiverse individuals to take part in her research exploring creativity and the environments that enable individuals to flourish.





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Contact Kate Smith

kate.smith@cbre.com

Contact Naomi de Barra

naomi@integratepsychology.co.uk

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