

# Europlan Workplace Strategy

Let us work with you to design an  
inspiring workspace that performs  
now and into the future.



## Why partner with Europlan?

New Zealand businesses have been trusting us to create productive work spaces through the artful and scientific use of office furniture and design since 1963.

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Our team has worked on hundreds of projects, and has unique expertise across a wide range of specialised areas that are important to workplace design. These include specialities such as acoustics, colour, wellness, ergonomics, neurodiversity, movement and biophilia. We know how to use office furniture to improve productivity, reduce noise, lift employees' spirits and contribute to a more positive workplace culture using elements from multiple disciplines. You can trust us to blend art, innovation and science to enhance your space.

Our involvement with creating superior workspaces goes beyond the simple supply of furniture and accessories. We're a single-sourcing service, meaning we can guide you the whole way through your project, from ideation to move-in and beyond!

# TESTIMONIALS

## CONNETICS

“A few of the reasons why we invested in a workplace strategy with Europlan is that we were about to undertake a significant relocation from multiple sites to one site and we wanted to get an understanding of what our current culture is and the future culture our people are looking to create.

The most obvious advantage that the Europlan work strategy offered us was the fact that Europlan are neutral and they're unbiased.

Europlan were fantastic pre-move where they spent a lot of time working with us to truly understand who we are and what we are about. Post-move the relationship continued and to this day we are still working together.”

**JOHN WILLETTS - HIGH PERFORMANCE MANAGER - CONNETICS**

# TESTIMONIALS

## BARNARDOS

"I just wanted to write and thank you and your colleagues for Europlan's support of our journey to our new Head Office environment at 100 Tory Street, Wellington.

The workshops facilitated by you and your team provided invaluable insights to help us better understand our requirements, how our office environment can work for us and how we want to 'be' in our new place. The manner and approach in those workshops was exemplary and engaged us all wonderfully and has stimulated more thoughts and action beyond furniture and set up. Thank you.

The relocation of a Head Office function is a significant investment of both financial and time resources for any organisation and is particularly significant for a business like Barnardos. So we have needed time to get it right. We can't thank you enough for your unfailing patience as we have made our way through this process.

Please pass on my gratitude and that of the Barnardos National Office staff, it has been a pleasure working with you."

**MIKE MUNNELLY - CHIEF EXECUTIVE - BARNARDOS**

# Workplace Strategy

Workplace strategy takes into account a company's physical and virtual work environments, culture, processes, technologies and other resources. Its goal is to encourage people to work in ways that support the organisation's mission.

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## **COLLABORATION**

Support your team working together to reach your objectives.



## **WELLBEING**

Increase morale and nurture teams' holistic health.



## **ENGAGEMENT**

Drive results through understanding and shaping spaces that foster outcomes.



## **EFFICIENCY**

Get the most out of your footprint, through optimised floor plan layout and use of effective furniture and space design.



## **RETENTION**

Encourage your employees to feel comfortable, supported and cared for no matter where they are in their career.

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# Blending art, innovation and science – our areas of expertise!

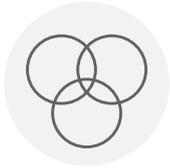
Our involvement with creating superior workspaces goes beyond the simple supply of furniture and accessories. Work with us and benefit from our knowledge, experience and skill in the following areas.



# Acoustics

Open plan office environments can be challenging for your team. Research shows that when open areas aren't formatted and furnished appropriately employees experience reduced concentration, decreased productivity, increased stress levels and a higher rate of absenteeism. Our people understand the nuances of sound absorption to enhance and open-plan space.





## Trends & Colour Theory

The colour palette of a workspace can influence productivity, mood and wellbeing. Our people live at the forefront of workspace planning, and interior design and know that enhancing the interior of a commercial building can achieve a healthier and more aesthetically-pleasing environment for your people, and for the visitors who use the space, while keeping your brand top of mind.



## Sustainability

Reduce operational costs and carbon footprints with sustainability led design. We can provide advice on sustainable materials, the use of plants, energy-tracking tools and other sustainability-driven strategies to help achieve energy-use and sustainability targets.

As a commitment to our ongoing efforts to be an environmentally conscious business, Europlan has engaged with Toitū Envirocare to ensure we operate in a more sustainable way and with the aim of reducing our carbon footprint to meet ISO14064 accreditation.



## New Parents

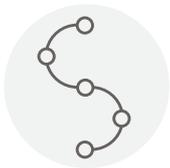
Employee retention often requires support as your people go through various stages in their personal and professional lives. How employers support the transition back to work for all working parents can have an enormous impact on their ability to resume their career. Part of that support can be providing a suitable place for new parents to feed or express.

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## Wellness

Wellness and wellbeing in the workplace is a key objective for many workplace design strategies. Beyond improving physical wellbeing, our people consider the infrastructures required to support a well workplace, and the social, career and corporate responsibility of an organisation.



## Ergonomics and Movement

People need to move often and sit well, and workspace design can facilitate this. Sit to stand desks are good, but what we really need to think about is movement because sitting OR standing for too long isn't great for us.

Use of an ergonomic chair during prolonged seated work decreases the risk of suffering musculoskeletal disorders in the neck, shoulders, arms, back, and legs.

Proper office ergonomics training results in a higher quantity and quality of work produced.

75%

of work in industrialised countries is performed while seated.



## Biophilia

Humans can't help but be connected to nature. Biophilia considers our relationship with nature and how we can bring that into our work space. Beyond just bringing in some plants, our people consider the quality of air and natural light to enhance wellbeing and productivity.

**Key findings from people that work in environments with natural elements, such as greenery and sunlight:**

15%

higher level of well-being

6%

more productive

15%

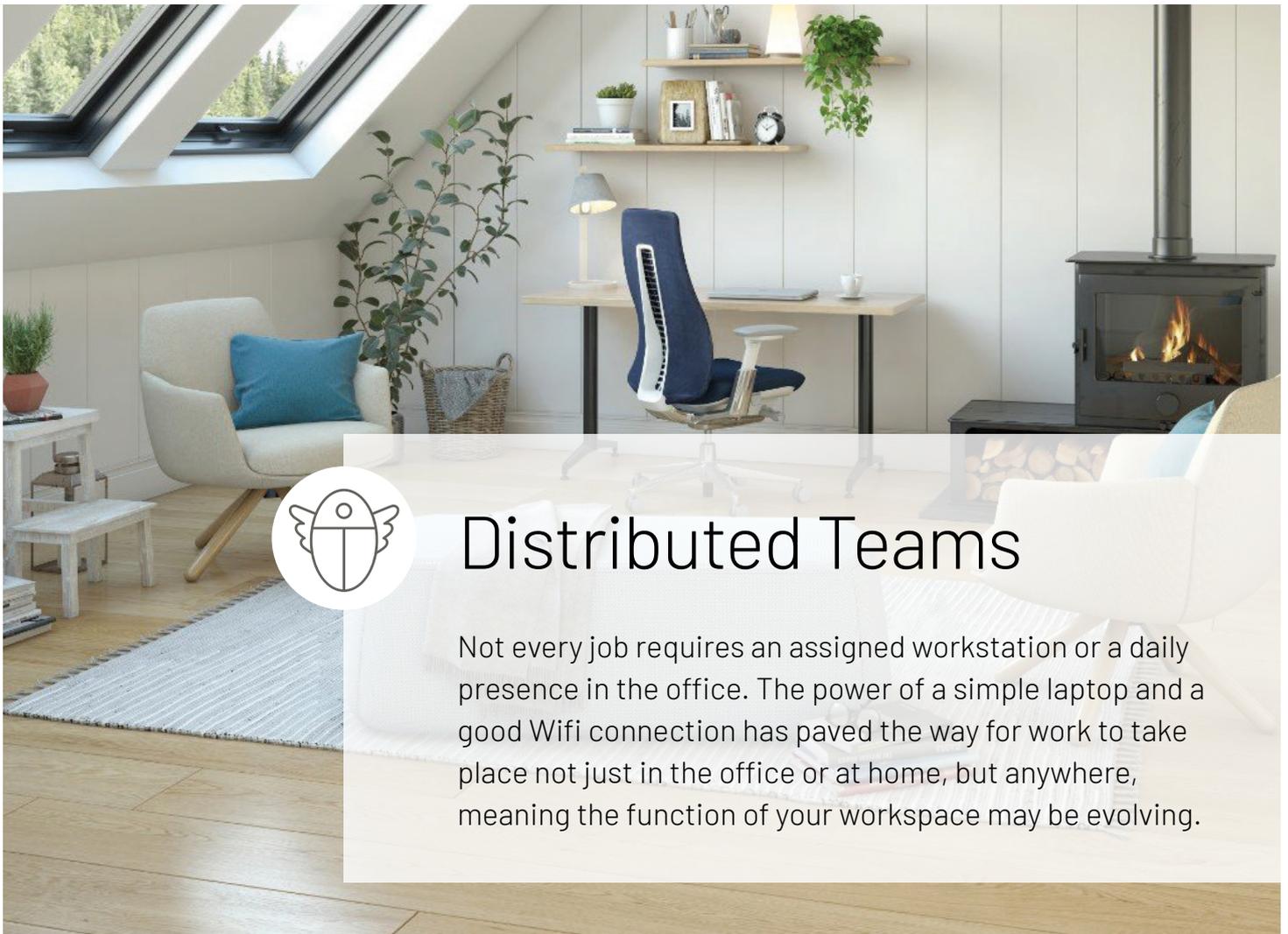
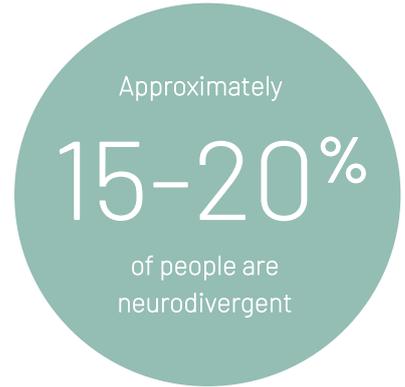
more creative



# Neurodiversity

Research indicates that 15-20% of our workforce are neurodivergent, having one of a collection of conditions that could include autism spectrum disorder (ASD), attention deficit hyperactivity disorder (ADHD), dyslexia, dyspraxia, and Tourette syndrome, among others.

We understand how different spaces can be tailored to achieve inclusiveness by allowing for a range of work modalities and addressing unique design functions to deliver health, safety, wellbeing and inclusivity for all.



# Distributed Teams

Not every job requires an assigned workstation or a daily presence in the office. The power of a simple laptop and a good Wifi connection has paved the way for work to take place not just in the office or at home, but anywhere, meaning the function of your workspace may be evolving.



# Single Sourcing Service

Our single sourcing service removes complexity and prevents logistical nightmares. Your project team will get what's required, at the right place and the right time, and can be with you for the whole project, from ideation to completion.



# WELL Building Standard

Wellness begins with bricks and mortar. Our people understand the potential impacts that workspaces can have on the health of those people who spend time there and know that healthy spaces lead to increased employee engagement, a more productive workforce and healthier, more resilient staff.

The WELL Certification Building Standard is the leading tool for advancing health and well-being in buildings globally. Applying the principles from WELL means we understand how a building and workplace impact an individual's wellness and how to make those places healthier.

35,103

projects  
encompassing over

3.37

billion square feet are  
applying WELL across

109

countries

# The Workspace Design Strategy Process

We begin by understanding your culture as it is now, and as you want it to be in the future, so that we can recommend specific strategies to achieve your goals.

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1.

Understanding your workplace

2.

Providing recommendations, strategies and advice

3.

Implementing change

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First, we'll get intimate with how things happen in your business. Rather than making guesses or looking in from the outside, we go to the people who know it best.

We get started by consulting the people in your organisation through a series of structured surveys and workshops. This allows us to understand the context, vision and appetite for change.

# 1.

## **SURVEYING FOR THE BEST INSIGHTS**

### **Culture Surveys**

To understand the workplace culture now, explore challenges and offer solutions based on our expertise.

### **Workstyle Surveys**

To understand how your teams work and help us identify the best resources to optimise their productivity and happiness.

### **Space Surveys**

To understand your footprint, and ensure space utilisation across the floor plan. We'll explore meeting room occupancy and desk usage.

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# 2.

## **WE'LL PROVIDE ADVICE, STRATEGIES AND RECOMMENDATIONS**

Once we have the data and insights from your unique context, we apply our expertise and experience, with the help of some clever technology along the way.

We use design software to test concepts, solve problems and enable you to see what your new workplace could look like, so you can trust the final solution we recommend when we present it to you. You'll receive a comprehensive report that includes our findings and our proposed steps for moving ahead.

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# 3.

## **WORKING WITH YOU ON YOUR NEXT STEPS**

From procurement to move-in and beyond, take advantage of our experience to help your organisation transition. We can be your single source supplier, managing the procurement, supply, stock and installation of new components.

We also know that implementing a new floor plan isn't the last step. We love being on-site during the move in process to provide support and guidance to your team during their transition.

To ensure things have gone well, and you're on the path to success, we will also provide post-implementation pulse check surveys. These surveys measure how effective the changes have been in achieving the goals set out at the beginning of the process.



## CASE STUDY

In 2017 we were approached by Connetics in Christchurch, a large company with over 300 full time staff and a major building move on the horizon.

They'd established a project team that was being championed by a diverse range of staff and an unshakeable commitment to building a positive and productive culture for the future of their business. This meant their primary focus was "People".

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### THE PROCESS

To begin the Workplace Strategy piece, we ran a series of workshops with a broad range of employees to get a deeper understanding of their workstyles and the organisational culture for both current state and their future desired states.

Once the workshops were completed, we provided the Leadership Team with a detailed report on the findings and our subsequent recommendations. We used this data to provided solutions on how to address any gaps or challenges so the organisation could realise and move forward with the vision they had identified as the future of their workplace.

## **RESEARCH**

We developed an online survey for all employees to complete to benchmark the business in areas such as technology, workstyles, access to collaboration areas, meeting spaces and facilities and overall happiness in their current space.

Conducting workshops and data collection from a varied spectrum of employees allows us to tailor appropriate and specific recommendations around space and culture.

Once the surveys were complete, we reported the findings back to the business so they could make plans to address any areas of concern and to understand what they were doing well.

The survey was completed again in their new building to assess the success of the move post occupancy and to set new benchmarks for employee satisfaction.

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## **OUTCOMES**

The most notable change has been how “connected” their people are. Bringing them together into one purpose-built site with an intentional purpose has been invaluable.

The physical building has provided a modern, safe and beautiful space for the business to operate from and the commitment to the strategy groundwork has given the organisation its heart. Our close and methodical work with the High Performance Team allowed us to support the change management process and ensure a successful transition.

The delivered workplace strategy was wholly in alignment with the business and cultural goals of Connetics as an organisation and it has created a workspace that meets the current and future needs of their business and ensures performance is never compromised.



DESIGN  
WITH  
US

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**europlan** INSPIRING  
WORKSPACES