

THE WORKPLACE OF THE FUTURE



THE MILLENNIALS IMPACT



Accelerating success.

FACTS



Today, **Millennials** account for close to **40%** of the workforce in **Romania**

2017

TO

2025

75%

of the **global** workforce will be **Millennials**

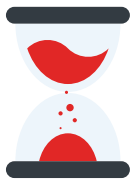
FACTS



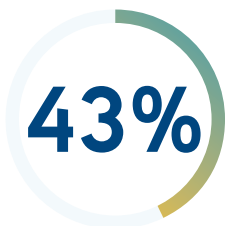
HR managers say it's difficult to **find and retain Millennials**



of gen Y are **loyal to their employer**, according to HR managers



of Millennials tend to **leave their jobs in less than 3 years**

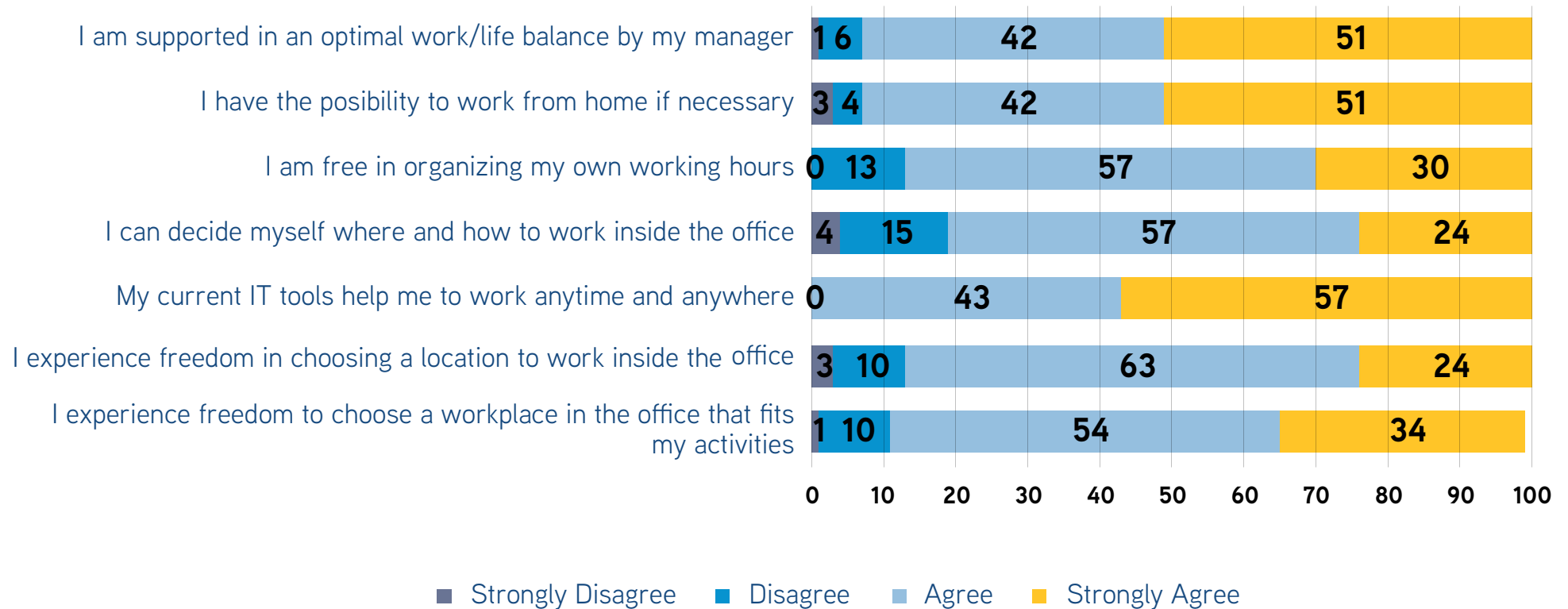


feel very confident they could **get another job fast**

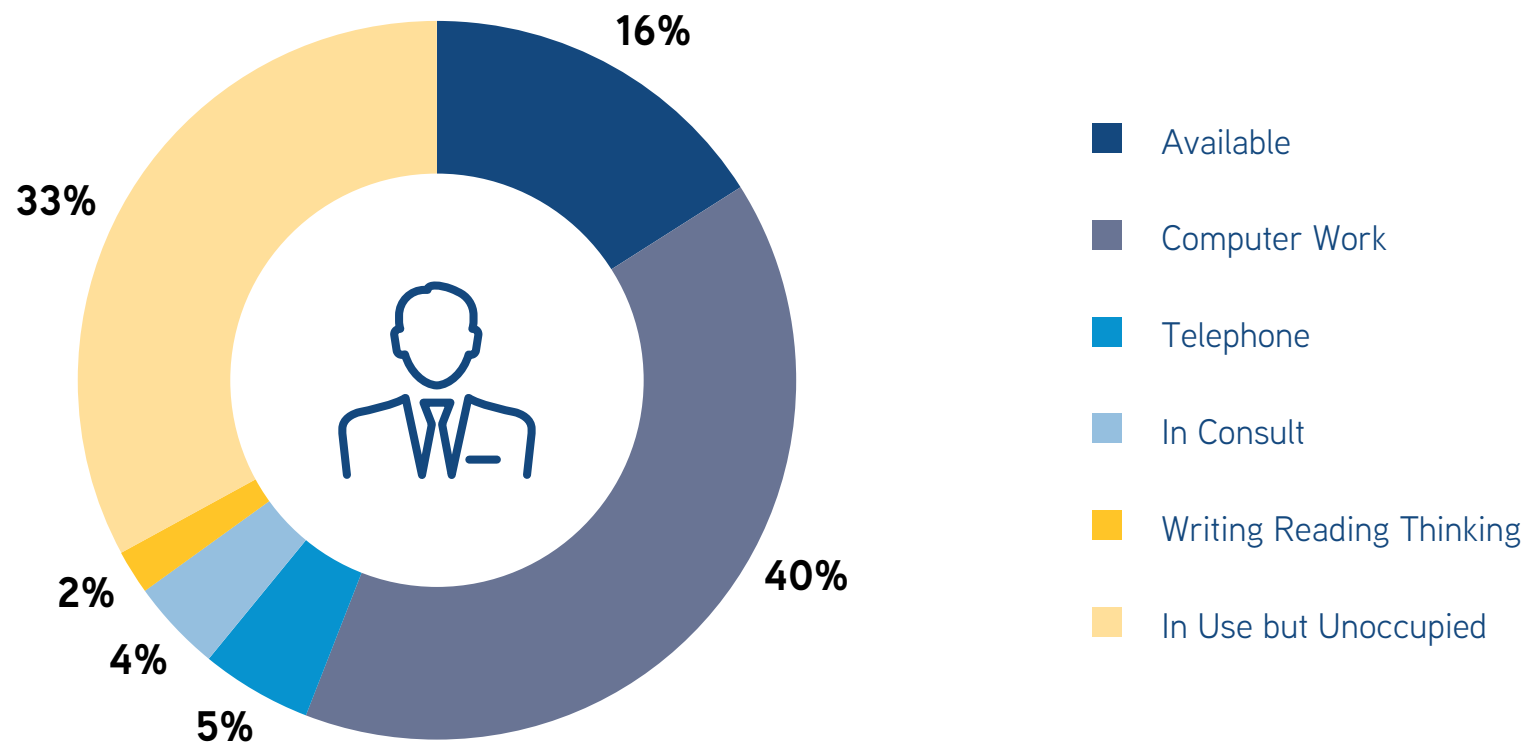


**according to US statistics*

PREFERRED FUTURE SITUATION



WAY OF WORKING AT THE OFFICE



DRIVE



- **Intrinsic motivation** = inner drive for perfection leads to passion and dedication (challenging personal skills)
- **Stick and carrot strategy** can have harmful consequences
- **Meaningfulness** is king
- You also need **autonomy**

WHAT MILLENNIALS EXPECT IN THE WORKPLACE



➤ 30 min or less to **travel** to the office



➤ **Proximity** to different amenities (a shopping mall – ideally)



➤ Their sense of **community** & **personal development**



➤ In the end, it's about **location, location, location**

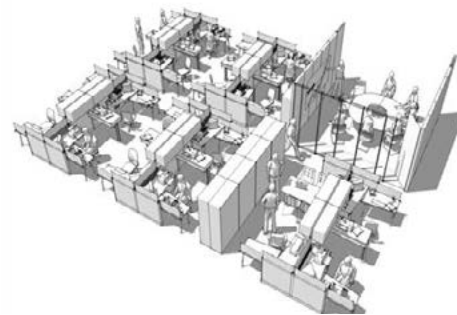
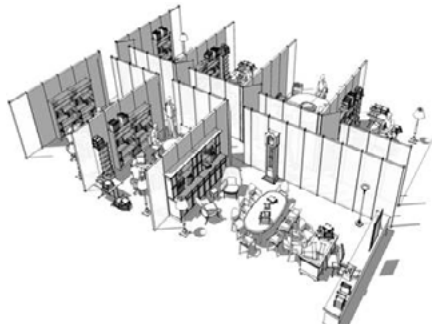
ACTIVITY BASED WORK SPACE



Increased space
efficiency and
people productivity

Better use of the same space
(hot-desking, activity based
workplace, intelligent systems
to monitor use of space and offer
solutions for optimization)

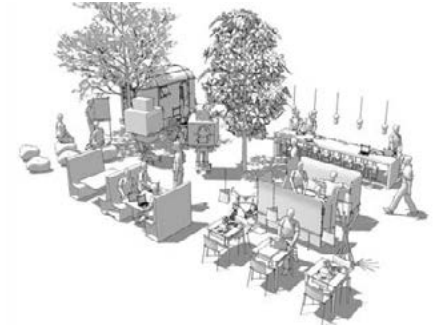
TRADITIONAL **BABY BOOMERS**



GEN X



GEN Y



2017 OFFICES are so much more



BUSINESS
ACCELERATOR

EMPLOYEE
ATTRACTION &
RETENTION

BRAND &
CULTURE
CATALYST



LESS
SQUARE
METERS

INCREASE OF
EMPLOYEES
PRODUCTIVITY

BETTER
COLLABORATION
BETWEEN
TEAMS

STEPS

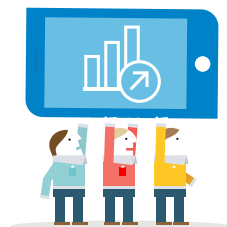


1 We decide we want
A NEW WAY OF WORKING



from conventional to **FUN**

2 We **ALIGN** opinions of
what the new way is & we
COMMIT to getting there

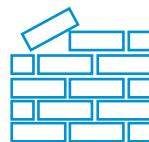


3 We take a thorough **LOOK** at:

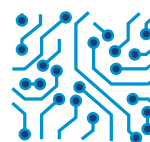


- > How we come to the office
- > How we work in the office
- > What we do outside of the office

4 We recommend a set of
CHANGES to take us from
where we are to where we
agreed we want to be



BRICKS



BYTES



BEHAVIOUR



BRANDING

5 **WE IMPLEMENT**

- > Change management
- > Communication Plan

6 **WE EDUCATE**

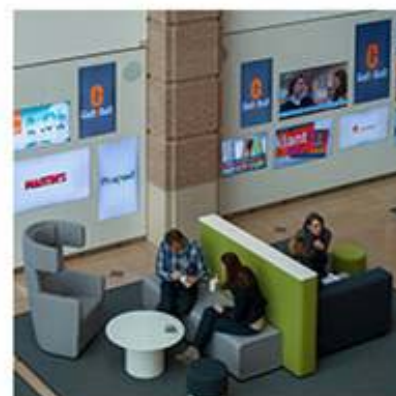
- > Project management
- > Fit-out

REFERENCE

Ahold Europe

Key elements of the project:

- From 1.200 to 1.500 employees in the same building
- Collaboration between teams increased with 40%
- 30% more workspaces based on a new way of working concept
- NPS score increased from -15 to +21





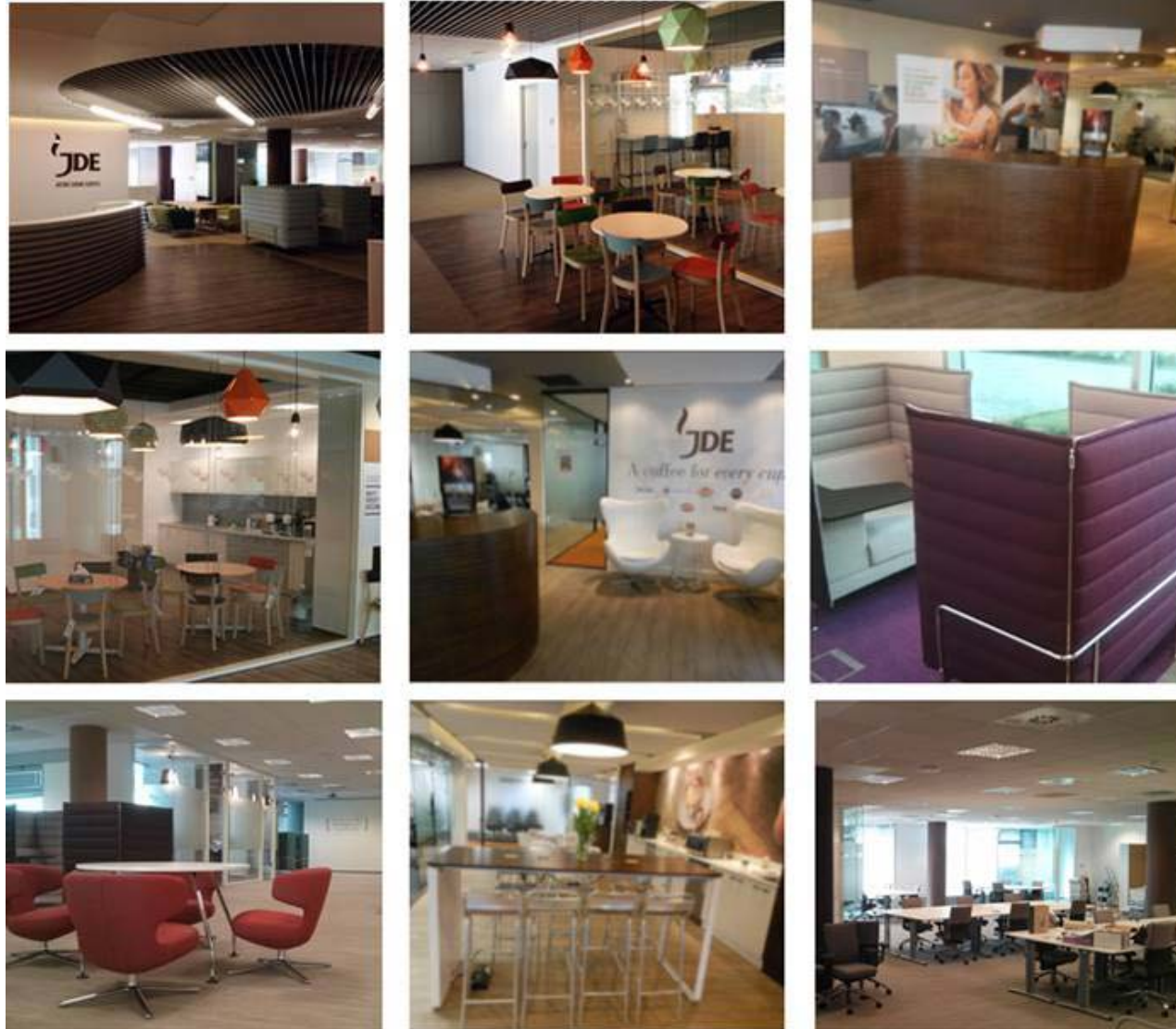
REFERENCE

Danone Research Center

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JDE: Joint venture D.E. Master Blenders & Mondelēz Jacobs



REFERENCE JDE (EMEA)

Key elements of the project:

- Project coordination of 36 countries simultaneously
- 30.000 m² office space refurbishment
- Lead time project plan inclusive realisation: 7 months

554 offices in
68 countries on
6 continents

United States: **153**

Canada: **34**

Latin America: **24**

Asia Pacific: **231**

EMEA: **112**

\$2.6

billion in
annual revenue

2

billion square feet
under management

15,000

professionals
and staff

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