Future of the Workplace
Real-time analytics and artificial intelligence to drive building efficiency

Technology that elevates how, when, and where work gets done
Cost cutting is low-hanging fruit. But, transformational change will come from employee productivity.
$3/sf Utilities
The data to go green
Low-cost sensors and controls have the potential to reduce the energy consumption of buildings by 20%–30%.

- US Department of Energy

64% of millennials won’t take a job if a company doesn’t have strong corporate social responsibility.

$3/sf x 30% savings x 100,000sf building = $90,000 energy savings


www.conecomm.com/research-blog/2016-millennial-employee-engagement-study
$30/sf Occupancy
The data to cut cost
Sensors provide real-time data; Data provides long-term opportunity
What should we measure?

<table>
<thead>
<tr>
<th>Vacancy/Utilization</th>
<th>Density</th>
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<tbody>
<tr>
<td><img src="image1.png" alt="Vacancy/Utilization" /></td>
<td><img src="image2.png" alt="Density" /></td>
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Industry Averages

Average Utilization

64% Utilization\(^1\)

100k sf @ $30sf = $1.08M/yr unutilized space

Average Density

194sf Per Seat Density\(^2\)

1,000 seats @ $30/sf ~ 10% gain = $582k/yr less space needed

\(^1\) US - JLL 2018-2019 Occupancy Benchmarking Report
\(^2\) US – Cushman Wakefield “Why Space Matters: Density”
CASE STUDY: Space Sensor Survey

- Fortune 500 company
- 9-week study - assess utilization at pilot location (June 15th – Aug 22nd)
- Excerpts from 25 page report
Overall Workstation Utilization (By Day and Time)

Utilization By Day

<table>
<thead>
<tr>
<th>Day</th>
<th>Average</th>
<th>Peak</th>
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<tbody>
<tr>
<td>Monday</td>
<td>29%</td>
<td>75%</td>
</tr>
<tr>
<td>Tuesday</td>
<td>30%</td>
<td>73%</td>
</tr>
<tr>
<td>Wednesday</td>
<td>26%</td>
<td>64%</td>
</tr>
<tr>
<td>Thursday</td>
<td>26%</td>
<td>68%</td>
</tr>
<tr>
<td>Friday</td>
<td>21%</td>
<td>61%</td>
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Key Findings:
Monday and Tuesday were the highest utilized days.
Even at peak utilization, 25% of workstations are still available for use.
Peak utilizations occurred between 9:50am and 12:20pm.
The peak shown at 6:20pm (see blue circle on graph) could be due to cleaning personnel.

Key Findings: 25% vacancy even @ peak hours
**Key Findings:** Utilization by space type is mixed

**Overall Workstation Utilization**

- **Overall Ave. Workstation Utilization**
  - Mon – Fri | 8am – 9pm: 26%
  - Mon – Fri | 8am – 5pm: 34%

- **US Ave. Workstation Utilization**
  - Mon – Fri | 8am – 9pm: 49%

- **Overall Peak Workstation Utilization**
  - Mon – Fri | 8am – 9pm: 75%

- **Overall Ave. Workstation Utilization**
  - Sat – Sun | 8am – 9pm: 5%

**Key Findings:**

- Workstations are underutilized by 23% of US average.
- Phone Booths and Café were the highest utilized workstations.
- The Switchboard and Commons had similar utilization rates.
- On weekends, the Study had the highest utilization of 12%.
Massive savings potential

**PROBLEM:** Needed reliable technology for ongoing occupancy analysis and change management that can interface with other systems and BI tools

**SOLUTION:** Occupancy sensors to analyze all: Workspaces, meeting & conference rooms, cellular offices, and collaborative areas as well as system interfaces

**RESULT:** Right-sized real estate investment by subletting London office space saving $45M
$300/sf – Employees
Data for the BIG opportunity
Advantages for smart employers who lean-in to the change...

Reduce Expense
- Real estate footprint
- Energy consumption
- Tier 2-3, suburban, & rural labor markets

Improve Productivity
- Better talent = productivity
- Better engagement
- Less commute (more work)
- 24/7 teams’

Attract & Retain Talent
- Access new talent pools
- Better compete for talent
- Improved retention
PROBLEM: 100,000 employees in cubicles spanning 30 countries didn’t have visibility into available collaborative spaces

SOLUTION: Flexible multi-use floor plans with CRE-tech across the enterprise

RESULT: Saved 50 hours/employee/year in lost productivity + Improved EESAT

- Time searching collaborative space
- Eliminated double booking
- Gained visibility to people and resources across global footprint
PROBLEM: Workplace couldn’t compete for the very best talent — 2 of 3 job offers were declined

SOLUTION: Modernized office and implemented flexible co-working strategy to attract talent

RESULT: 2 of 3 job offers are accepted
PROBLEM: Bulldozed 1.2M sq ft “cube farm” — needed modern workplace tech that could support 26,000 employees

SOLUTION: Co-working “Neighborhoods” to determine where employees sit

RESULTS: Using 1,000’s of devices and 800+ interactive panels, employees book 1.2M meetings in 1,200 conference rooms each year
PROBLEM: Team of 4 unable to effectively manage events for 20,000 faculty and students

SOLUTION: Using cloud based scheduling tools: Students, staff, and faculty quickly locate rooms, equipment, and resources as needed

RESULT: Utilization data aided decision to add new building — Events team can now easily set up, tear down and flip space in a few hours

More with Less
Conclusion
View from my ‘desk’