



Integrated Working Environment

IWE Footprint Strategy

Digitalisation means progressive transformation of our economic system. Our way of life and the work environment changes rapidly. Which impact has digitalisation on corporates and how can these prepare themselves?

Digitalisation, Big Data, Smartness, Industry 4.0 – These are the catchphrases used in discussions about the future way of life and the world of work. Indeed, the digital Darwinism, as a comprehensive transformation of the economic system, describes an epochal change. This whitepaper deals in the following with the thematic derivation of these complex challenges and its consequential need of action.

What is meant?

Summarised, the IWE Footprint Strategy describes the corporate-specific working world of tomorrow and its path. In this context, working world means much more than office equipment, room arrangement or standards. In the Integrated Working Environment (IWE), as a holistic approach, all work-, location-, building- and culture-related aspects will be part of the working world.

Objectives of the IWE Footprint Strategy

The objective is to shape the future instead of just reacting.

That means creating a perfect working world in order to meet the challenges of future professionals and developing a Real Estate Ecological System which adapts to user agility. Furthermore, shaping the changing corporate culture and the synchronisation of real estate strategies with the vision and mission of corporate strategies.

The future office

The office is losing its original purpose of being the location with the infrastructure needed for work. Due to digitalisation it's possible to work almost everywhere. Therefore, the future office will be a location of innovation, discussion, steady progress and socializing. People are meeting there to follow objectives and ideas together. As a part of the working world the office can be used to characterise and control the corporate culture.

Tie-up of human capital

Every human being is different! The desire of every success-oriented employer is to use the full potential of

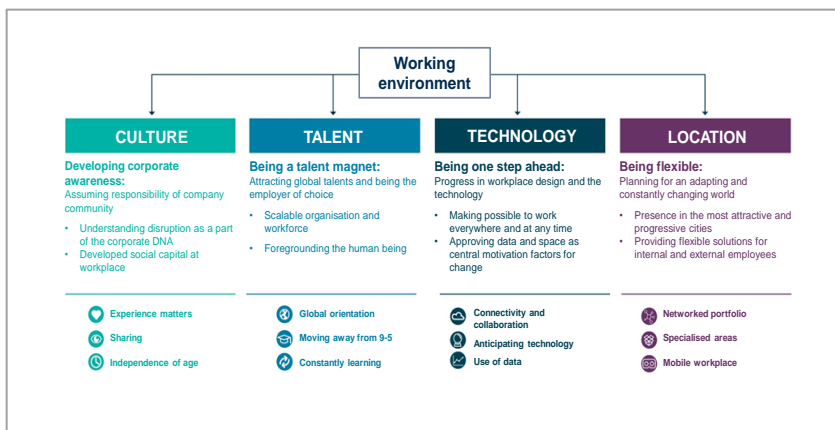
its company employees, that means of the human being. This requires flexibility of working time, locational and temporal freedom, work-life-integration, provision of mobile technical equipment and the freedom to decide where, when and how to work. In times of „war for talents“ the employers which integrate trust-building, output-orientation, a flexible and varied working environment, services and leisure facilities into everyday work are the winners.

Areas needed in the future

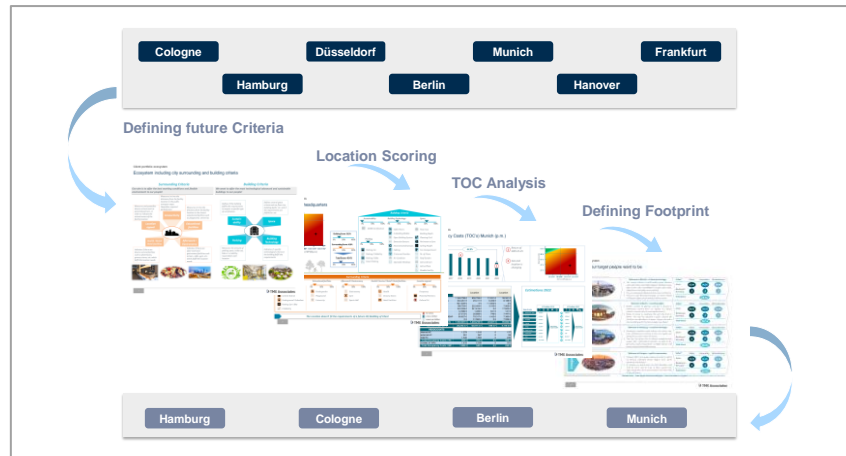
To predict the size of an office area needed for a corporate is difficult. Due to the increasing requirement of scaling organisation and employees, there will be much more mixing of core employees with freelancer and external service providers. Consequently, you can assume that co-working and workplace as a service-concepts will be a fixed part of planning the areas needed and that the part of fixed rented office areas will reduce significantly. Additionally, the desire of highskilled workforce to have the opportunity of using areas in the most attractive and progressive cities – described as “anchored flexibility” – is increasing. By tendency, you can predict a shift from centralised mega-locations to divers, smaller top-locations with diversified service-providers in the surrounding area.

Challenges

In sum, there are the following challenges for corporates due to the digitalisation:



- Volatile head count does not allow longterm bonds to rental properties
- International pool of experts require adhoc-workplaces in companies
- Multidisciplinarity and divergent challenges preassume provision of different work-settings
- The modern knowledge-worker demands a working environment where he can organise himself and interchange intellectually
- Sport, advanced trainings, errands and healthy eating are in line with the working environment.



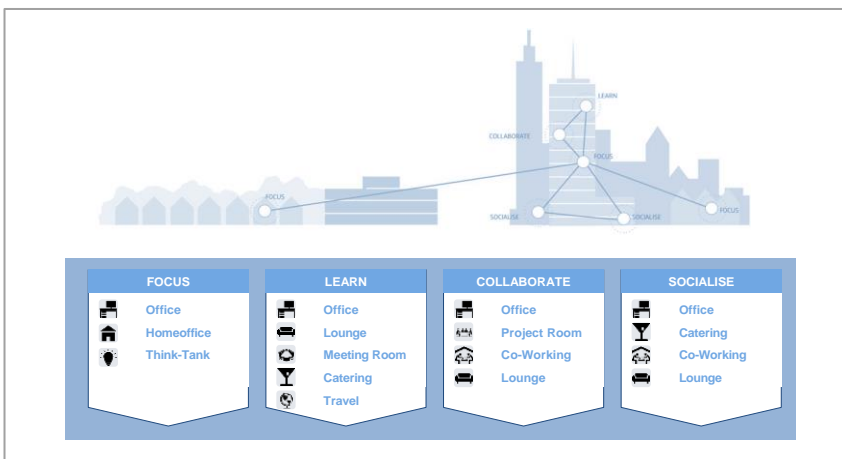
Conclusion

Our everyday life, the way of life and work will be fundamentally changed. Data access and highly locational and temporal flexibility will shape the working world of tomorrow and require a new invented working environment. A holistic approach called Integrated Working Environment is needed as an answer to the consequences of the digitalisation and globalisation. The IWE Footprint Strategy is the basis of a successful and sustainable working world for corporates.

Support by TME

TME Associates supports its customers in all stages, from developing to the implementation of a sustainable IWE Footprint Strategy. We define the corporate-specified working world of tomorrow - detached from existing offices and locations (Greenfield Approach). Followed by the alignment of the portfolio. This valuation will be realised by Key-Performance-Indicators and objective Scoring-Models. Existing and planned quantitative parameters will be compared on the basis of the Total-Occupancy-Costs „TOC“. Considering the critical dates we will

then develop a implementation roadmap which include all necessary lead times up to the expiration of rental and service contracts. Implementation costs will be calculated and the necessary service providers will also be represanted. Our experienced Consulting Team know the existing challenges and transformation obstacles. We can ensure that all challenges will be managed actively and that we will overcome the obstacles successfully.



Authors

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