

## **Case Study- Facilities Project Management/ Workplace Strategy -Architecture/ Space Planning, Tenant Finish-out**

Situation: Technology giant seeks to retain top talent in 500 analog engineers in the Tucson market after closing a significant manufacturing site obtained through acquisition. The old workplace environment is considered hierarchical and dated.

### Action:

- Conducted demographics study to determine the employee's home locations and to assess daily commute impact
- Researched and selected a contemporary, technology business park with amenities that help attract and retain high technology talent.
- Secured a lease with flexible options and the ability to expand via adjacent build-to-suit space.
- Developed and implemented a new corporate Workplace Strategy initiative and included the occupants in design workshops to maximize buy-in.
- Incorporated sustainable Green strategies
- Integrated several elements from the old culture into the new design to provide an awareness of the history/early beginnings of the engineering team's pre-acquisition legacy

### Results:

- Achieved a new benchmark for the corporation's design centers
- Improved space planning efficiencies
- Introduced a more collaborative, colorful, open environment to encourage communication, information sharing and transfer of ideas
- Occupant satisfaction and productivity improved after occupancy
- Successfully combined the best of the old culture with the new innovative identity