

## Project Fact Sheet – CBRE Sydney Head Office



### Concept Statement

“CBRE’s new workplace goes beyond ABW (Activity Based Working)...it’s a tailored, real-world solution which acknowledges *what people actually do in the workplace*...and delivers a unique environment that combines a sophisticated business approach with a contemporary lifestyle flavour”

– **John Andreas**, Director, WMK Architecture

To deliver on this promise, WMK engaged with the business, listening to the needs of individuals across the organisation and tailoring a design solution to suit individuals, teams and the business as a whole.

CBRE prides itself being less “corporate” than its competitors, focussing on the human aspects of its business – its staff and clients - while maintaining its position as market leader in the global real estate industry.

The design concept draws on this juxtaposition of human form within the built environment, softening the hard edges of the existing building typology with a language of curves and folds which are at once organic and architectural.

This notion of “*human form meets building function*” is carried through all areas of the workplace, from front of house through to open plan workspaces, collaboration zones and staff amenity areas.

In client-facing areas, the interiors unfold in a carefully planned sequence and have a bold, sculptural quality. A layering of natural materials, organic forms and bespoke lighting and furniture create a warm, inviting atmosphere akin to a private club, upscale residential or premium hotel environment.

The design of the workplace is based on a detailed examination of job roles, work styles and “what people actually do”. This has resulted in the creation of both fixed and unfixed work points, meaning that certain personnel have been provided with permanent positions in the space based upon their individual needs.

Business units and teams are located in “Neighbourhoods”, which are articulated by collaborative elements and spaces such as ‘meeting hubs’, touch down points and informal meeting zones which encourage incidental and accidental interactions between individuals and teams.



## Key Features & Points of Interest

### Planning & Design

- More than 200 staff have been provided with a unique ABW environment across a total area of 2,400sqm over two levels.
- Storage has been reduced by 60% - from 1.3 km of shelving in the old fitout to just 400 metres.
- Meeting rooms have increased by 65% and the new workplace offers more than 60 separate rooms or spaces to meet and collaborate.
- Workstations - "Centric" system manufacturer in Australia by Schiavello features 1600mm straight benching with pinnable, fabric screens. 20% of desks are height adjustable.
- Staff amenities are generous, including an expansive breakout area which is more than 150 sqm in area – equivalent to a large 3-bedroom apartment – and offers multiple options for staff to relax, dine and engage with others.

### Lighting & Acoustics

- Feature lighting has been designed by specialist lighting consultancy Electrolight and includes custom suspended light fittings inspired by the architectural forms, textures and finishes of the city environment.
- 34 metre long operable wall providing ultimate flexibility by allowing 4 meeting rooms to open into a single large conference and entertainment space adjoining a visitor lounge and bar. Featuring double glazed panels and doors and motorised automatic acoustic seals, this is the first time in Australia the system has been used on such a large scale.

### Sustainability

- Furniture has been selected and specified for its sustainable and local credentials. For example, the "Stripe" stool by Tait is locally designed, Australian-made product which is manufactured from 100% Australian sourced material and is GECA certified. Likewise, the "Home" lounge and armchair range by Stylecraft is Australian designed and manufactured and has GECA certification.
- CBRE's new 18-seat boardroom table has been manufactured from recycled Messmate timber which was reclaimed from the roof of an Army warehouse in Albury, NSW. The distinctive circles and markings on the surface of the table are from prior fixings in the timber trusses and roof purlins.
- Materials and finishes have green credentials, including the striking, large-scale herringbone parquet flooring laid throughout the front of house areas which is solid oak and is certified by the Forest Stewardship Council.
- "Architectural Planting" has been introduced throughout front of house and carefully integrated into the built environment to provide a softening and visual counterpoint to the fixed finishes and fittings in the space.



## Project Details

Client	CBRE
Project Manager	CBRE Global Corporate Services (GCS) Jo-Anne Harrison, Managing Director
Architect	WMK Architecture Design Director – John Andreas Project Director – Vicki Murphie Senior Interior Designer – Petra Bonamy
Building Services Engineer	Simpson Kotzman
Lighting Designer	Electrolight
Structural	Aurecon Group
BCA	Philip Chun
Fitout Constructor	FDC Construction & Fitout Pty Ltd

# PRESS RELEASE



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## **A new way of working for CBRE Sydney**

**Sydney, 18 March 2013** – CBRE has relocated within its existing Sydney headquarters to a new way of working, leading to increased workplace creativity and flexibility.

363 George Street, Sydney is the first CBRE office in Australia to move to a new way of working and the second of 21 CBRE offices worldwide to complete the journey to an Activity Based Working model.

CBRE President & CEO, Australia & New Zealand, Tom Southern said the new office was a positive development in the evolution of CBRE Sydney.

“Our new workspace has given us the unique opportunity to increase collaboration, enable greater flexibility and instigate change in the way our people work,” Mr Southern said.

“To meet our practical needs we have integrated a lot of clever ways to work, and we’ve invested in a range of new features and technology.”

“The Activity Based Workplace is a broad concept, and one on which every organisation has a differing definition. A tailored version of the ABW model, designed to suit our specific needs, has been applied to our new Sydney office.”

“The design we have selected has a modern, progressive feel that truly reflects our business and our culture as well as providing an interesting take on the traditional corporate space.”

CBRE utilised the skills of the firm’s Project Management division to complete the relocation and fit-out on schedule and within budget. The team combined innovative design, with an accurate understanding of occupancy levels, an enhanced technology platform and considerable behavioural change to consolidate CBRE’s tenancy from five floors across two buildings, to 2,600sqm across level 20 and 21 of 363 George Street.

The new office has allowed the Global Corporate Services (GCS) operations to join the Sydney CBD office through a smarter management of technology and space.

CBRE's NSW Managing Director James Patterson said as the leading global property services firm it was important that CBRE was forefront of these types of changes.

"This was part of the reason we have moved to a new way of working, however the main reason for the relocation is because we genuinely believe it will bring benefits to both our business as a whole and our people as individuals," Mr Patterson said.

"In the short time we have been in our new workspace we have witnessed a transformation in the way our people work."

"During the course of a day, our people undertake many different activities that require different work settings with various levels of collaboration. The new office incorporates a variety of work spaces for staff to choose including work stations, think tanks, quiet rooms, meeting rooms, a CBRE Bar (known as the CBar) for client entertaining, and a substantial staff breakout area."

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CBRE Head of **Sustainability** for Pacific, Rebecca Pearce said sustainability was a key consideration when fitting out the new workplace at 363 George Street, Sydney.

"In addition to using holistic sustainability principles in the design of our new workplace we have also reconsidered many of our operating practices, targeting a reduction in overall carbon emissions including those from business travel, paper and waste. We are also aiming to exceed the 5 star NABERS Energy Tenancy rating achieved in several other CBRE offices and will be sharing performance with staff progressively," Ms Pearce said.

"Energy efficiency improvements will be achieved through new lighting (with occupancy sensors) to office and client areas and new IT equipment that has been selected and set up for optimal energy savings both inside and outside the office, reflecting our new flexible working arrangements."

"By choosing to remain in 363 George Street we have retained access to the excellent public transport opportunities a central city location brings. In addition, our staff have access to cycling and change facilities located in the basement – these are currently being upgraded as an added bonus."

"Our new fit out has been planned to optimise the Indoor Environmental Quality (IEQ) and the 363 George building management team continue to work on improving base building related IEQ measures. All materials, furniture and equipment have been selected to minimise Volatile Organic Compounds (VOCs)."

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The Managing Director of CBRE Project Management, Jo-Anne Harrison said the consolidation of CBRE's tenancy was made possible by recognising that at highest occupancy only 65 per cent of staff were at their designated desk.

"Following a comprehensive occupancy review we undertook a series of staff workshops which confirmed that the diverse nature of our business meant our new office needed to include a range of spaces," Ms Harrison said.

The challenge was to then complete the project within a very tight timeframe.

"Due to lease negotiations and DA approvals, construction did not start on site until mid-October 2012 and CBRE needed to relocate over the Christmas break and be fully operation when staff returned in early January 2013. This allowed for less than nine weeks total construction."

The Project Management team completed the relocation and fit-out on schedule and within budget.

"Despite some initial concerns about moving to an ABW model of working, the change has been well received by staff. Ultimately, we have delivered an open, collaborative environment which provides connectivity and facilitates flexibility."

"We organised our new office in series of neighbourhoods to allow different business lines and our shared services to be easily located. This does not stop staff from moving around the office or exempt anyone from our clean desk policy."

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CBRE partnered with award-winning firm WMK Architecture to develop an innovative workplace which married the physical, technological and human aspects of the organisation into a seamless built environment.

John Andreas, Director, WMK Architecture said CBRE's new workplace goes beyond ABW (Activity Based Working)...it's a tailored, real world solution which acknowledges what people actually do in the workplace and delivers a unique environment that combines a sophisticated business approach with a contemporary lifestyle flavour."

#### **About CBRE Group, Inc.**

CBRE Group, Inc. (NYSE:CBG), a Fortune 500 and S&P 500 company headquartered in Los Angeles, is the world's largest commercial real estate services and investment firm (in terms of 2012 revenue). The Company has approximately 37,000 employees (excluding affiliates), and serves real estate owners, investors and occupiers through more than 300 offices (excluding affiliates) worldwide. CBRE offers strategic advice and execution for property sales and leasing; corporate services; property, facilities and project management; mortgage banking; appraisal and valuation; development services; investment management; and research and consulting. Please visit our website at [www.cbre.com.au](http://www.cbre.com.au)

