



During the build-up to a major merger, our workplace methods identified that modest business and cultural changes could deliver a significantly “better place to work” together with a £14 million Net Present Value gain.



Issue:

- Allied Domecq wanted to explore opportunities for transforming their workplace to create “a better place to work”
- In the build-up to a major merger, a low key, non-disruptive approach was required to articulate the financial implications for all workplace interventions
- The workplace effectiveness potential – in Net Present Value terms – was required for 1,700 staff



Deliverable:

- Compelling case for action that articulated the issues and opportunities for a better place to work.
- Secured unwavering support from the senior team.
- Identified modest changes realised through a cultural transition in conjunction with some limited technology interventions would realise a large, tangible business gain.
- A 21% business space reduction provided opportunities significantly enhanced for business interaction



Approach:

- Provided management with a risk mitigation business case based on proven JBA methodology
- Assessed workstyles and requisite capabilities for each style.
- Modelled leading edge space and infrastructure interventions to free staff from office locations.
- Defined project, finance, and risk accountability, communications strategy, programme structure and approaches to realise workplace gains



Benefit:

- Improving workplace effectiveness offered quantifiable results and sustainable activities that can be continually scaled across the business.
- Identified a 21% business space reduction that would benefit the business through greatly improved interaction.
- Identified 125,000 person-hours of business decision time could be freed, presenting management decisions of; (i) improved business decision effectiveness, or (ii) improved staff motivation.

