

50% reduction in desks

from 108 to 54 (one third of which are for 'hot desking')



18 formal meeting rooms reduced to 5

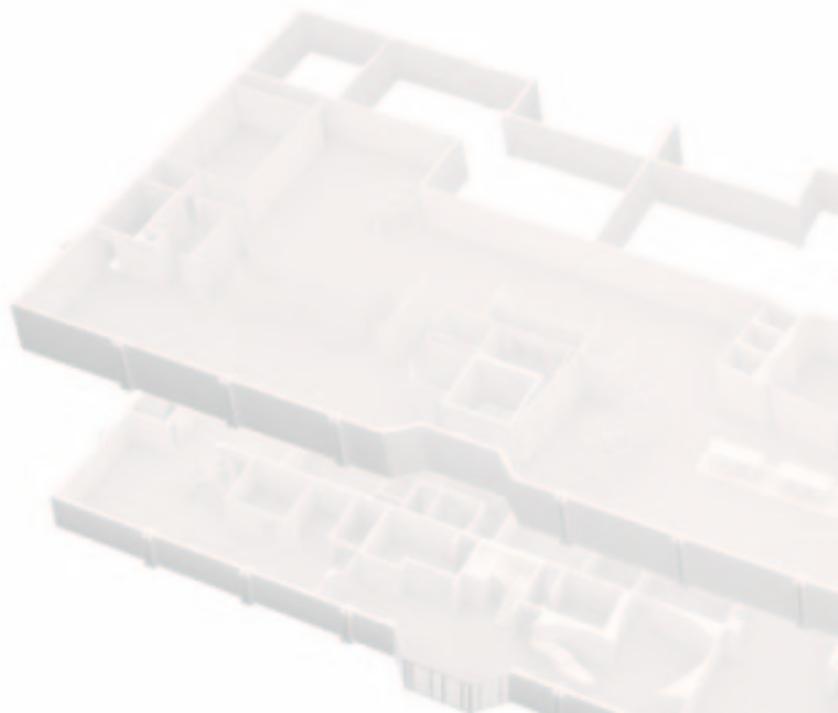
and supplemented with a wide range of informal collaboration areas with sofas and benches

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Plantronics practises what it preaches

CASE STUDY: Simply Smarter Office

Five years ago, Plantronics in the UK set out to **reduce its real estate portfolio from three buildings to one**. The project was simply called "3-2-1" and its only stated objectives were to "get everybody into the same building" and "save the company some money".



Plantronics practises what it preaches

The physical journey from three offices to one has run in parallel with a wider intellectual debate across the industry about how to drive the greatest value from resources and people.

How do you improve productivity? Does flexible working really work? What technology is needed? Where, how and when do people actually do their work these days anyway?

And for Plantronics – whose headsets are fundamental productivity tools – the quest to drive efficiencies from its office space has also frequently inspired innovations in its products.

The process of determining how much office space should be dedicated to each of the four pillars of productive work life – communication, collaboration, concentration and contemplation – was spread over many months. Regular surveys of desk space and occupancy were conducted for all job roles, with HR and team managers consulted for final agreement on what resources were required.

Different acoustic zones were defined. Within those, team areas were set up, with fixed desks for employees who are in the office for three days or more and flexi-desks or work benches provided for everyone else. Numerous flexible meeting spaces and rooms were also created for collaborative activities and completely private 'Think Tanks' were installed in quiet areas to aid concentration.

The design of every area was driven by the needs and working habits of end users. Ultimately, the focus for Plantronics was on overall employee productivity rather than the hours or place they work. And what facilitated this workplace revolution? Plantronics own headset technology. Innovative audio devices that allow employees to roam from their desks, work in and out of the office and communicate from home with the same level of audio quality wherever they are.

And, while creating an improved work environment which supports greater freedom and productivity, the Simply Smarter Office is expected to deliver substantial savings to the bottom line: From energy efficient lighting and HVAC to the creation of better products for customers. By combining innovative working spaces and the right technology Plantronics believes any business can take the right steps towards Simply Smarter working.

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What have been the benefits?

- Staff satisfaction has risen from 61% prior to 85% in just six months
- 60% reduction in sick leave
- 30% improvement in energy costs and a 45% improvement in energy efficiency
- Streamlining of IT with the downscaling of 780 data cables to only 189
- Acoustic tiles implemented in the redesign have led to an 80% reduction in noise

