

REPORT 0314



Dear Readers!

teamgnesda is always up for an adventure. Whether inspiring our customer's staff to forge creative solutions and conversations by providing them with different topical rooms, or watching the Ö3 (Austrian radio station) hosts when they do their work: we always provide new perspectives. Therefore, our company trip to Istanbul was a logical step to scale new heights. And naturally we want to bring movement into your office with, for example, our next management seminar.

In this edition:

Mondi AG:
New office in Vienna's centre

teamgnesda ATGA Tour:
Insights and Outlooks

Movement in the office:
So how does this work?

Property for the future

teamgnesda in Istanbul

Next WOW

Management seminar:
Moving working environments

MONDI AG - NEW OFFICE IN VIENNA'S CENTRE

INNOVATIVE WORK ENVIRONMENTS SUPPORT COMMUNICATION AND CREATIVE SOLUTIONS

The international packaging and paper company Mondi has moved its Europe & International division, and some key departments at Mondi Group, to the new office tower in Vienna's centre.

The service areas taken on by teamgnesda have been very versatile and broad for this project. They included: Client representation, project management, interior design for the topical rooms, the sign system, the entire relocation management, operational support during the first few weeks and retrofitting.

The design for the so-called topical rooms provided many interesting aspects. These rooms offer staff an opportunity to withdraw and promote a relaxed environment to exchange creative ideas and approaches. A room was created on each floor in cooperation with staff. Mainly natural colours and materials were used. The selected topics embrace a broad spectrum - from the "living room" to "nature rooms".

The move of almost 500 staff was completed - including all files and complete IT facilities - within one weekend and without any issues.



5. GBB CONFERENCE

30. Sept. 2014
PALLADION XXI
Sebastian-Kohl-G.
3-9/24
1210 Vienna

At the 5. GBB Green & Blue Building Conference is where Austrian property decision makers meet.

The conference day offers: high quality keynotes, speakers and participants from all areas of the property and construction sector to exchange ideas and inspiration for their projects and business success and to award the GBB Awards 2014.

The teamgnesda focus for the GBB Conference:

Talk by Andreas Gnesda:
"Changing working environment": Challenges "Human - Culture - Property"
Which challenges do properties, locations, infrastructure and or project development face due to new working environments?

Eigenland®-Workshop
with Stefanie-Elisabeth Scheibenecker:
"Human - Culture - Property"
How fit is your company for Next WOW?

Participation is free of charge for employees within the property and construction sector.

Registration at:
anmeldung@confare.at
T: +43-1-997 10 20 - 0
www.gbb-conference.at



IN
TALK



On the first day back at work the main focus was on the requirements of staff. Staff were able to report easily any problems, questions and ideas to the project team using the **teamgnesda** platform. The queries were structured on the platform and processed as quickly as possible. This allowed us to quickly deal with and resolve any topics around the building and room atmosphere, including faults and questions to the facility management (e.g. adjusting desk heights). That this principle worked well is reflected in the high staff satisfaction.

PETER J. OSWALD, CEO MONDI EUROPE & INTERNATIONAL IN CONVERSATION:

Infrastructure, architecture and space - many factors play their part when selecting the ideal company location. Were all your expectations met with the new location?

Peter J. Oswald: We had been searching for new offices which were more open and more modern. The new office building meets these ideas. We have found offices in Vienna's centre which suit our dynamic way of working and promote open communication.

What kind of role did Mondi's company culture play when designing the work environment design.

Peter J. Oswald: "It was important for us to create an interesting working atmosphere which brings our company culture to life. The office concept has deliberately been designed in such a way that rooms invite you to have conversations and work with each other."

What worked especially well for your new headquarters?

Peter J. Oswald: The modern design gives us great flexibility when designing new office areas; open plan offices are just as much possible as having individual or combined offices with areas to retreat for concentrated work.



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AN EXCITING teamgnesda TOUR DURING THE ATGA-CONGRESS 2014

EXCLUSIVE INSIGHTS INTO THE Ö3 STUDIOS AND SPECTACULAR VIEWS FROM THE DC TOWER

“Core business support: Better buildings. Better management.” was the motto for this year’s ATGA Facility Congress on the 25./26. June in the FLORIDO LOUNGE.

An afternoon hosted by teamgnesda and BAR. The start was made with keynote speeches by **Andreas Gnesda** on the topic of “*Changing working environment: Challenge Human - Culture - Technology*” and by **Michael Zöchling**, BAR bareal Immobilienreuhand GmbH on the topic of “*Property Challenge*”. After that the illustrious group of over 30 participants started their exciting tour.

Albert Malli, Deputy Managing Director at Ö3, welcomed us on an exclusive tour through the **Ö3 Studios** and **offices in Heiligenstadt**. The highlight was of course the visit of the studio itself, where a live show was on air. Truly a rather rare insight into the world of media.

Then we visited the **roof terrace of the DC Towers** and enjoyed the fantastic view. A truly spectacular location. Viewing the hotel and an office floor showed us the vast range of use options of this unique property.

Back at the ATGA congress, we had the chance to talk leisurely about the many new impressions during the evening event. And one thing was clear: this tour had something for everyone!

Client:

**Österreichischer Bundesverlag
Schulbuch GmbH & Co. KG**

Services: IProperty strategy/search/selection, Next World of Work office concept and interior design, usage planning, furnishing plan, assistance during contract negotiations.

Project: teamgnesda was commissioned in autumn 2013 to develop a property strategy, location search and development of a new office design. Once the new location in 1020 Vienna was decided in the following spring, an interior design concept according to Next World of Work was developed: In addition to the

BOARDING PASS



functional office, the heart of the new office was defined by the open and inviting communal areas which are to support the internal communication. Furthermore, staff can do their work in future in an attractively designed creative space which promotes the implementation of creative impulses.

Rental space:

approx. 1,350 m²

Passengers:

About 70 employees



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HOW MUCH MOVEMENT DO YOU GET IN YOUR OFFICE?

Motivated and productive staff are the most important assets. That's why more and more companies focus on health and ask themselves the following question: "How can we design and develop our business in such a way that our staff are happy and remain healthy?"

Investment in health and well-being of staff pays off in multitudes!



If you promote the health and well-being of your staff, then you will be able to lower costs and secure the economic success of your company sustainably! Most office work today is done whilst sitting down.

That is why most office workers lack the necessary exercise with partially devastating effects on performance, health and well-being.

teamgnesda is committed to develop and design offices which promote more movement from the get go. We often like to ask when looking at existing offices how much movement actually happens and if interior design and room layout support beneficial exercise. **teamgnesda** explores this question in cooperation with **Karen Bartz**, a leading expert in this field and with the **New World of Work Research Centre at IMC FH Krams**. The actual intensity of exercise of staff in the current office operation is analysed using a special tool. Furthermore, the existing work processes as well as the space and architecture are examined in detail. Based on this analysis, we develop with you measures that are tailor-made for your processes and your organisation. An interdisciplinary team of experts accompanies you during the implementation of these programs.

teamgnesda bring the necessary "move" to your office to ensure that the measures are more effective and suit the requirements of your staff.

This means that your staff are happy and remain healthy. Performance is increased, absences are minimised and the fluctuation is reduced. This results in lower costs and increased yields!

Bring movement to your company!



PROPERTIES – CHALLENGE FOR THE FUTURE

WHAT DOES A PROPERTY HAVE TO LOOK LIKE IN ORDER TO ALLOW NEW WORKING ENVIRONMENTS AND SUPPORT FUTURE DEVELOPMENTS?

Buildings which have to support new working environments in the best possible way have to allow above all a maximum of flexibility for office and space structure. This is specifically achieved by greater wing depths, partition walls in lightweight construction and as many little load bearing elements in the use area as possible. The decisive aspect, however, is the holistic optimisation of all aspects into an harmonic overall design.



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Practical examples show:

- The **conscious and professional design of room acoustics** is of great importance for the functioning of the new work environments with multiple open structures. A raised floor offers a maximum of flexibility when changing the space, yet the acoustics of raised floors are often deemed to not be ideal. A solution here could be e.g. **a combination of false floor which has better acoustic properties due to an extensive base course.**
- **Greater wing depth** can only be used well if sufficient daylight is ensured. Not to be underestimated is the overall lighting concept and how it can contribute significantly to the acceptance of ergonomics of the work environment by **carefully selecting and controlling the used frequencies or colour spectrum (Human-CentricLighting).**

Since the tailor-made adjustments to the work processes of the user with a work-related evaluation is at the heart of the design processes for new work environments or “*Next WOW*” (Next World of Work), it is of utmost importance to employ, right from the start, great consulting and design skills in combination with relevant experience. This ensures that the user keep experiencing their work environment as a new dimension and that the “**WOW EFFECT**” can be rejuvenated over coming decades.



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teamgnesda GOES TO ISTANBUL

TOBIAS HAFELE MOVES TO ISTANBUL AND THE ENTIRE teamgnesda CREW FOLLOWS HIM!

Andreas Gnesda and Gaby Schwarz decided to do a “slightly different” works outing with the team due to good business results in 2013. And that’s why 21 excited members of teamgnesda staff went on a trip from the 22.05 to the 25.05 in order to visit our subsidiary and our colleague Tobias Hafele in Istanbul.

Together with the committed Corvus Travel team in Istanbul, we had prepared a very interesting and full program with many (architectural) sights. On the day of arrival, we immediately went to visit the Blue Mosque, followed by a visit to the Egyptian Bazaar (“You can buy EVERYTHING here!”) and a typical Turkish family restaurant.

We could have spent far more time in the Hagia Sophia and at the Topkapi Palace. The size and details of the buildings had all of us enchanted. Yet wonder followed wonder: the afternoon of the second day was spent on a yacht travelling on the Bosphorus to the Black Sea and back whilst listening to lounge music and enjoying a good meal.

The work of the greatest Ottoman architect - Mimar Sinan - followed us everywhere and at any time of our trip: Sinan e.g. also built the Süleymaniye Mosque which we visited on Saturday morning.

From the Süleymaniye Mosque we continued on to a thrilling and entertaining riddle rally. The riddles led us through the spice market, from the old town to the Golden Horn into the Pera quarter. Some earlier, others later, but all participants reached the destination of the rally in time for a late lunch.

The trip was rounded off with an interesting foray through the Turkish-Mediterranean kitchen: in authentic Turkish family restaurants, to hip eateries with roof terraces overlooking the metropolis. And naturally, we did not miss out on the famous Istanbul night-life: we danced the night away at Reina the “most glamorous club in Istanbul” (The Guardian).

We arrived safely back in Vienna on Sunday night, full of new impressions and new motivation. The Management were specifically pleased that our team surprised them a few days later with a “Thank You” present.



WE DESIGN SENSIBLE WORK ENVIRONMENTS...

**SINCE WE PUT THE INDIVIDUAL AT THE HEART
OF ALL OUR THINKING.**

“Visiting companies is part of our daily routine. Unfortunately, we always meet staff who are disoriented and not focussed and who have lost their fire and passion. This bothered us a lot.”, explains **Andreas Gnesda**, Managing Director at teamgnesda on how the **Next WOW** started.

Next World of Work is a strategic consulting approach. New approaches for office consulting are created due via analysis, change management and innovative workplace concepts which in turn allow staff to regain self-fulfilment and social interaction during the daily working routine. This results in e.g. highly motivated staff who stay with the company for a long time and who live the company culture also on the outside. The success is based on the company mission, the behavioural standard, the communication conduct and organisation.

The **Next WOW** process includes therefore two areas:
Next Move and **Next Spaces**

Next Move is carried out in two steps:

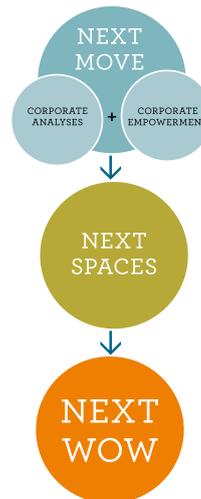
- “**CORPORATE ANALYSIS**” determines the actual status of the company with regards to external and internal perception.
- “**CORPORATE EMPOWERMENT**” shows the business new paths to fully exploit their potential and to achieve better results.

Next Spaces:

Based on the results of “**Next Move**”, we develop new “**Next Spaces**” work environments which are coordinated with the overall company situation. A range of different factors determine how people communicate with each other, how organisations want their brand to be perceived. Also the property and infrastructure contribute significantly to the success of our customers as it can be seen in already realised projects for example at Mondri or 3M



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Michael Bartz, Prof. Department
Business, IMC FH Krems
“New World of Work” book
by Michael Bartz and
Thomas Schmutzer,

THE NEW WORLD OF WORK MEASURING OF RESULTS:

**COMPANIES RELY INCREASINGLY
ON NEW INNOVATIVE FORMS OF WORK.**

Questions arise during the process about how innovative forms of work pay off financially, and if the set goals are really achieved. These questions are answered with the so-called “**New World of Work Success Measure**”. teamgnesda cooperates for this purpose intensively with the **New World of Work Research Centre at IMC FH Krems** and involves the research team lead by Michael Bartz intensively into their project plans.

teamgnesda

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INVITATION
to
Management Seminar
12. November 2014

8 SEMINAR

MOVING WORKING ENVIRONMENTS

EXPLORE WITH US HOW A LACK OF EXERCISE IN OFFICES CAN SUCCESSFULLY BE OVERCOME, HOW YOU CAN PROMOTE HEALTH AND WELL-BEING OF STAFF SUSTAINABLY AND HOW THE PRODUCTIVITY IN YOUR COMPANY WILL INCREASE.

There is an acute lack of exercise in our offices due to long, static sitting and work processes which do not require any physical movement. The consequences are drastic! Lack of exercise not only leads to absences due to a wide range of illnesses, but also to a lack of motivation, well-being and work satisfaction and therefore to a lack of productivity.

We explore what the health consequences are of constant sitting and what this means for the productivity of a company. We develop approaches and measures during an interactive conversation to create a more "moving" office. We present you with our analysis tool "the movement checker" and look at successful implementation of measures using case studies.

Our vision of the next generation of offices: "We design offices in such a way that inactive conduct is tackled and more movement within the office itself is encouraged. This keeps staff healthy and motivated. Absences are minimised, costs are lowered and the economic success of a company is guaranteed sustainably!"

Lecturer:
Andreas Gnesda
Dipl.-Wirt.-Ing. Karen Bartz, MPH



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Programme:

up to 09:00 am

Arrival of participants, welcome tea and coffee

09:00 am to 10:30 am

Our vision of the "moving" office

Design of offices of the next generation with more exercise, health, well-being and secured productivity

10:30 am to 11:00 am

Break with coffee, tea and snacks

11:00 to 12:00

The modern illness caused by constant sitting

Lack of movement and lack of possibilities for movement within the office and the resulting, grave health consequences.

12:00 to 1:30 pm

lunch

1:30 pm to 3:00 pm

Ways to have a more "moving" office

Hosted brainstorming to find approaches and measures to make exercise part of office life with best practice examples

3:00 pm to 3:30 pm

Coffee break with original Sacher Tarte and whipped cream

15:30 to 17:00

Movement Checker analysis tool and case studies

Presentation of the "Movement Checker" and successful case studies.

Date: 12. November 2014

Location: Hotel Sacher Vienna, 1010 Wien, Philharmoniker Strasse 4

This seminar is part of our "Tool Office" initiative:

We charge a fee of EUR 179 plus 20% VAT The fee includes extensive documentation, seminar materials, lunch and break refreshments as well as room rental.

Event registration: managementseminar@teamgnesda.com

For questions, please contact: Ms Klaudia Csar,

csar@teamgnesda.com,

Tel: 01 486 70 70 - 10

Attention: limited space