Ontario Realty Corporation

New Workplace Strategies
“We are the service provider of choice and the centre of excellence in managing and enhancing the value of public sector real estate.”
• Attract and retain staff
• Improve collaboration and communication
• Support the ORC brand
• Leadership visibility
• Lead by example
• Deliver government priorities
  - environmental
  - accessibility
Brand Integration

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Trustworthy Customer Focussed Innovative Collaborative Respectful
• Workplace environment survey
• Mapping staff to ideal location
• Functional planning study
• Opinion Polls
ORC Survey Results

65% somewhat or not satisfied with our environment for collaboration or communication
62% somewhat or not satisfied with amount and type of meeting rooms
ORC Functional Plan

- Executive Team - CEO Office
- Internal Audit
- Corporate Communications
- Finance - Portfolio Accounting
- Finance - Corporate Controller
- Finance - Procurement
- Information Technology
- IT - Corporate Records
- Legal Services
- Operations Team - COO Office
- Strategic Asset Management
- Strategic Capital Planning
- Account Teams, Client Services
- Property Leasing / Land Mgmt.
- Project Management
- Real Estate Sales
- Asset Review
- Human Resources

22nd Floor
20th Floor
19th Floor

TRUSTWORTHY
INNOVATIVE
RESPECTFUL
CUSTOMER FOCUSED
COLLABORATIVE
30% of people surveyed either accept a job because of the condition of a physical workplace or leave an organization based on that.
External Research

69% said the condition of their office building affects their own productivity and motivation.
78% of respondents said they base their impression of the employer upon the quality of the workplace.
Design Principles

- LEED CI Silver
- Universal access
- Improve efficiency
- Health and wellness
Staff Engagement

- Bi-weekly newsletters
- Construction progress
- Colour board
- Meeting room contest
- Virtual tour
- Suggestion box
Change Management

- Tools – welcome kit
- Straticom breakfast session
- Tours
- Etiquette
- NB 90 days
Provincial Opportunity

- Toronto Accommodation Plan
- OPS Modernization

PEOPLE + SERVICE + PLACE

DYNAMIC
ACCESSIBLE
HEALTHY
NATURAL
FLEXIBLE
LEED
“We moved minds as well as offices, accelerating our business and cultural change by years. You realize just how much the old working environment held us back”

(Dr. Michelle Hynd, Scottish Enterprise)
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