



**FIDES**  
TRUST IN EXCELLENCE

**Where and  
how we work  
has changed  
forever**



BUSINESS STRATEGY | TECHNOLOGY SOLUTIONS | COMMERCIAL REAL ESTATE | WORKPLACE WELLBEING

# Where and how we work has changed forever



## Where we work

For some organisations, the office workplace boosts creativity and productivity

For others, remote working represents an opportunity to:

Reduce spend on real estate

Improve flexibility for employees

Increase operational agility



## How we work

Workplace culture is being influenced by a broader spectrum of demographics

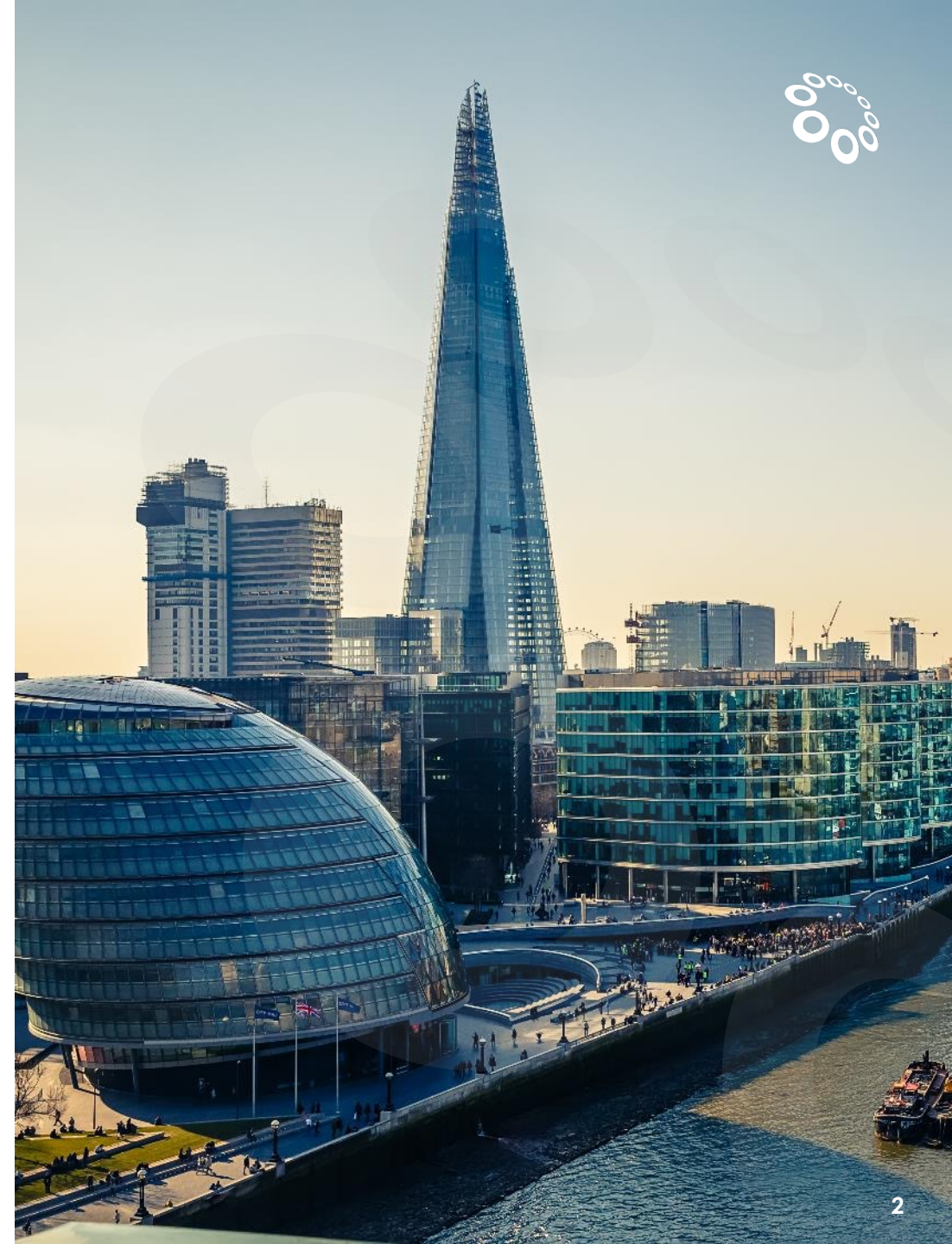
Key drivers are:

Employee wellbeing

Environmental empathy

Adoption of technology

Access to global talent pool



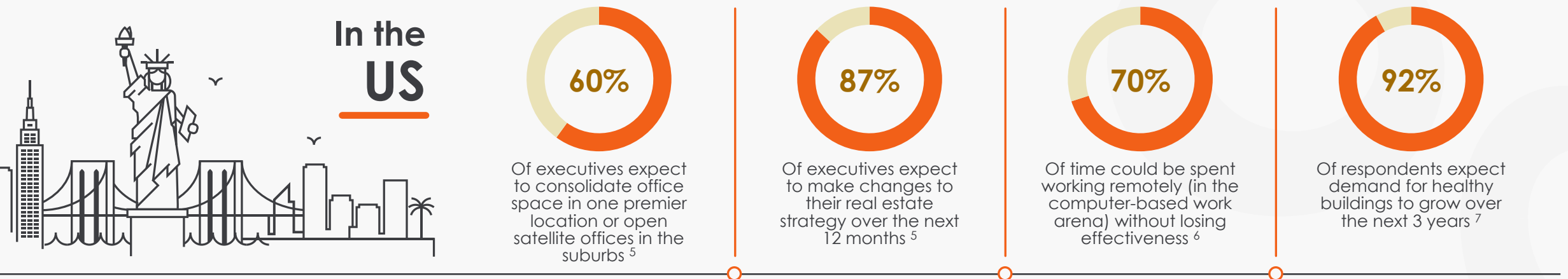
# Where and how we work has changed forever



Businesses across the UK are expecting to make significant changes to their ways of working and real estate portfolios



The theme in the US is similar with increased adoption of remote working and changing views on the purpose of the office



# Different ways of working have emerged



## A fully remote model

**Is working from home permanently a viable option?**

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Move to a permanent model whereby all staff work remotely with the option of retaining some physical sites as places where teams can meet in person.



## A hybrid working model

**Should we blend home and office and adopt a hybrid model?**

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Offer employees flexibility in how they work and give them the option to work from an office or remotely. Change the physical workplace to reflect the changing needs of those who will spend time there.

# Changes to ways of working bring opportunities



## A fully remote model

- Significant cost savings in real estate
- Opens-up wider pools of talent without restrictions based on physical offices
- Potential catalyst for broader organisational change
- Removes the perception of the need for facetime in HQ and allows companies to operate across multiple regions



## A hybrid working model

- Less real estate required which will lead to cost savings
- Offers employees choice for how they wish to work
- Opens new talent pools if employees are not required to be on-site all the time
- Continues to promote face to face collaboration
- Wider benefits for city centres and local economies with workplaces remaining open



# But there are still challenges ahead



## A fully remote model

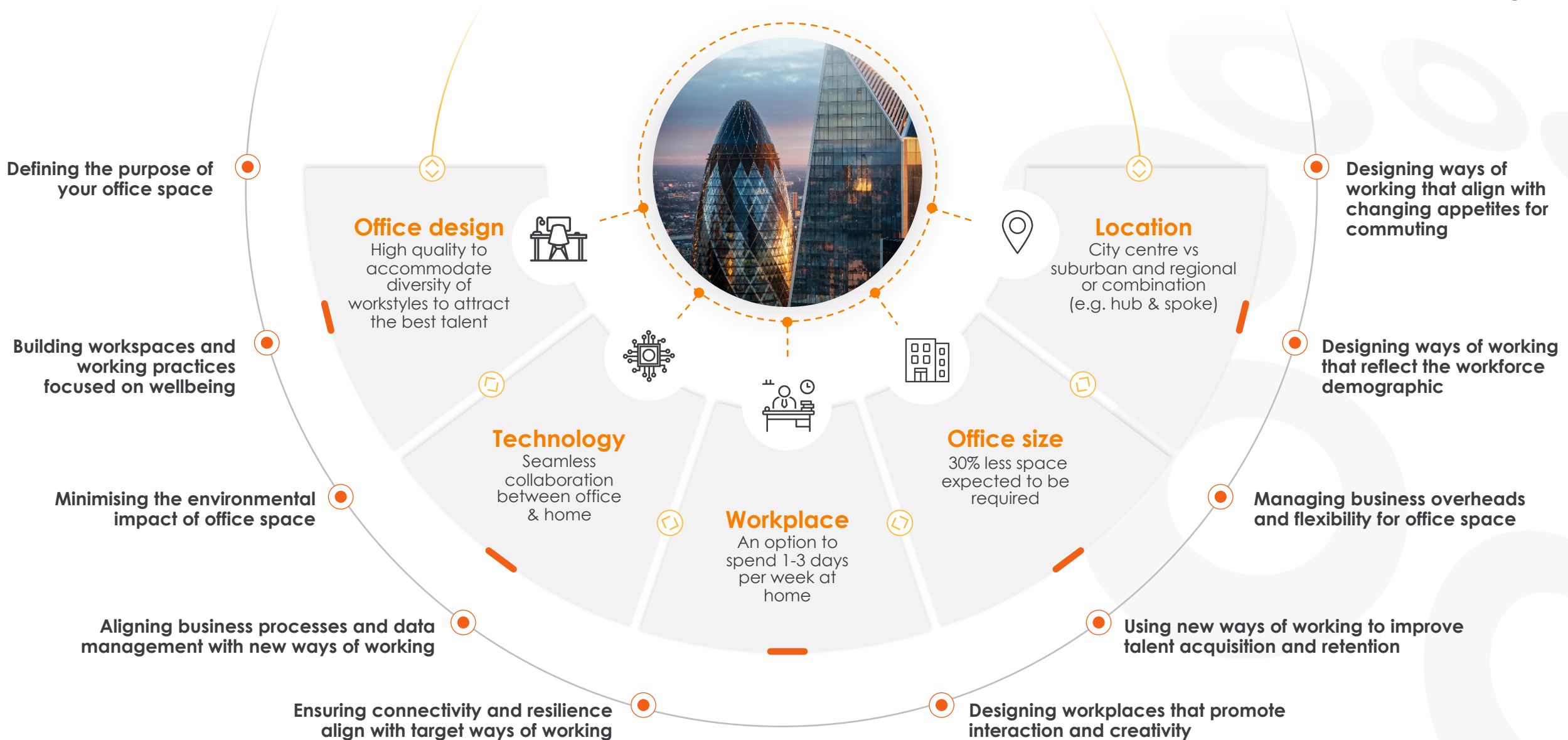
- Potentially significant up-front costs to deliver
- Onboarding and managing staff remotely
- Staff attrition
- Contractual and policy changes
- Potential business disruption to embed new policies
- Balancing convenience and flexibility with isolation
- Getting the right tools and technology to support this



## A hybrid working model

- Redesigning your workplace to support new ways of working and the types of space required
- Managing the transition to new ways of working without causing disruption
- Ensuring technology supports hybrid working with some people in offices and some remotely
- Determining how much office space is required
- Optimising and monitoring the use of space

# The path to productivity





# Who are we?

FIDES is a trusted independent network providing bespoke services and solutions for financial organisations, particularly during times of event-driven change.

# What makes us different?

Collectively, we help ambitious organisations enhance their performance and achieve optimal results, while staying agile and lean



We have a reputation for excellence



We are completely independent so we always act in your interest



We bring together brilliant people to deliver the most creative solutions



We listen, we plan and we execute the best solution – then we manage the logistics of making it happen



# Clients we have partnered



**We support clients in the following sectors:**

Finance, Insurance  
and Real Estate

Business  
Services

Manufacturing and  
Pharmaceutical

Mining  
and Energy

Telecoms, Media  
and Technology

Hartree



CAZENOVE  
CAPITAL MANAGEMENT

Schroders

William HILL

ipes

FUJITSU

Orsted

NEPTUNE  
ENERGY

APEX

IFRS



N  
NEWS  
WEEK  
MEDIA  
GROUP

NEWSQUEST  
Media Group

Reach

INTERNATIONAL  
SOS



Legal &  
General

EQ

canada life

# Four good reasons to hire us



We are bigger than the sum of our parts, because we offer these key services – separately and in combination

## Business strategy, operational excellence & transformation

**Why?** > The way the world works is changing. So, your company probably needs to change too.

## Technology solutions

**Why?** > New technology solutions must be easy to use, secure and reliable. Both at home and in the office.



## Commercial real estate

**Why?** > Commercial real estate is at a crossroads. So, your real estate needs to be an asset and not just a cost.

## Office fit outs & workplace wellbeing

**Why?** > Workplaces must adapt to suit flexible working patterns and reflect your employees' needs.

# Here's more detail on how we can help you through the cycle



## Business strategy, operational excellence & transformation

We'll help your organisation to assess exactly how and where you need to change – and we'll help you get there:

- Define and improve customer and employee journeys
- Improve efficiencies and achieves cost savings
- Make best use of automation and outsourcing
- Support change delivery and business transformation

## Commercial real estate

We'll share independent and conflict-free insight on how your business can achieve optimal outcomes and future cost savings:

- Lease contract and occupational cost analysis
- Ways to reduce leasing costs and increase value for money
- Office acquisition, relocation and consolidation projects
- Rent reviews, lease-related negotiations and disposal of surplus offices

## Technology solutions

We'll provide independent advice, and work with industry-leading partners, to provide fit-for-purpose solutions for the new hybrid workplace:

- Ensure your technology work harder and smarter
- Adopt cloud solutions to suit remote and hybrid working
- Consider calls, messaging, video conferencing and AV
- Keep your network safe and secure

## Office fit outs & workplace wellbeing

We'll offer straightforward advice and management to help you design and deliver cost-efficient, productive, healthy workplaces:

- Workplace appraisals, environment audits, protocols and office design
- Project-manage tenders, build-outs and office moves
- Assess employee wellbeing, health and productivity
- Measure green credentials of office fit out proposals

# This is what our clients say about us



## Helping a retail bank to restructure their operations

“PEN Partnership reviewed our operating model and delivered a pragmatic response that we have subsequently implemented with their help. They have lots of real-life, practical experience which they put to good use, they work fast and in a really collaborative way. They were also excellent at managing stakeholders”

Simon Healy,  
Aldermore



## Technology solutions for a new corporate headquarters

“We have had a long-standing contract with CSL, and for good reason: CSL provides a high-end service with speed and professionalism. I have always been hugely impressed with their level of service, creativity, diligence and professionalism. I highly recommend the choice of CSL as an AV and technology solutions supplier”

David Jeavons,  
Fujitsu



## Helping an international corporate save significant lease costs

“Nick McCalmont-Woods helped us to undertake a very successful review of our London real estate portfolio – as a result, we were able to negotiate very significant discounts with our landlord. Nick's professionalism and client-centric approach made all of the difference and I would highly recommend his services”

Michael Whitlow,  
International SOS



## Managing the full refurbishment of a 100,000 sq ft office campus

“The refurbishment of our Leeds offices was a complex project, involving close to 1,000 people. Jenny managed our internal IT resources and oversaw the project management and construction teams, which allowed us to focus on our own business. We always felt confident that Jenny would deliver the project on time and to budget”

Nicola Frampton,  
William Hill





# A team you can trust to deliver



Engaging independent specialist expertise on-demand means avoiding substantial fixed costs. Instead, you get access to a team of highly skilled professionals who are experienced in working together – either singly or in combination – precisely when and where they're needed.

**Call or email us for a free consultation**



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## References

<sup>1</sup> Grant Thornton - The Grant Thornton International Business Report (1 February 2021)

<sup>2</sup> Chartered Institute of Personnel Development - <https://www.cipd.co.uk/about/media/press/010421homeworking-increased-productivity#gref> (April 2021)

<sup>3</sup> Deloitte – Tech Trends 2021

<sup>4</sup> Microsoft - 2021 Work Trend Index: Annual Report (22 March 2021)

<sup>5</sup> PwC - US Remote Work Survey (12 January 2021)

<sup>6</sup> McKinsey Global Institute - The future of work after COVID-19 (February 2021)

<sup>7</sup> United Nations Environment Programme Finance Initiative, Center for Active Design and BentallGreenOak - A New Investor Consensus: The Rising Demand for Healthy Buildings (31 March 2021)



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experts you  
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integration

  
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