



# kolar

Case Studies

# 3

## Workplaces Transformed By Kolar Design

How **Enerfab**, **World Business Council for Sustainable Development**, and a **clinical and translational research office** optimized their space for employee experience, real estate maximization, and cost savings.

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# Case Study

## Enerfab: Fabrication, Construction, and Maintenance

Cincinnati, Ohio - Corporate Headquarters

### the challenge

Founded in 1901, Enerfab, an industry leader in fabrication, construction, and maintenance services, wanted to create a modern space for a connected culture that showcases their core values.

Enerfab sought to highlight their customer-centric heritage, humble pride & commitment to team safety through their newly renovated, 11,000 sq ft headquarters. The project presented an opportunity to uncover a century-long story of Midwest pride truly showcasing their legacy brand within a space where the team could feel united in their mission.

### the solution

The solution is an inspired workplace design that brings Enerfab back to one forging, steadfast vision felt by the team and visitors. Through the discovery process, using KEI's unique methodology, Kolar created a catalytic change in business operations and the culture to better engage and support employee needs. With data-driven insights, Kolar developed an employee engagement strategy measuring the physical space functionality, utilization, technology needs, and team culture assessment.



The space now connects multiple regional offices, from the warm and welcoming lobby, collaborative boardrooms, and workstations, to the energetic café and industrial shop on-site. Dynamic graphic focal points resonate with visitors and team members alike to visually communicate Enerfab's core values.





“ This is an opportunity to think about how we do work differently... it’s important for the employees we have now and it’s going to be important to the employees of the future. ”

— Scott Anderson | Enerfab

## impactful design meets revenue savings and cost avoidance

*By choosing Kolar for Enerfab’s design and team engagement research, the company encountered an additional benefit.*

*Not only did they bring to life an impactful and meaningful branded environment, but the company also had cost avoidance in several areas.*

*The new workplace design creates an enlivened sense of place, amplifying the Enerfab brand, culture and their timeless success story.*

### pre space metrics scorecard

My workspace is perceived as:

85%	Plain, Outdated
22%	Safe
4%	Reflects Our Values
0%	Collaborative, Energizing, Flexible, high Quality







# Case Study

## World Business Council for Sustainable Development

Geneva, Switzerland - Corporate Headquarters

### the challenge

World Business Council for Sustainable Development (WBCSD) is a global non-profit headquartered in Geneva, Switzerland with satellite offices across the world. WBCSD sought to create a Future-of-Work Vision and experience for its team that reflects the values of the organization and inspires collaboration within a post-pandemic workplace.

Incorporating sustainability and wellness into their work environment goals was also a critical piece to the WBCSD space. The team wanted to ensure their office was not only sustainably sourced and built, but also felt like a renewed, outdoor space brought indoors.

### the solution

WBCSD engaged Kolar to lead staff engagement sessions that guided the team through a process that would collaboratively define their vision for how they wanted to work in the future, their workplace and culture.

The Kolar Experience Institute team (KEI) helped WBCSD envision the workplace of the future with respect to its people, process, and place. KEI fostered an environment of co-creation through 2 virtual workshops, 6 leadership interviews, and 3 employee surveys.



Working with Geneva-based partner Beric Group, Kolar also provided integrated services of workplace strategy, branded interior design, culture change management, and WELL certification guidance focused on the well-being of the team.

A key aspect of the redesign was to take the space from 30% team-focused "we space" to 70% "we space", ensuring there was ample opportunity for collaboration and socialization throughout. From comfortable, living-room-style lounge areas to an expansive cafe with several comfortable seating options, the added "we space" allowed the team to now choose an inspiring space to meet and work.



## workspace designed for collaboration

*In the post-pandemic workplace, efficient and effective technology is key to operations. WBCSD worked with the Kolar team to create carefully designed digital zoom rooms and conference rooms with state-of-the-art video and sound equipment for conference calls overseas - an important investment for a global company.*

*Through this, the Kolar team was able to develop qualitative and quantitative key performance indicators (KPIs) to help the WBCSD team outline their journey to achieve their Future of Work Vision goals.*

*Change management and space pulse feedback was utilized to support the organizational transition. This ongoing feedback continues to be used to guide continuous improvements in work processes, technology and how they are used within the new work experience.*

“Kolar realigned our current space to achieve our organization’s sustainability KPI’s.”

— Roland Hunziker | WBCSD

## metrics scorecard

<b>+16%</b>	Increase in perceived Efficiency
<b>+42%</b>	Increase in perception in Environmental Sustainability of the space
<b>+19%</b>	Increase in perceived Feeling of Innovation







## Case Study

# Clinical and Translational Research Offices

Ohio

### the challenge

A leading medical research institution and one of the top category recipients of research grants from the National Institutes of Health embarked on a vision to expand their footprint through construction of a best-in-class research facility.

The vision was to create spaces where researchers and caregivers could break down traditional functional barriers and seamlessly collaborate to tackle medicine's greatest challenges and advance the speed of discovery. In addition to the challenge of the traditional functional model, the organization faced competition to recruit and retain top talent due to less attractive attributes of its regional location compared to other coast-based peers.

### the solution

The design of the facility took to heart the vision, discovery, and data findings to create areas for intentional and unintentional collaboration. This included food areas, stairs and gathering spaces. The interior design including environmental graphics and artwork create an energetic and colorful feel that aims to inspire creativity. Stories of innovation and heritage are visible throughout the space that highlight collaboration between various roles and departments to emphasize the culture collaborative culture and create a sense of pride for the organization's legacy of research achievement.

Since the building's opening in 2015, the organization has seen year over year increases in external funding (including NIH grants) and philanthropic support, and a 40% increase in faculty research publications with approximately level staffing.

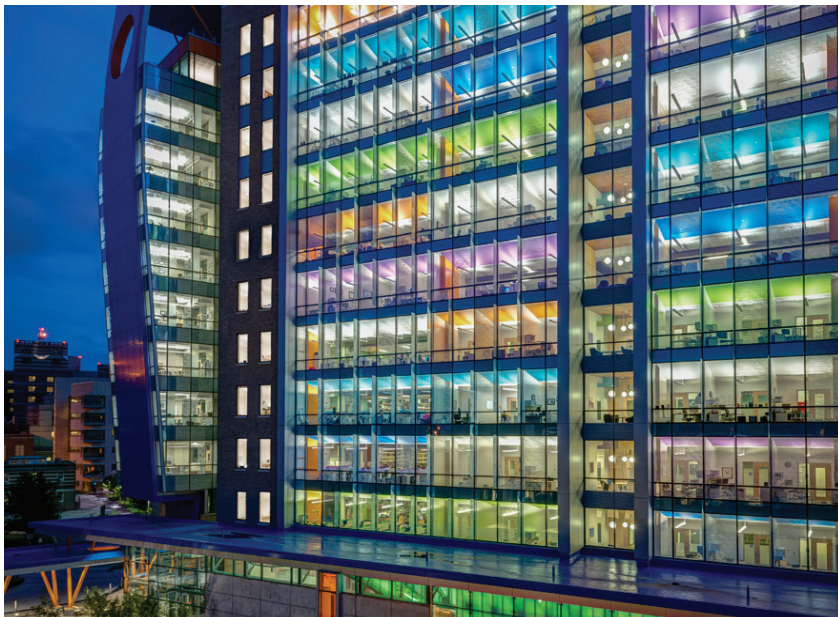


“ I feel inspired when I walk in here every day, and I attribute this feeling of inspiration to my increased productivity and creativity in the last year. ”

– Staff Member







## art curated through our design thinking methodology

*Over 500 works of art created through or inspired by scientific methods, further builds the desired culture throughout the facility.*

### metrics scorecard

- +22%** Enhances my ability to do my work
- +10%** Provides the right spaces to support my work
- +32%** Spaces conveys the organization's brand

“ This new space will enable us to attract and retain more of the world's top-notch researchers, innovators and clinicians who want to be at the leading edge of the discovery. ”

– Organization's CEO







# Supercharge the impact of your workplace

Your office could become the next workplace transformed by Kolar.

Start your journey with us and go beyond band-aid fixes to a space tailored to your brand and optimized for employee experience, real-estate maximization, and cost savings.

## Not sure where to go next?

Tell us about your space and what you want to accomplish.

[SCHEDULE A MEETING](#)

## Get a free workplace redesign consultation

Get expert insights on how to maximize your investment in space.

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