



sodexo*



The MSD Poland Office Makeover

Comfortable, inclusive, and accountable

I'm sure you expect the office to meet the standards, and to respond to the actual needs of employees. To do so, you must make sure there are three things provided. A consistent vision, a complete project, and full commitment of both the client and the contractor.

Presenting the Sodexo Vital Spaces implementation for MSD Poland. A workplace that combines five areas of equivalent importance – functionality, inclusivity, ESG, employee comfort, and optimization. It's a living example of a Vital Space – an office anybody would love to visit every day.

First – strategy and agenda

You can't approach such a large-scale project without preparing first. Our client sent us not only the requirements and guidelines but also provided support and trust. This is equally important if you need to perform an ambitious office make-over. With such a start, we were confident that we'll be able to achieve all the goals within a given time frame.

Our scope of work encompassed much more than sole project management. We were supposed to choose the designer and subcontractors, as well as take care of the change management side of the project. That included supporting the client and their employees during each step of the makeover.



“

The main reason for reconstruction was the need to **change the nature of the workplace and adapt it to current employee needs in the hybrid work model.**

From now on, it has to be a place suitable for both formal and informal meetings. It should also support various forms of cooperation. The new office is also supposed to meet the needs of employees with disabilities and foster neurodiversity. The last goal of the transformation was to refresh the office design. The new one should represent a higher standard while creating a comfortable and friendly space for each employee,”

says **Nina Jasiewicz**, Associate Director, Facilities, Central Europe at MSD Poland.



Five areas of change

While working on **the MSD Poland** office makeover, we focused on the five most relevant areas, which are:

- comfort and ergonomics,
- ESG (Environmental, Social, and Governance),
- diversity and inclusivity,
- functionality,
- optimization.

Comfort and ergonomics

- We have equipped the rooms on each floor with **adjustable desks**, so the employees can now fit the position of the tabletop to their heights, as well as work standing up.
- To ensure the **acoustic comfort** of our employees, we decided to install sound-absorbing ceilings, carpeting, and mountable acoustic panels for walls and desks.
- We have created semi-open zones, in which **employees can relax**, but also change their working environment. We have equipped the zones with Tatami mats, rocking chairs, and rattan baskets.



ESG (Environmental, Social, and Governance)

- Acting in **the spirit of zero waste**, we reused some of the materials from the old office, including carpets, wiring, and electronic equipment. We also renovated some of the furniture.
- We chose **ceilings made of natural materials**, such as excelsior, and the carpeting we decided to use in the new office, is free from toxic bitumen. They are also eligible for recycling.
- We decided to take **all the plants and greenery** that were present in the office before and incorporate them into the new office space. We have also added some plant walls with a built-in closed irrigation system.

Diversity and inclusivity

- We have adjusted the office space to the **needs of employees with disabilities**. In the renewed office all the light switches have been placed lower, so they can be easily accessed. We have also lowered worktops in kitchen zones.
- We have created quiet rooms and zones **to help people focus**. In addition, we established a few rooms that **support group activities** – all this with the needs of neurodiverse employees in mind.



Space functionality

- ➔ On the 16th floor of the office building, we created the heart of MSD Poland – **a modern reception area** and flexible meeting zone. The latter allows employees to arrange walls freely, and thus organize meetings for up to 200 people.
- ➔ The office consists of various areas, such as semi-open niches with up to 12 workstations. Each of the working zones has been separated from the corridors to ensure **people won't be exposed to distractions**.
- ➔ We included a **quiet room** in which employees can calm down or even take a power nap. We have also added some playrooms and modern **kitchen facilities** in the renewed office space.

Space optimization

- ➔ We have **reduced office space by 30%** while maintaining all its most crucial functions, and adding lots of new ones at the same time. Thanks to those changes, the office is more condensed, convenient, and its maintenance generates much lower costs.
- ➔ Thanks to our broad experience and efficient project management, we have **lowered the implementation costs by 30%** compared to the initial valuation.



Regardless of how ambitious the transformation plans are, the real benefit is what matters in the end. **What did we achieve with the MSD Poland office makeover?**

What **benefits** has the makeover brought?

The joint effort of Sodexo and the Client led us to create a space that **responds to all the needs of the employees**. We have also made sure that all the changes are easily approachable. Before handing over the new workplace to the team, we conducted workshops with the Client's representatives. During the meetings, we presented all the new functionalities and showed the benefits of changing the office in accordance with the spirit of Vital Spaces.

5 000

The MSD Poland office now comes to 5,000 square meters. Before the make-over, the office would take more than 7,00 sqm – we have reduced the office space by 30%, and that results in better communication and lower maintenance costs.

30%

We have lowered the implementation cost of the project thanks to efficient management. The final cost was reduced by 30% in comparison to the initial valuation.



Environmentally friendly space

The latest Sodexo implementation in the spirit of Vital Spaces is environmentally friendly. We have used **natural fabrics**, refurbished used materials, and repaired what could be repaired instead of buying new things. We took care of employees' health by installing carpeting without toxic bitumen as well as replacing old tabletops in conference rooms with **ecological material called Smile Plastic**.



Do you have what it takes to respond to the ever-changing needs of your employees?

Learn more at <https://sodexo.com/vitalspaces>

Contact us