

# AEC Ripe for Change

New Normal Series

*Crisis leads to opportunity with Activity-Based Working for Architecture, Engineering, Construction Industry*

**THE TIME IS NOW** for the AEC industry to embrace Activity Based Working (ABW) and turn this crisis into an opportunity to reevaluate your real estate position. We now know it is possible to work 100% remote, even for the AEC industry. The degree to which AEC firms have been successful with remote working has everything to do with their level of readiness with technology, tools, training and culture.

Right now, all past arguments about flexible work arrangements, working from home policies, and agile working are turned upside down. This is a huge opportunity to shed old baggage and return to the office with a new approach that will increase creativity and productivity, inspire your people and enable them to do their best work, and increase your real estate utilization and efficiency.

## **PDR spent 2 years developing our strategy and implementing our solution.**

- + We increased the utilization of our real estate footprint by 150%.
- + We increased the mobility of our work - 100% of our employees can work seamlessly from anywhere on the planet with the same productively level as from our HQ.
- + We increased engagement and employee satisfaction.
- + We increased the connectedness of our culture and community.

**All of this readied us for the abrupt 100% WFH condition.**

**It can ready you for significant business performance improvement and real estate cost savings as you enter the New Normal state of business.**

**Business 2.0**

## **HOW TO DO IT**

**Planning** - Plan your work environment to accommodate different modes of work in a variety of work settings.

**Technology** - Develop infrastructure, tools and training to support Agile working.

**Change Management** - Develop a roadmap for individual success and over communicate.

**Policies and Protocols** - Develop new work in the office policies and protocols and new work elsewhere policies and protocols. These policies and protocols should address independent work and collaborative work.

**PDR**

To learn more, contact us at [NewNormal@pdrcorp.com](mailto:NewNormal@pdrcorp.com)  
Click [here](#) to view our New Normal page and [here](#) for our blog on PDR's agile work environment.