



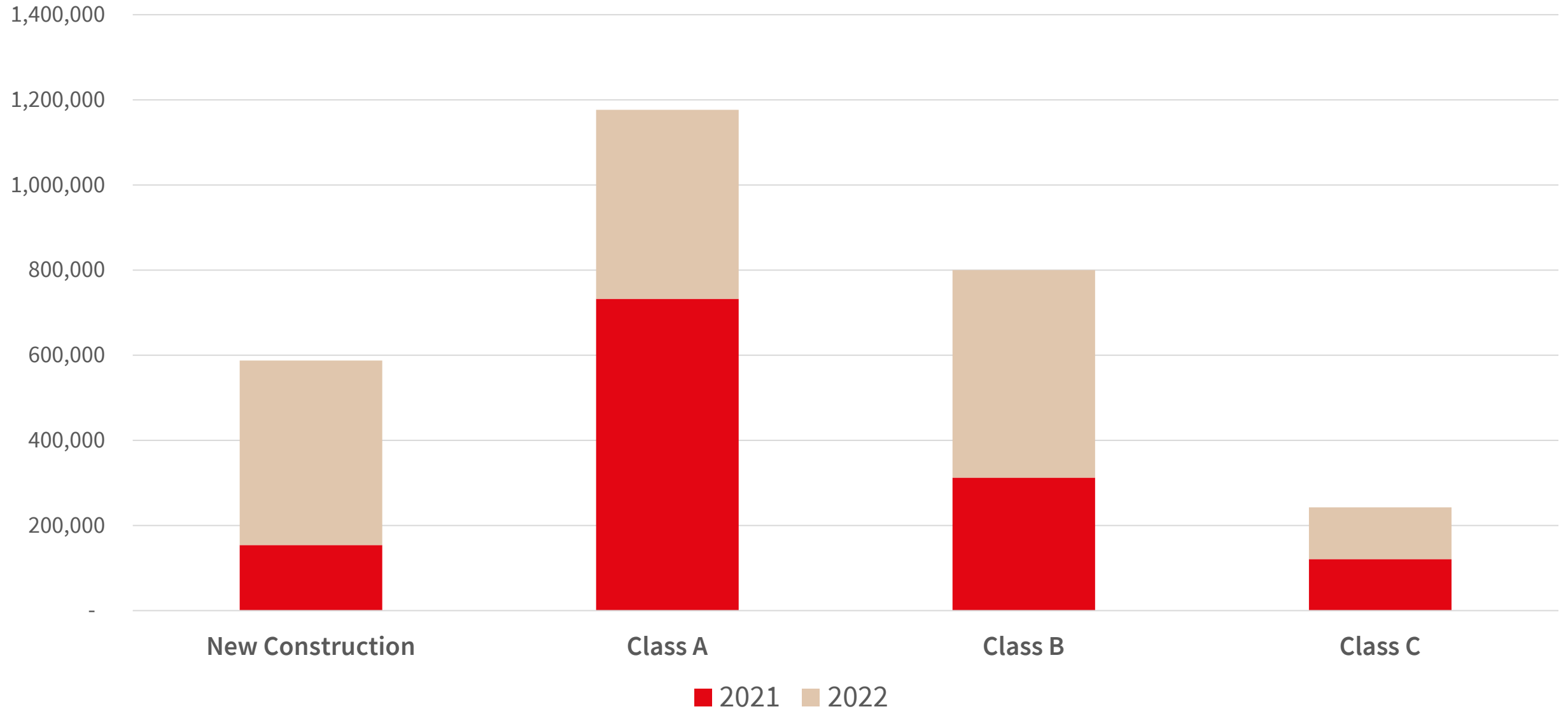
**tobi lutke**   
@tobi

..

As of today, Shopify is a digital by default company. We will keep our offices closed until 2021 so that we can rework them for this new reality. And after that, most will permanently work remotely. Office centrality is over.

7:55 AM · May 21, 2020 · Twitter Web App

# LEASING VELOCITY (SF) DOWNTOWN VANCOUVER SINCE Q1 2021





# FULL FLOORS OF 12K+ SF AVAILABLE

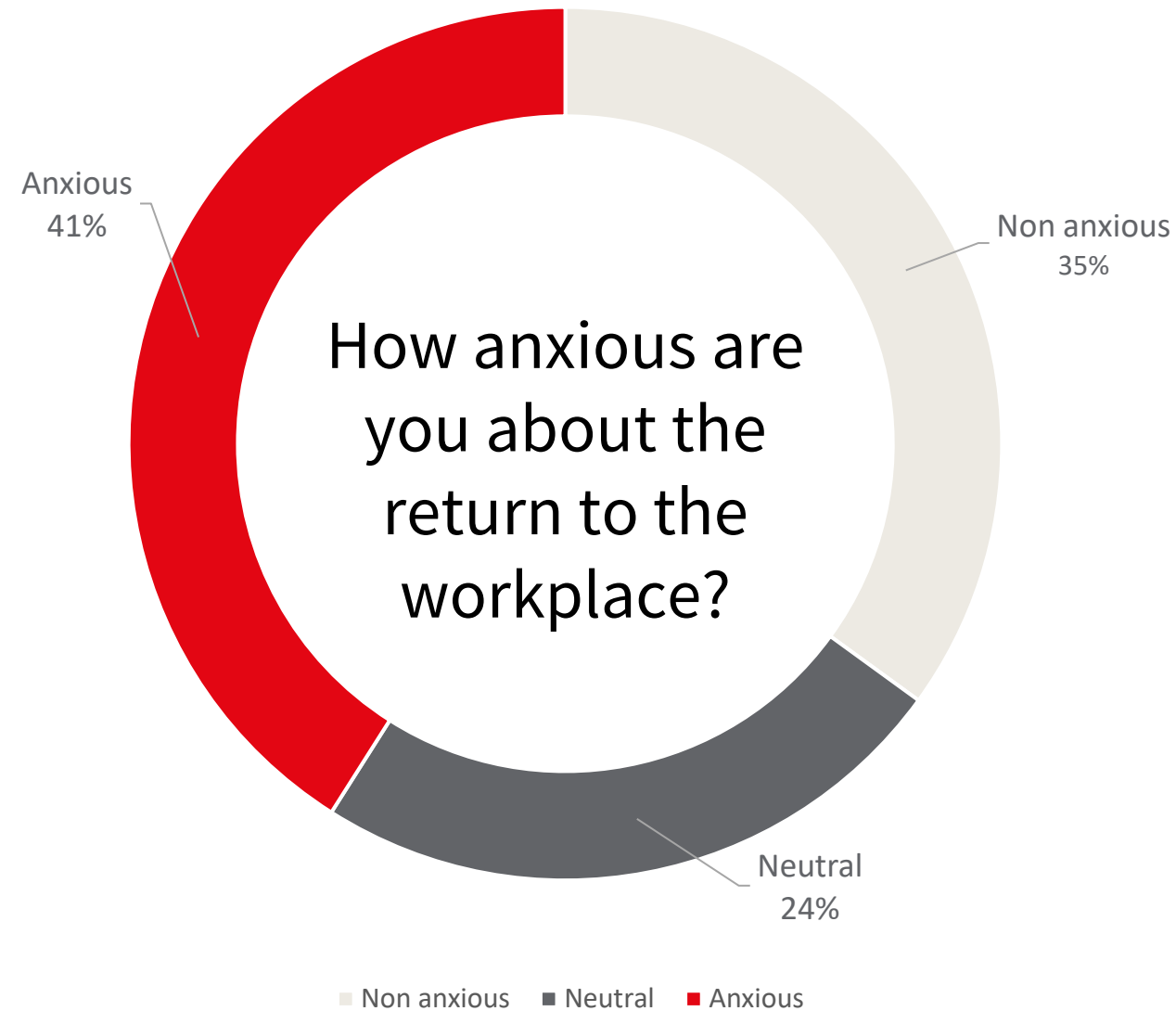


## DOWNTOWN VANCOUVER FULL FLOOR AVAILABILITY (OVER 12K SF)

Total number of floors available	124
Under Construction/New	44
Improved	57
Subleases	47
New to market since Labour Day	24



## MANY WORKERS ARE ANXIOUS ABOUT THE RETURN TO THE WORKPLACE





“  
Fundamentally,  
there has to be a ‘why’.

---



Only when the C-Suite agrees on why employees should be in the office [e.g., collaboration, teamwork, connectivity, culture, compliance, mentorship] can the company best strategize on the ‘how’.



CBRE Global Workplace  
Solutions Client

# What is working?



## Purpose of the Office

Defining the “why” for returning to the office is a critical first step.



## Manager Training

Prepare managers to set new team norms, habits, and routines at the team level.



## Alignment & Performance

Align HR, IT, and CRE through workflow and practices. Measure outcomes over activity.



## Social Media

Signal change from the outside in. Then weave it closer to the middle.



## "Re"- Onboarding

New hires from 2020 through 2022 are benefiting from an intentional “re”- onboarding.



## Role Modeling

RTO is more likely to stick when leaders and managers show up.



## Networking

Diversity Networks have high participation - without over engineering.



# Workplace amenities and experiences to entice employees

**Leading organizations create meaningful experiences by intentionally aligning their workplace to meet spatial, social, and culture needs.**

## Space & Place

Creating a meaningful & comfortable experience for your people

- High-Quality Environment
- Cultural Hub
- Best-In-Class Wellness
- Choice of Settings
- Showcase Brand & Values
- Comforts of Home

## Tools & Services

Enablers for connectivity and productivity

- Seamless Technology
- Concierge Services
- Healthy Snacks
- Frictionless Commute
- Time-saving Amenities (dry cleaning, masseuse etc.)

## Policy & Culture

Represent the organization's brand & values through distinct experiences

- Community Events
- Workstyle Flexibility
- Diversity, Equity, & Inclusivity
- Wellness & Mental Health
- Etiquette Strategies
- Moments of Delight



“

The most important  
employee amenity in  
the return to the office...

---



is other  
employees.

Lenny Beaudoin

Executive Managing Director,  
CBRE Workplace Strategy

”



## HYBRID WORK ADOPTION

### Activity Based Work

Employees split time between home and office and engage in both individual and collaborative activities when there.

They report to a neighborhood shared with their function (or related functions).



50% ME

25% WE

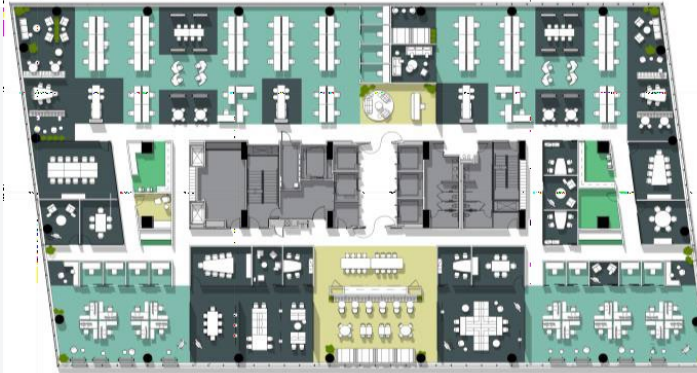
10%  
SUPPORT

15% AMENITY

### Team Based Work

Employees split time between home and office but come the office primarily to collaborate with their team on a specific task or project.

They report to a “camp site” shared with their project team, with additional collaborative and social venues nearby.



40% ME

40% WE

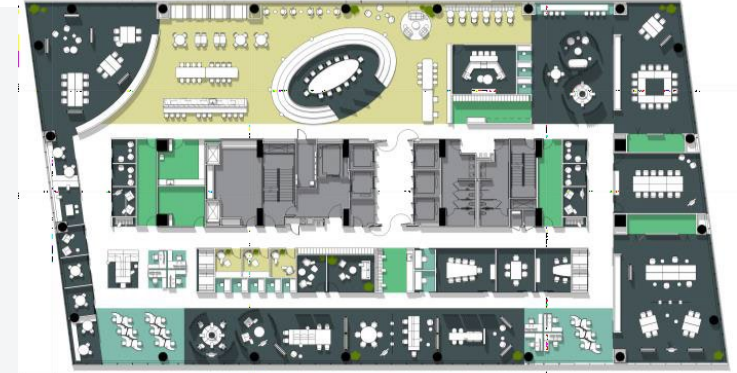
8%  
SUPPORT

12% AMENITY

### Event Based Work

Employees spend the majority of their individual work at home and come to the office primarily for scheduled meetings and events.

Space is provided for collaboration and engagement with business partners, clients, and community. Employees spend most of their time participating in creative meetings, brainstorming, socializing, and learning.



15% ME

55% WE

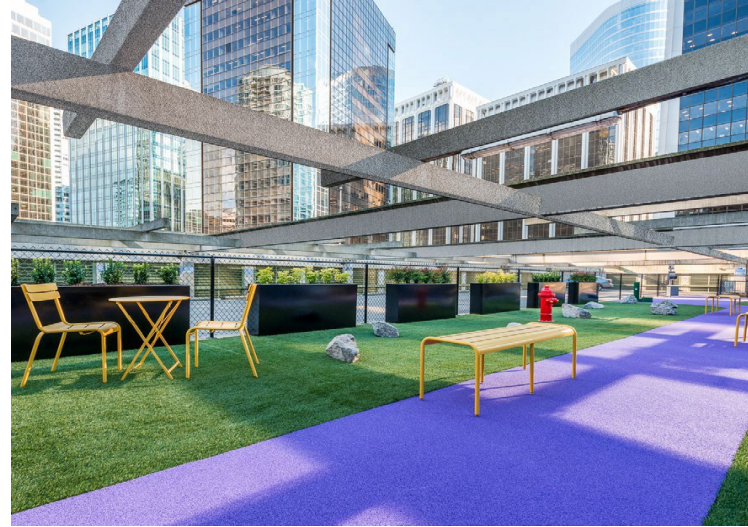
10%  
SUPPORT

20% AMENITY

Sources: CBRE Design



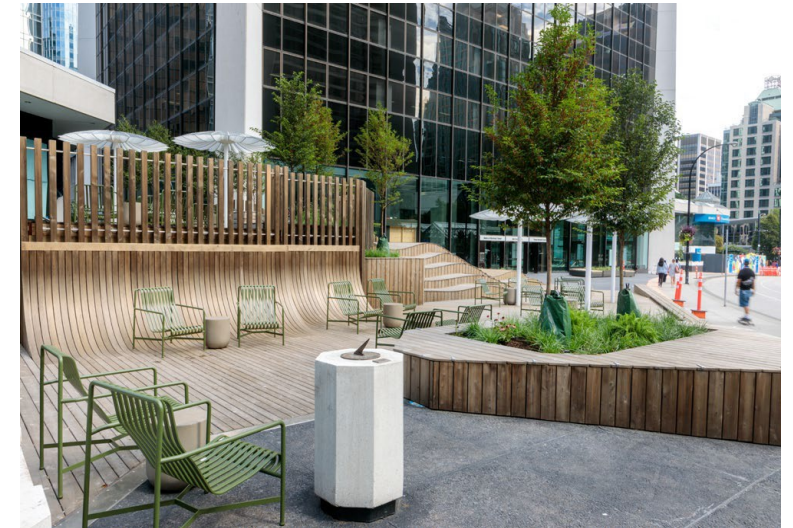
## THURLOW PARKADE ROOFTOP DOG PARK – COMPLETED OCTOBER 2020





# DUNSMUIR PATIO ACTIVATION

COMPLETED MAY 2021





# DUNSMUIR **PATIO ACTIVATION**

COMPLETED MAY 2021





# TENANT EVENTS





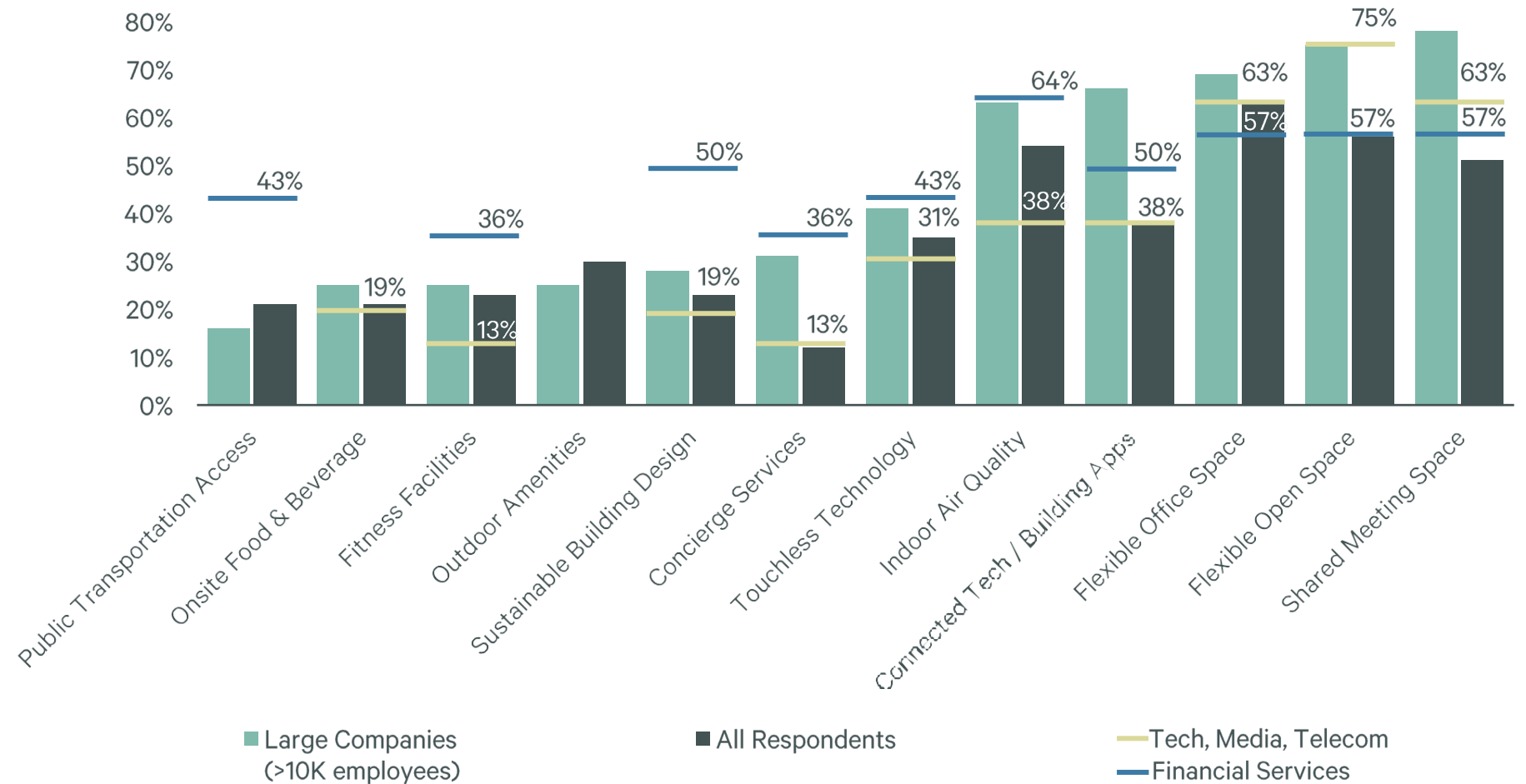
# NORTHPOINT BREWING & CONFERENCE CENTRE





## Most Desired Attributes Favor Flexible, Shared Space and Infrastructure

# Real estate features and amenities to attract employees



Sources: Q2 2021, CBRE Occupier Sentiment Survey, 180+ Corporate RE Decision Makers in the US

A method that explores responsible business practice by evaluating a company's impact (positive/negative/ neutral) in the world, opportunities it could explore to be a force for good, and investigating where it is at risk or causing societal harm\*

A challenge that business has a greater responsibility to benefit the world\*

A roadmap to infuse purpose into every task, every role, and every output\*

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Environmental

Social

Governance

# What is ESG

\*Definition Source: Maxwell Consulting Group

## Strategies to maximize flexibility

On-Demand Real Estate

Continuity in Space Standards

Borderless Talent Pool

‘Hub and Spoke’

Technology Enablement

Floorplate and Sub-Lease Options

Support Hybrid Workstyles

Leverage Landlord Amenities  
(i.e. business center)

Lease Options

Data-driven space optimizations



“

“People come for other people; people don’t come (because of a) policy. They come for a connection they want to have. We all have to learn soft skills, as leaders, to facilitate those moments.”

**Satya Nadella**

*CEO of Microsoft | October 31, 2022*

