

Workplace Performance

Enhance employee experience, wellbeing, performance and productivity by optimising the working environment.

Until now, companies could only guess what ideal working conditions are. But thanks to groundbreaking research, we now have the definitive data.

We can finally optimise the work environment to boost his employer's staff wellbeing, health and productivity.

Factors that affect people's wellbeing performance and productivity are



What are the benefits?

Proven human performance benefits

- Improved staff productivity
- Improved wellbeing
- Improved performance
- Improved cognitive accuracy
- Improved cognitive speed

Operational benefits

- Reduced operating costs (cost savings typically cover project costs within 12 months)
- Reduced energy use and waste
- Improved building space use and utilisation

Brand benefits

- Strategic and financial value: make your buildings support your organisation's strategy and mission
- Improved staff acquisition, retention, and reduced sick leave

The results

- Improved employee experience, performance, productivity and wellbeing
- A proven return on investment
- More innovative, adaptive and flexible workplaces
- Reduced cost, energy and carbon emissions



Not happy with our work? Then don't pay us. We give an unconditional guarantee on all our work.

The business case:

People drive successful organisations. That's the starting point for all our work and we've delivered groundbreaking research about how buildings can boost or undermine our wellbeing and productivity. Which affects the bottom line.

Assuming David (our fictional character - read on for more details) costs his employer £70k a year, David's modest and entirely achievable 2% to 3.5% performance improvement equates to £1,400 to £2,450 benefit to his employer.



£1400 return for £20 invested

For a premises housing 500 employees, the optimisation cost is approximately **£20** per head.

Visit lcmcb.co.uk to get our research summary, and ask us to assess your workplace for free: john@lcmcb.co.uk.

How we do it

Evaluate your Workplace

- We assess your Internal Environmental Quality
- Review your Staff and customer experience
- Analyse your Space utilisation and other datasets

Implement wellbeing and efficiency improvements including:

- Internal air quality
- Space, noise and light levels
- Employee and customer experience
- Space utilisation
- Cost reduction and efficiency improvements

Identify, recommend and quantify improvements to:

- Increase productivity, performance and wellbeing based on proven research
- Provide an invest to save business case for improvements

Supercharging performance in real time

- Real time monitoring and visualisation of your building performance
- Our visual toolkit gives you the prompts and controls for your workplace to thrive

Go to our [website](#) to read about the results we've delivered for clients.

A day in the life



David is a 32 year old systems analyst working in financial services. He specifies requirements, designs, analyses, implements and maintains information systems alongside diverse teams globally across all levels of seniority. He earns £47k basic with a £10k discretionary bonus.

He is married with an 18 month old child and planning to have another. His wife is a full time mother.

Office politics and irregular demands on his time are somewhat stressful. He is open to job offers for better pay and working conditions. He suffered from childhood asthma, has moderate back pain due to his sedentary job, and his eyesight is deteriorating.

08:25	Arrive at desk to update spreadsheet to prepare for 9am meeting Noisy open plan office people gossiping	Concentration: poor	Productivity: fair	Recommendation: improve noise levels
09:00	Go into meeting room to update project team Meeting room cold. People fiddle with AC, meeting starts late. CO ₂ levels build up quickly, unnoticed but reduce everyone's cognitive performance.	Concentration: poor	Productivity: poor	Recommendation: improve temperature and ventilation control
10:05	Enter kitchenette for an update with colleague Needs private conversation but no available meeting rooms and breakout area too exposed and noisy. Goes to kitchenette but fraught with interruptions. A 5 min conversation ends up taking 25 minutes.	Concentration: poor	Productivity: fair	Recommendation: introduce areas for private conversations
10:30	Sitting at desk reviewing actions from morning's meeting Loud office. Wore noise cancelling headphones but didn't fully drown out distractions.	Concentration: poor	Productivity: fair	Recommendation: improve noise levels
11:00	At break out area for a team update All meeting rooms booked even though some are empty. Used break out area - not ideal	Concentration: poor	Productivity: fair	Recommendation: monitor occupancy and meeting room no-shows
12:30	Eating lunch at desk Desk lunch. Not great for back pain.	Recommendation: encourage lunches away from desk		
13:15	At desk making calls to suppliers Quiet in office as many people out for lunch.	Concentration: good	Productivity: good	No recommendation
14:00	In meeting room, on conference call with remote team Meeting room stuffy and smells of food from recently vacated lunch meeting. Too hot as windows catch afternoon sun.	Concentration: poor	Productivity: poor	Recommendation: improve CO₂ and humidity levels - solar film on window?
15:00	At desk, reviewing strategy report for leadership team Some serious concentration needed here but David doesn't realise but he's suffering from elevated temperature, the day's build up of VOC and CO ₂ levels, as well as low humidity.	Concentration: poor	Productivity: poor	Recommendation: Monitor and improve air quality.
16:30	In HR manager's office discussing HR system HR manager's office is hot and smells of traffic. NO ₂ and pollutant levels could be high in certain parts of the building, due to positioning of fresh air intakes of the office impacting wellbeing.	Concentration: poor	Productivity: poor	Recommendation: Monitor and improve air quality in each area of workplace.
17:00	At desk, reviewing actions from HR manager meeting, catching up on emails It's dark outside and David is tired but he muscles through the work he needs to finish before going home. Suboptimal office lights start to strain David's eyes, trigger a mild headache, and may potentially affect his sleep quality tonight.	Concentration: poor	Productivity: poor	Recommendation: Identify and remove flickering lights, improve light colour spectrum.
18:30	On the train home, David feels he didn't finish what he had set out to do and isn't looking forward to tomorrow. He scans his job seeking app and tags some jobs to apply for.			

About us

We work with organisations that value their people and buildings, and want a people-centric way to improve building performance.

We've delivered and operated over **£3bn of built assets**, and we're also proud of our world class, groundbreaking research about workplace performance.

Our clients include:

- Global Corporates to SMEs** - Financial Services, IT and Legal firms
- Transport** - airports, logistics and coach networks
- Education** - leading universities and educational organisations
- Healthcare** - NHS Trusts
- Retail and Leisure**



Get free resources from our [website](#):

- Ultimate Guides to improve your workplace performance
- White papers and reports
- Mini Guides - top tips
- Monthly insights to your inbox