



British Council for Offices
Annual Review

ENVIRONMENTAL
URBAN
REGIONAL
CATALYST
THRIVE
CORPORATE
LEARN
EVENTS

2016/17

MAKING
A DIFFERENCE
CREATIVE
DELIVERY
ON BUDGET
TOGETHER
SITE
DESIGN
OFFICE ENVIRONMENT
ARCHITECTURE
EXPERTISE
KNOWLEDGE
PEOPLE
INDIVIDUAL
DISCUSSION
AND DEBATE
COMMERCIAL
BRITISH
RESEARCH
OUTSTANDING
RELEVANT
BCO ISSUES
REWARDING
PRODUCTIVITY
CORPORATE CULTURE
FORUM
PROACTIVE
LIFEWIDE
INSPIRE
TALENT
OWN
LEARN
INSPIRE
WELLBEING
CHALLENGE
MEMBERSHIP
SHARE
LEARNING
PERFORMANCE
FUTURE
EXPERIENCE
REACTION
MOVE
FORWARD
PRESTIGIOUS
TOPICAL
ISSUES
DEBATE
RESEARCH
PRODUCTIVITY
DEVELOP
SHAPE
2017
AGENDA
ENERGY
OUTSTANDING
INVESTMENT
WORKPLACE
PLACEMAKING
CONNECTING
CELEBRATION
SUSTAINABILITY
TOURS
EPC
GROWTH
STRUCTURE
TECHNOLOGY
DEFINING EXCELLENCE
NETWORKING EVENTS
OPPORTUNITIES

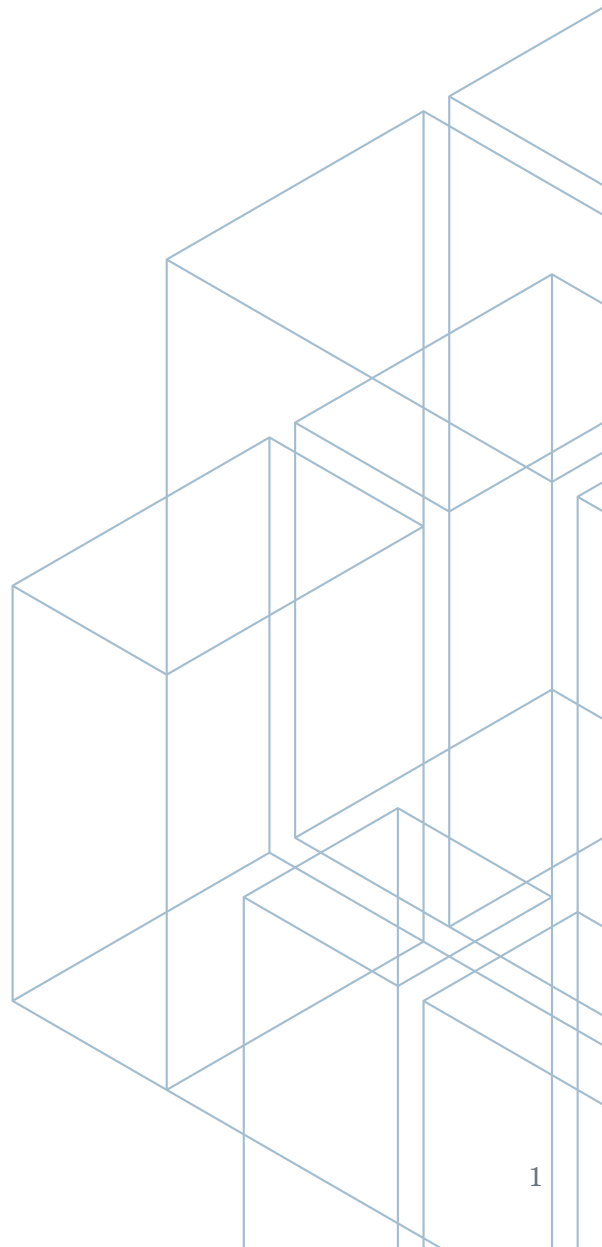
**THE BRITISH COUNCIL FOR
OFFICES' (BCO) MISSION
IS TO RESEARCH, DEVELOP
AND COMMUNICATE BEST
PRACTICE IN ALL ASPECTS
OF THE OFFICE SECTOR.
IT DELIVERS THIS BY
PROVIDING A FORUM
FOR THE DISCUSSION
AND DEBATE OF
RELEVANT ISSUES.**



ANNUAL REVIEW

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CHIEF EXECUTIVE'S WELCOME



Political and economic predictions have long been something of a mug's game, but perhaps never more so than now. This time last year, the initial shock (for many, at least) of the EU referendum result had started to abate, the markets had steadied and Theresa May, the new Prime Minister, looked confident and sure-footed. The government appeared to be keeping its powder dry before triggering the exit mechanism (Article 50), and "strong and stable" was the order of the day.

Step forward a year and we have had another (widely judged to be unnecessary) General Election, leaving us with a minority government, a resurgent opposition (how odd that the losers look like the winners) and

a Brexit strategy which could, at best, be described as "confused". Add to this heady mix the shock (again, for many at least) of the Trump Presidency and these certainly look to be interesting times.

While the back drop of Brexit dominates most debates, the relative calmness of the markets and the safe-haven status of UK commercial property provide much comfort. Whatever the global political and economic outlook, ensuring that we continue to design and build the very best offices in the world will be nothing less than crucial. The record figures achieved by the sales of first the 'Cheese Grater' and then the 'Walkie Talkie' towers in London in recent weeks to Far East investors illustrates that this is very much the case.

I focussed on the quality question last year and, if anything, the results of this year's Awards Competition show that the standards achieved have become even higher. The collected talent of the BCO's members in producing such exceptional offices – across the length and breadth of the UK – really is quite astonishing. I was certainly not alone in being enormously impressed while the slide show of entries was being displayed at each of the Regional Awards events. The Regional and National Judges have worked exceptionally hard this year judging a fiercely competitive field, and my sincere thanks to one and all.

On the theme of thanks, I owe a particularly debt of gratitude to Ken Shuttleworth, our Senior Vice President in 2016-17, for chairing our Annual Conference in London in May. I have had the privilege of working on many BCO Conferences over the years, and London 2017 was undoubtedly a stand-out event. The tour programme was exceptional (London of course presents something of an embarrassment of riches), topped and tailed by a wonderful opening reception and conference dinner. However, I suspect for most delegates, and certainly for me, the high point was Norman Foster's keynote address. A packed room heard arguably the world's greatest living office architect give what could only be described as a tour de force. Norman's participation in the conference was facilitated by Ken, for which I and the BCO as a whole am extremely grateful. Ken worked tirelessly on the conference, ably assisted by Paul Finch and the Committee, and I am very grateful indeed to one and all.

As the BCO's membership continues to grow, so does the broader events programme. We are particularly keen to expand our regional activity, and the help of the BCO's four Regional Chapters in facilitating this has been greatly appreciated. Many of our events – both national and regional – flow from the BCO's expanding research work, ably led by Bill Page as Chairman of our Research Committee and Arezou Said, our new Director of Research and Policy. Anneka Vasheast (Communications and Events Manager), Chané Scallan (Social Media Manager) and Bryony George (Team Assistant) have also joined the staff recently, and have quickly become very valuable members of the team. My thanks also to Sam Robinson (our Events Co-ordinator), Kat Balassa (our Director of Communications and Events) and Tracy Goodwin (my PA) for their continued hard work over the last year.

Looking further ahead, a highlight for 2017-18 will undoubtedly be our Annual Conference in Berlin next May. Led by Katrina Kostic Samen, the BCO's new Senior Vice President, the conference will be our first return to this fine city since 2001. Much has changed, and Berlin 2018 will offer a rich programme of interest to all. We welcome Paul Patenall (U+I) as Katrina's successor as our new Junior Vice President, and are delighted that Robin Brodie Cooper (Gleeds) has very kindly agreed to continue as our Honorary Treasurer.

July always marks the passing of the baton within the BCO, with Ken Shuttleworth succeeding John Forrester as our new President for 2017-18. Ken has been involved with the BCO and our work for many years and it is a great honour for us to have such a fine architect and champion of the BCO lead us in the year ahead. All involved with the BCO wish Ken the very best of luck. While John continues to be at the heart of the BCO for one more year as our Immediate Past President, the heavy-lifting is over. John has been involved with the BCO from the very earliest days, and his many exceptional contributions have included chairing the National Awards Judges and, of course, leading the wonderful conference in Amsterdam in 2016. With great judgement – always recognising the bigger picture – John was an outstanding President of the BCO, and I record my very great personal thanks to him for all that he has done and for his continued support.

RICHARD KAUNTZE
BCO Chief Executive



HIGHLIGHTS OF THE PRESIDENTIAL YEAR

Since its inception 27 years ago, the BCO has year by year built and reinforced its reputation to identify and communicate best practice in all aspects of the office sector. In my year as President I have been greatly impressed by the activities of the organisation and its members, whose generous efforts drive the growing output, all the time being unafraid to tackle the fast changing and challenging circumstances that the industry faces.

The membership has continued to grow at a pace this year and is fast approaching 2,550. Of particular note should be the growth of the NextGen membership from 350 in 2016 to 510 in 2017. We are very proud of the platform that the involved NextGen members of the BCO are building to engage and support our emerging leaders of the future. In order to further strengthen these links, I am pleased to say that Cristiano Testi, Chair of the London NextGen Committee has recently been invited to join the BCO Management Executive and I am sure that his contribution and that of his energetic team will be of incredible value in agenda setting and ensuring the relevance of the BCO going forward.

2017 saw the launch of the NextGen Workplace Competition which is asking for forward thinking and innovative ideas that will challenge the status quo of today's workplaces and reflect on the future of organisation, people and physical environments. "The Office of 2035: what will it look like and how will it support the way we will work?" will be judged in October and I am impatient to see the thoughts and ideas that the competition generates from the incredibly diverse teams involved.

Continuous forward and innovative thinking is a core mantra of the BCO's agenda. It's Guide to Specification has been a highly regarded standards bible for many years but the BCO never stops thinking about the future and how the world is changing. The sophistication of the workplace and its impact on health and wellbeing is emerging as the key area of dialogue. Following a rigorous competition and selection process, a consortium has been appointed by the BCO to undertake a defining study into Health and Wellbeing in Offices. This study will critique existing health and wellbeing measurement and certification, and identify the most recent and relevant medical evidence justifying a proactive approach to health and wellbeing in the built environment.

It is hoped that this work will directly influence future BCO Guides to Specification and Fit Out and enable the BCO to be recognised as the UK authority on issues surrounding health and wellbeing in the workplace. The study is expected to be published by the end of March 2018 and I am eager to see what insights and conclusions are reached. I am confident it will be a key point of reference for all stakeholders involved in design and development of new buildings.

Perhaps surprisingly, the Annual Conference has only visited London three times in the BCO's 27 year history; however the 2017 Conference, chaired by Ken Shuttleworth, challenged delegates to see the capital city with fresh eyes. With over 70 different events including 32 tours across 16 locations it was an excellent opportunity to study how Europe's largest city is evolving, and for delegates to consider how buildings can better engage users whilst giving something back to the surrounding environment.

Whilst it remains unclear what effect current uncertainties will have on the economy and the real estate markets, I am confident that the BCO is in robust health and that the growing agility and diversity of the organisation, together with the open mindedness of the membership, will ensure the BCO remains at the very centre of conversations and policies in the office and workplace environment. I would like to record my personal thanks to Richard Kauntze and the BCO Management Executive for their great stewardship, counsel and unwavering support throughout my term as President. It is, without doubt, a team effort.

Our next President is Ken Shuttleworth who will take over the reins for the 2017/2018 year. I am very excited to see the direction that the BCO will take under Ken's leadership. All of the passing Presidents work closely together to ensure relevant continuity, but Ken's tireless energy and creativity will, I am sure, add to the already powerful momentum of this great organisation.

JOHN FORRESTER

Cushman & Wakefield
BCO President 2016/2017

THE YEAR IN NUMBERS

3,423

industry professionals attended the BCO regional and national awards in 2016.

60+

members are part of the BCO research committees and special interest groups.

2,760

participants attended the BCO's events (including regional tours, seminars and networking events) in the last 12 months.



BBC North, MediaCityUK, Salford Quays. Courtesy of Sheppard Robson

66

regional events were hosted across all regions, including two regional half-day conferences.



163

projects were entered in the 2017 awards competition, making it the strongest year for entries since the inception of the BCO Awards.



6,500

are following us on twitter @BCO_UK



2,517

industry professionals are members of the BCO, which signifies an increase in membership of 18% within the last year.



11

new pieces of research were published



184



articles about the BCO were published by national and regional media outlets, covering BCO research, the conference in London and projects that won a BCO Award.

600

members and non-members attended the BCO Annual Conference in London, making it one of our most successful conferences to date.

510

of the total membership are NextGen members, which is an impressive increase of 34% compared to the previous year.



“WHAT DO TODAY’S OCCUPIERS WANT IN THE WORKPLACE?”

 @BCO_UK

RESEARCH & POLICY

BCO RESEARCH HAS HAD A VERY PRODUCTIVE YEAR PUBLISHING 11 REPORTS SINCE LAST JULY AND FOCUSING ON KEY THEMES THAT WILL INFLUENCE AND DRIVE THE OFFICE SECTOR IN THE COMING YEARS. WE ARE GRATEFUL TO ALL OUR MEMBERS WHO CONTRIBUTE TO THE RESEARCH PROGRAMME AND OUR PUBLICATIONS AND WHOSE SKILLS AND PROFESSIONAL EXPERTISE STRENGTHEN OUR VOICE AND PRESENCE IN THE BUILT ENVIRONMENT.



MEASURING THE SOCIAL VALUE OF OFFICES

October 2016

The research highlights how co-operation between local authorities, building owners and development teams can unlock the significant benefits to society and the economy by considering the broader social value that buildings can create within the local community. At present, social value is only indirectly considered in the planning process through Section 106 of the Town and Country Planning Act 1990 (as amended). However, S106 is particularly focused on cash contributions, and as such does not recognise or 'value' any positive benefits that the development could bring to a local area. BCO's research findings show that Social Value could be delivered through improved procurement practices during manufacture and construction stages, by ensuring building managers focus on local sourcing and occupiers have their own employment and engagement programmes. The report sets out a series of recommendation in order for the industry to realise the opportunity.



WEARABLES IN THE WORKPLACE

October 2016

The BCO Wearables in the Workplace report has reviewed some 42 wearables and highlights the advantages of wearables in the workplace. According to the report, wearables are enabling people to be more connected to the digital world. The technology has significant application in the work environment. Wearables for work provide an opportunity to significantly improve productivity, efficiency and even safety, creating tremendous opportunities for those taking advantage of this. However, their introduction needs to be done with sensitivity. As wearable technology becomes more ubiquitous in the workplace, transparency and employee education will go a long way toward resolving issues.

SPACE ON DEMAND

November 2016

The past few years have seen greater emphasis on flexible working with innovative ways of accessing office space becoming increasingly evident. This paper reviews the growth of both coworkspace and space matchmaker apps, and examines the underlying reasons for their growth. Focusing mainly on the UK, the report identifies the impact of coworking space on changes in office space demand and highlights some of the opportunities and challenges for planners, property investors, developers, occupiers and property managers.



PLACEMAKING

November 2016

Offices play a significant role in urban regeneration and can create a distinct identity within and beyond the neighbourhood. Modern office development increasingly involves providing more than somewhere to work. Successful developments help to blend attractive public realms with quality leisure and retail outlets. The research focuses on the role of office buildings in place creation, examines the changing trends, how occupiers can use their buildings to reach out to the community, the positive impact on recruitment and retention of staff as well as the implications for design, development and investment.



THE PROPORTION OF UNDERLYING BUSINESS COSTS ACCOUNTED FOR BY REAL ESTATE - UPDATE REPORT

November 2016

The importance of real estate and the role that buildings play in the overall cost structure of businesses is addressed by this study. The research explores whether there is any truth in the 80:10:10 rule of thumb and outlines an approach for businesses to test the situation in their own organisations. The findings show that the 80:10:10 rule is too simplistic and although salaries tend to dominate, in reality the proportion accounted for by property and non-property costs is higher and therefore these play a greater role in the determining the overall cost to a business than the accepted wisdom would suggest and that real estate should move up in the boardroom decision making.



THE FUTURE OF CORPORATE HEADQUARTERS: IS LONDON'S DOMINANCE WANING?

March 2017

The report examines the drivers for HQ location, London's position as the dominant city in the UK for HQs, how that might change and what the HQ of the future might look like. While as a leading global city London's dominance is unrivalled in the UK, the city is facing a number of challenges including escalating operating costs, rising population, employment growth and an over-stretched infrastructure. The research focuses on how these factors might impact on the city and the way companies work going forward.

FIRST IMPRESSIONS: THE EVOLUTION OF OFFICE RECEPTIONS AND HOSPITALITY SERVICES AND WHAT IT MEANS FOR THE OFFICE INDUSTRY

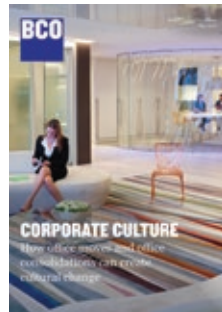
May 2017

The historical evolution of reception design and how technology, mobility and a changing work culture are transforming the front of house area into a multifunctional space are the focus of this piece of research. The interface between the office and the public is getting more sophisticated and sees a space that embraces hospitality services, Wi-Fi enabled collaborative zones and workstations. This trend creates operational challenges such as access control but also offers new opportunities to increase the visibility of the company as well as creating a transitional space that extends the public realm into the workplace.

BREXIT: ITS IMPACT ON OFFICE SPACE DEMAND

July 2017

This briefing report focuses on the potential impact of Brexit on office space demand and occupational densities over the next five years. The analysis provided by Ramidus Consulting considers the implications for London as well as key regional cities; it examines alternative scenarios; assesses the structural risk, demand side risks, potential jobs forgone and the general impact on the office market as a consequence of Brexit.



CORPORATE CULTURE: HOW OFFICE MOVES AND OFFICE CONSOLIDATIONS CAN CREATE CULTURAL CHANGE

May 2017

The way in which organisations must embrace change in order to survive day-to-day issues, challenges and crises is addressed by this study. Commissioned by the BCO and prepared by KKS Strategy, this report looks at how the design of workspace and company leadership can create a work environment that ensures an engaged and productive workforce who will support the company vision and contribute to its commercial success.



VIRTUAL REALITY AND 3D PRINTING - REDUCING WASTE IN OFFICE CONSTRUCTION THROUGH NEW TECHNOLOGY

June 2017

Office construction has a reputation for material wastage with associated financial and environmental consequences. The emergence of new technologies can potentially help to reduce waste in office construction. This research focuses on two specific technologies: Virtual Reality and 3D Printing and identifies opportunities and challenges for the future.

In terms of Virtual Reality, the report tests the extent to which the technology could solve the problem of wasteful category A fit outs installed by developers but dismantled by occupiers. As for 3D Printing, the report's objective is to look at how this technology could be used going forward and how it can revolutionise the industry.



THE MARKET CYCLES: THE RISE OF CYCLING AND ITS IMPACT ON OFFICE SPECIFICATION AND INVESTMENT

July 2017

This report explores the drivers of demand for cycling including central Government initiatives, city infrastructure investment, company initiatives and employee demand. It draws on two surveys commissioned by the BCO - one a large scale independent YouGov survey and the other a survey by Remit Consulting - to understand the role of cycling as part of daily commute and the importance of office cycling facilities in encouraging participation by those working in office buildings. The findings of the report show that cycling is becoming a universally accepted, integral component of a Grade A office specification. The report highlights the extent of occupier demand for cycling provision and how this has changed and what the future holds. Other factors examined include implications for marketing of office buildings, regional/city differentials, guidance on cycling provision and implication for space provision and design.

RESEARCH & POLICY

POLICY

The BCO was represented on a range of policy groups and committees including:

- Green Property Alliance (sub-group of the Property Industry Alliance)
- Research Alliance (sub-group of Property Industry Alliance)
- RICS Service Charge Code of Practice Working Group
- Code for Leasing Business Premises Working Group

RESEARCH COMMITTEES

There are seven research committees and a number of smaller sub-groups are set up through the committee structure to focus on specific areas of interest.

RESEARCH COMMITTEE

Chaired by Bill Page, Legal & General Property

The Committee's agenda for research covers five key themes:

- Occupier, health, productivity and satisfaction
- Resource constraints and specification
- Demography
- Public policy and infrastructure
- Innovation / Technology

11 research reports were published by this committee during the year to July 2017:

- Wearables in the Workplace - October 2016
- Measuring the Social Value of Offices
- Space on Demand
- Placemaking
- The Proportion of Underlying Business Costs Accounted For By Real Estate
- The Future of Corporate Headquarters: Is London's Dominance Waning?

- First impressions: The Evolution of Office Receptions and Hospitality Services and What it Means For the Office Industry
- Corporate Culture: How Office Moves and Office Consolidations can Create Cultural Change
- Virtual Reality and 3D Printing - Reducing Waste in Office Construction Through New Technology
- Brexit: Its Impact on Office Space Demand
- The Market Cycles: The Rise of Cycling and Its Impact on Office Specification and Investment

Each of these reports was launched with a research seminar in London, with some also launched in the regions. A further 8 studies will be completed in the course of 2017.

TECHNICAL AFFAIRS COMMITTEE

Chaired by Neil Pennell, Land Sec

The Committee's research agenda was structured around closing the feedback loop, which focused on Post Occupancy Evaluation of a number of BCO award winning buildings including 1 New Change, London EC4 and 4 Stable Street, N1.

The focus of the committee in the next 18 months will be to work towards publishing the next edition of the BCO Guide in 2018.



ENVIRONMENT, SOCIAL & GOVERNANCE GROUP (ESG)

*Chaired by Guy Battle,
Social Value Portal*

The Committee has focused on four key themes:

- Health & Wellbeing
- Defining Adaptation and resilience
- Social Value
- Performance gap, operating excellence and soft landings

The committee organised and held a very successful conference Beyond the New Normal in November 2016. Its research programme included the research report Measuring the Social Value of Offices. The Committee will be working over the next 18 months towards updating the BCO Guide to Specification with regard to sustainability matters. Moreover, the Committee is part of the steering group that will lead the BCO's Wellness Matters study into health & wellbeing in offices.



OCCUPIER GROUP

*Chaired by Chris Richmond,
PricewaterhouseCoopers*

The Group met twice during 2016/17 and has continued to develop its agenda in addressing issues that are of particular interest to occupiers. Its research agenda has focused on further developing the themes and recommendations outlined in the 2015 'Building Performance – Rethinking the relationship between owners, managers and occupiers'. It has recently commissioned a new study into Office Service Standards and Customer Experience to be published in October 2017, with the aim of providing both a best practice guide to services and management standards in multi-occupied office buildings and a 'Building Performance' Scorecard, which will measure how well an office building is performing, viewed from the perspective of the owner, property manager and occupier.

INVESTOR GROUP

Chaired by Warwick Hunter, Qatari Diar

Warwick Hunter has taken on the role of Chairman from Jon Ashcroft. The Committee met twice in 2016/17 and is re-evaluating its mission and work programme for the coming year. Its research agenda during 2016 has focused on publishing a report on Mitigating the Impact of Office Obsolescence.

BANKING PEER REVIEW GROUP

Chaired by Richard Beastall, tp bennett

This Group is made up of office occupiers from the banking sector. The group met twice in 2016/17. The first meeting was held at UBS, 5 Broadgate, where the group received a presentation on the Building followed by a tour. The second meeting was held at Cundall, One Carter Lane, where the members heard from the BCO Health & Wellness study team. The talk was then followed by a tour of One Carter Lane.

URBAN GROUP

Chaired by Duncan Trench, U+I

Duncan Trench has taken over from Martin Sager of Sheppard Robson. The Group is developing its seminar programme around the urban environment with planned seminars in the pipeline on 'mapping' London and health and wellbeing in the urban environment.

REGIONAL ROUNDUP

MIDLANDS & EAST ANGLIA

Despite the political and economic uncertainty over the past 12 months, it has been another very successful year for the Midlands region. Member numbers are now over 250, making it the biggest region outside of London.

The Midlands chapter and NextGen committee are well established and continue to evolve, with new committee members adding to the broad range of professions. The East Anglia chapter, led by Danny Parmar of Overbury and established some two years ago, has been very successful in growing membership and continues to deliver some excellent seminars and tours.

We were delighted to receive an impressive number of entries for the awards this year. The projects were all to a very high standard and the judges, chaired by Matt Viall of Turner & Townsend, had a challenging time choosing the winners.

The awards celebration, held at Birmingham Town Hall, was a hugely successful event that sold out months



in advance. Political Commentator John Piennar presented the awards, and a lively networking session at a local bar followed the official proceedings.

This year has also seen the introduction of a new award for the regions, the Regional Committee Chairman's Award, which was presented to Peter Jones (formerly Head of Property at Birmingham City Council) for his outstanding contribution towards Birmingham's major developments, and his promotion of the BCO particularly within the public sector.

So, it has been another successful year for the BCO Midlands & East Anglia Chapter, and considering the number of developments currently under construction and predicted further investment, we are looking forward to more award winning projects in the years to come.

ROB GROVES

Argent
Midlands & East Anglia Chapter Chairman

SCOTLAND

The past year has seen an exciting period of growth for the BCO in Scotland: growth in terms of membership, attendees at events and the number of award entries.

This increasing level of activity is in part a reflection of market confidence, but also a result of the time given so generously by Mike Buchan of JLL, the

main committee and the very enthusiastic NextGen committee, the latter led by the irrepressible Hazel Pearson of MLA.

2016-17 was a busy year, and we enjoyed record attendance at a number of events, for example, the tour of Q4 in Edinburgh, which drew attendance of over 80 industry professionals. Quatermile's Managing Director, Paul Curran, explained the history behind the development's continued success whilst Kenny Fraser of MLA explained the strategy behind Cirrus Logic's impressive fit out. A further talk and tour of St Vincent Plaza in Glasgow featured a tour of the base build by Abstract Securities' Chris MacPherson and Richard McDonald of Keppie Design. This was followed by tours of three very different fit outs by Whyte & Mackay, Registers of Scotland and KPMG, who kindly hosted a networking event to complete the evening.

And as we review the successes of the year 2016-17, the BCO Scottish awards lunch in April, one of the highlights in the Scottish industry calendar, cannot go unmentioned. An unprecedented level of entries made for an exciting afternoon, and also saw over £5,700 raised for local charities and Bob Serafini receiving the first Regional Chairman's award.

Finally, a special thanks must go to Stephen Lewis of HFD Property Group, who bowed out as Chair of the Scottish Judging Panel after 3 successful years.

BILL RITCHIE

Atelier Ten
Scottish Chapter Chairman

SOUTH WEST, THAMES VALLEY & SOUTH WALES

Our region is currently witnessing fast paced growth, and we were delighted to see this reflected in a record number of award entries for 2017.

The entries were spread across the region and provided a real insight into the quality of commercial space as developed by the region's professionals and experts. We were also very proud to introduce the Regional Committee Chair's Award in recognition of a lifetime achievement within the industry, which was presented to Paul Edwards, formally of Davis Langdon.

Over the last year, the Chapter has continued to engage actively in the region which has led to a rise in regional membership of 24%. We foster a close working relationship with the members of the regional BCO NextGen committee, who regularly make valuable contributions at our meetings and host many events with us. One focus of the Chapter in 2016-17 has been to encourage the involvement of the future generation at industry events, and we were delighted to see them represent the BCO in various debates and round-ups.



As we all know, healthy and inspiring workspaces can transform our general wellbeing and performance in the workplace. This view is reflected in our regional events calendar which in July included a tour of the Thames Tower, a landmark 15-storey office development in Reading, which over 40 guests attended. Planned future tours include 1 Cathedral Square and 66 Queens Square in Bristol. The committee is also dedicated to supporting the BCO's research and we look forward to hosting an event on the latest 'The Market Cycles' report later this year.

MARK ALKERSTONE

AWW inspired environments
South West, Thames Valley, South Wales
Chapter Chairman

NORTH OF ENGLAND, NORTH WALES & NORTHERN IRELAND

The Northern Region has enjoyed another excellent year, which has mirrored the state of the property and construction sectors within this area of the UK. Activity in the commercial sector seems to have radiated out from the main centre in Manchester to create new opportunity and work in our other regional towns and cities.

We had a record number of entries for the awards this year which was fantastic and kept our panel of judges, led by Andrew Woodhouse of Mott

MacDonald, busy for five days visiting exciting projects. This year also saw the introduction of the Regional Committee Chairman's award, which went to Muse Developments. Over the past 5 – 10 years Muse have been very active in the region and have built new office schemes in many challenging locations. The award was thoroughly deserved and well received.

A memorable highlight from our programme of events was the London Tour which was arranged in October 2016 and provided members from our region with the opportunity to tour some of London's most impressive projects, including King's Cross, 122 Leadenhall Street and 20 Fenchurch Street.

A notable development for the region over the past twelve months has been the increase of NextGen members under the leadership of Thomas Bone of Hoare Lea, who has managed to generate a lot of interest in the NextGen committee's activities.

With a number of interesting projects under construction across the region we look forward to seeing how the design of and demand for office space evolves over the coming years in this part of the country.

STEPHEN FROOD

Gardiner & Theobald
Northern Chapter Chairman





**“THE OFFICE
LANDSCAPE IS
CHANGING, HOW
ARE OWNERS
AND INVESTORS
RESPONDING?”**

 @BCO_UK

NETWORKING & EVENTS

The varied programme of events offers BCO members the opportunity to network with other industry professionals, encouraging dissemination of best practice and discussion of topical issues. Events are held both nationally and regionally and cover a range of formats, such as technical building tours, seminars, dinners and conferences across the UK and throughout the year. As part of the BCO's commitment to support opportunities for professional development in the industry, we were pleased to offer CPD accreditation on a selected number of events.

NATIONAL EVENTS

BCO ANNUAL GENERAL MEETING 2016

Argent, 4 Stable Street, London

4 July 16

John Forrester of Cushman & Wakefield was appointed as the new BCO President, succeeding David Partridge of Argent. Following the AGM, BCO members were taken on a technical tour of Argent's 4 Stable Street, which won the BCO National Award for Projects up to 2,000 m² in 2014.

PRESIDENT'S LUNCHEON

The Dorchester, London

21 September 16

Open to BCO members and their guests only, this event saw John Forrester at his first official engagement as BCO President.

NATIONAL AWARDS DINNER

Grosvenor House, A JW Marriott Hotel, Park Lane, London

4 October 16

Hosted by comedian, writer and actor Miles Jupp and attracting over 1,300 key players in the industry, the Grand Finale of the National Awards competition showed once more that it is a premier industry event not to be missed. For more details of all the BCO Award Winners 2016 go to page 28.

ANNUAL DINNER 2017

Grosvenor House, A JW Marriott Hotel, Park Lane, London

17 January 17

A firm fixture in our events calendar, the BCO Annual Dinner brought together over 1,200 members and their guests for a glittering evening at Grosvenor House.



LONDON REFOCUSED - BCO ANNUAL CONFERENCE 2016

Grange St Paul's Hotel

9-11 May 2017

2017 saw the BCO Annual Conference return to London, providing access to some of the city's best new buildings, many of which were exclusively opened for the BCO. With an impressive number of 70 different events and tours, plus an unrivalled line-up of keynote speakers, this year's conference was an invitation to 'refocus' and see London with fresh eyes. A summary of the highlights, written by this year's conference chair Ken Shuttleworth is included on page 25.

REGIONAL EVENTS

TALKS, TOURS & SOCIAL NETWORKING EVENTS

In 2016/17 the regions continued to host technical tours, along with talks on relevant topics, such as 'What Workers Want' and a breakfast event on 'Healthy Buildings: Happy People' which examined the relationship between health, wellbeing and the built environment.

The regions also organised a combination of Awards launch & tour events to coincide with the opening of the entries for the 2017 BCO Awards competition. These events showcased previous winners or other interesting projects with the Regional Judges offering their thoughts and the opportunity to explain the entry process to delegates with an insight into what they look for when judging a project.



WHAT WORKERS WANT – TALK & TOUR (SCOTLAND)

DWF, 110 Queen Street, Glasgow
07 July 2016

WHAT WORKERS WANT - TALK & TOUR (SOUTH WEST OF ENGLAND AND SOUTH WALES)

OVO Energy, 1 Rivergate, Temple Quay, Bristol
13 July 2016

THE NORTHERN COMMITTEE'S SUMMER BBQ

The Midnight Bell, 101 Water Lane, Leeds
15 July 2016

THE COFFIN WORKS: MIDLANDS SUMMER SOCIAL

The Coffin Works, 13-15 Fleet Street, Birmingham
18 August 2016

BCO TALK & TOUR OF 10-12 HAMMERSMITH GROVE

12 Hammersmith Grove, Hammersmith, London
07 September 2016

WHAT WORKERS WANT & BCO AWARDS ENTRY LAUNCH

Savills, Unex House, 132-134 Hills Rd, Cambridge
08 September 2016

BCO TALK & TOUR OF THE AVIVA TOWER REFIT

Aviva Tower, 1 Undershaft, London
13 September 2016

TOUR OF THE CORNERBLOCK & BCO AWARDS ENTRY LAUNCH

Cornerblock, Cornwall St, Birmingham
20 September 2016

TOUR OF PARADISE CIRCUS & BCO AWARDS ENTRY LAUNCH

77 Paradise, Queensway, Birmingham
27 September 2016

NORTHERN CHAPTER - LONDON STUDY TOUR

Argent, Granary Square, 4 Stable Street, London
04 October 2016

WHAT WORKERS WANT AND BCO AWARDS ENTRY LAUNCH

Freeths, Cumberland Court, 80 Mount Street, Nottingham
17 October 2016

BCO TOUR OF AWARD WINNING BUILDING:

51 HILLS ROAD, CAMBRIDGE
51 Hills Rd, Cambridge
18 October 2016

BCO AWARDS LAUNCH & TOUR OF 450 SOUTH OAK WAY

450 South Oak Way, Green Park, Reading
03 November 2016

TOUR OF THE JOSEPH PRIESTLEY BUILDING AND EASTSIDE LOCKS MASTERPLAN UPDATE

Joseph Priestley Building, 6 Cardigan Street, Birmingham
15 November 2016

BCO BREAKFAST SEMINAR - HEALTHY BUILDINGS: HAPPY PEOPLE

5plus architects, 4th Floor, The Hive, 47 Lever Street
17 November 2016

MIDLANDS MEMBERS CHRISTMAS DRINKS

Bar Opus, One Snowhill, Birmingham
30 November 2016



BCO CHRISTMAS DRINKS - CAMBRIDGE

*Cambridge Brew House, 1 King Street, Cambridge
30 November 2016*

BCO MEMBERS CHRISTMAS SOCIAL

*Bordeaux Quay - V-Shed, Canons Way, Bristol
01 December 2016*

THE BCO TALK & TOUR OF THE BOWER

*The Bower, 207-211 Old Street, London
08 December 2016*

BCO TALK & TOUR OF THE CHARTER BUILDING

*The Charter Building, Uxbridge, Middlesex
02 February 2017*

BCO TALK & TOUR OF THE ENERGY SYSTEMS CATAPULT OFFICE

*Energy Systems Catapult,
Cannon House, Birmingham
28 February 2017*

BCO TALK & TOUR OF THE JAMES DYSON BUILDING

*The James Dyson Building, Engineering Dept,
Trumpington St, Cambridge
28 February 2017*

BCO TALK & TOUR OF ONE QUEEN CAROLINE STREET

*One Queen Caroline Street,
Hammersmith, London
08 March 2017*

BCO TALK & TOUR OF SKY CENTRAL

*Sky Central, 1 Grant Way, Isleworth
30 March 2017*

BCO TALK & TOUR OF CIRRUS LOGIC AT QUARTERMILE 4

*Cirrus Logic, 7B Nightingale Way, Quatermile,
Edinburgh
02 May 2017*

BCO TALK & TOUR OF ONE BEDFORD AVENUE

*One Bedford Avenue, Fitzrovia, London
04 May 2017*

BCO TALK & TOUR OF ONE NEW BAILEY

*One New Bailey, Salford, Manchester
24 May 2017*

BCO TALK & TOUR OF ST VINCENT PLAZA, GLASGOW

*St Vincent Plaza, 319 St Vincent Street, Glasgow
20 June 2017*

BCO TALK & TOUR OF THE WHITE CHAPEL BUILDING

*The White Chapel Building,
10 Whitechapel High Street, London
27 June 2017*



REGIONAL AWARDS EVENTS 2017

Each year our annual Awards Programme recognises innovation and excellence in office space by honouring the highest quality design and functionality at both a regional and national level. The 2017 competition saw the introduction of two new regional awards categories, the Regional Chairman's Award, which recognises an outstanding contribution to the property industry and the Regional Innovation Award. All regional awards events proved to be extremely popular and sold out months in advance.

NORTHERN AWARDS DINNER 2017

*The Lowry Hotel, 50 Dearmans Place,
Salford, Manchester*
05 April 2017

SCOTTISH AWARDS LUNCH 2017

The Grand Central Hotel, 99 Gordon St, Glasgow
07 April 2017

LONDON AWARDS LUNCH 2017

*London Hilton on Park Lane,
22 Park Lane, London*
25 April 2017

MIDLANDS AND CENTRAL ENGLAND AWARDS LUNCH 2017

*Birmingham Town Hall,
Victoria Square, Birmingham*
27 April 2017

SOUTH OF ENGLAND AND SOUTH WALES AWARDS DINNER 2017

AT- Bristol, Anchor Road, Harbourside, Bristol
04 May 2017

SEMINARS AND RESEARCH EVENTS

BETTER HEALTH AND WELL-BEING: HIGHER PRODUCTIVITY

*Hoare Lea, Western Transit Shed,
12-13 Stable Street, London*
14 July 2016

The relationships between health, wellbeing and the built environment have been growing in research and practice and WELL is the world's first building standard focused exclusively on human health and wellness. This seminar explored the key issues surrounding health and wellbeing in the workplace and their impact on productivity.

TECHNOLOGY AND THE WORKPLACE

*383 Project, 20 Vittoria Street, Jewellery Quarter,
Birmingham*
1 September 2016

Integrating technology into the workplace has become essential for any modern organisation. 383's office in Birmingham is a shining example of what can be achieved when technology and design collide and this tour provided attendees with the opportunity to hear how they created their modern day "smart office".

BCO RESEARCH LAUNCH: WEARABLES IN THE WORKPLACE

Wedlake Bell, 71 Queen Victoria Street, London
6 October 2016

As the health and wellbeing agenda becomes increasingly central to office management and the cost of effective wearable devices continues to decrease, the links between the two are becoming clearer and, arguably, business-critical. This seminar saw speakers discuss the ethical, legal and management issues surrounding the increasing use of wearables in the workplace.

CLIMATE CHANGE IMPACTS ON COMMERCIAL PROPERTY

*RICS, 12 Great George Street
(Parliament Square), London
11 October 2016*

The impacts of climate change are already being felt globally. At this important joint BCO-RICS seminar experts discussed the legal context, insurance risk issues and implications of climate change. They also spoke about the RICS's Climate Change Dashboard which can help users predict climate change impacts.

MEASURING SOCIAL VALUE OF OFFICES

*One Coleman Street, London
12 October 2016*

Commissioned by the Environmental Social Governance Group, this seminar discussed the Public Services (Social Value) Act 2012. Speakers explored the full social impact of the development and aimed to establish a measurement methodology that may be used more broadly in decisions about planning, design and occupation.



SPACE ON DEMAND

*8th floor, WeWork South Bank,
22 Upper Ground, London
20 October 2016*

Both coworkspaces and space matchmaker apps hold the possibility of revolutionising the way in which office workspaces are accessed and used. Both have the potential to match people and spaces rapidly, for short periods of time, and at low cost. Speakers at this event reviewed and examined the underlying reasons for their growth.

PLACEMAKING

*Argent, Granary Square, 4 Stable St, London
9 November 2016*

This seminar explored the changing workplace, and how offices have a growing, important role in urban design that transforms neglected neighbourhoods. The speakers focused on the four core pillars of great placemaking and the leadership, vision and cooperative partnerships needed to make mixed-use developments successful.

BEYOND THE NEW NORMAL – HALF DAY CONFERENCE

*Arup, 8 Fitzroy Street, London
24 November 2016*

Industry has never faced a property landscape where the nature of demand is changing more rapidly, with even greater opportunities and challenges than ever before. This half day conference brought together the experts in this field to discuss the key emerging issues and how value will be sustained Beyond the New Normal.

THE OFFICE LANDSCAPE IS CHANGING. HOW ARE OWNERS AND INVESTORS RESPONDING?

*Cornerblock, 2 Cornwall Street, Birmingham
19 January 2017*

This seminar brought together some of the leading figures both nationally and regionally to consider how the use of office space is changing, how transformational change is driving occupier's decisions, and how the development and funding community is responding. This was followed by an opportunity to view the recently completed Cornerblock development.

IS LONDON'S DOMINANCE WANING?

*Burges Salmon, 6 New Street Square, London
2 March 2017*

Presentations from the research team examined the evolution of office headquarters and some of the driving factors that will impact on the role of HQ buildings, its functions and future design. Among factors considered were changes in technology, flexible working and co-working, and health & wellbeing.

BIRMINGHAM OFFICE MARKET UPDATE & TOUR OF NETWORK RAIL'S NEW OFFICES

*Baskerville House, Centenary Square,
Birmingham*

21 March 2017

The Birmingham Office Market Update saw Ashley Hancox from CBRE discuss recent office activity and what the future holds for Birmingham. This was followed by a short presentation by Karen Bignell, project manager from Network Rail on their relocation and fit out at Baskerville House before members were given a tour of the new space.

THE FUTURE OF CORPORATE HEADQUARTERS: OPPORTUNITIES FOR THE REGION

*Burges Salmon, One Glass Wharf,
Bristol*

25 April 2017

Is London's dominance of the office market waning and what are the opportunities for regional markets? Speakers explored Bristol's strengths and what can prevent it from attracting inward investment. The discussion covered congestion and connectivity, rising occupational costs and staff costs, devolution and Brexit.



AIRPOCALYPSE NOW - GREEN SKY THINKING WEEK 2017

Cundall, One Carter Lane, London

17 May 2017

Recently, London has faced its worst period of air pollution for a number of years. This seminar gathered a panel of experts in the field to discuss the need for monitoring and reporting of internal air quality, followed by a tour of the WELL Building Standard® certified One Carter Lane.

FIRST IMPRESSIONS: THE EVOLUTION OF OFFICE RECEPTIONS AND HOSPITALITY SERVICES AND WHAT IT MEANS FOR THE OFFICE INDUSTRY

U+I, 7 Howick Place, London

18 May 2017

This seminar explored the historical evolution of reception design and how technology, mobility and a changing work culture are transforming the front of house area into a multifunctional space. Speakers discussed how this trend creates operational challenges but also offers new opportunities to increase the visibility of the company.

OFFICES & CORPORATE CULTURE

Land Securities, 100 Victoria Street London

25 May 2017

How does leadership create both a workstyle and office environment that not only survives a crisis but gets the most out of today's frequent and disruptive accelerating changes? This seminar explored how corporate culture can establish an engaged and productive workforce who will support the company vision and contribute to its commercial success.

VIRTUAL REALITY AND 3D PRINTING - REDUCING WASTE IN OFFICE CONSTRUCTION THROUGH NEW TECHNOLOGY

Arup, 8 Fitzroy Street, London

15 June 2017

Office construction has a reputation for material wastage with associated financial and environmental consequences. This seminar examined the emergence of new technologies and the extent to which they can help to reduce waste in office construction. Delegates also had the chance to experience and interact with some of this technology.

BCO BREAKFAST SEMINAR: AGILE WORKING TODAY – DIGITAL WORLD TOMORROW

The Trinity Centre, 24 Cambridge Science Park, Milton Road, Cambridge

16 June 2017

Agile working is now a well-known terminology – but what does it really mean and how do you achieve and measure its success? Speakers at this seminar discussed examples of practical applications, including the developments at the Cambridge Science Park, commercial application and exploitation, and the future of agile working.



WHAT DO WE NEED TO KNOW ABOUT THE FACTS UNDERLYING HEALTH AND WELLBEING?

Legal & General, One Coleman Street, London

21 June 2017

Offices with good health and wellbeing are essential to motivate people and increase their energy levels. The statistics on absenteeism, presenteeism and staff retention rates show we can do much better. This Environment, Social & Governance Group (ESG) seminar discussed how this can be improved through the design and management of offices.

AIRPOCALYPSE NOW - A JOINT BREAKFAST SEMINAR WITH CUNDALL

Cundall, One Carter Lane, London

28 June 2017

Due to popularity, the BCO and Cundall held a repeat Airpocalypse Now event, allowing delegates to have a tour of the WELL Building Standard® certified One Carter Lane, as well as listen to a panel of experts discuss the growing concern of internal air quality.

BREXIT AND ITS POTENTIAL IMPACT ON OFFICE DEMAND

Wedlake Bell, 71 Queen Victoria St, London

5 July 2017

The precise implications of Brexit for the UK's office market are heavily dependent upon the outcome of the Brexit negotiations. At this seminar, Rob Harris from Ramidus Consulting examined how the Brexit vote might impact on demand for office space through to 2022, followed by a panel discussion of industry experts.

THE MARKET CYCLES

GVA, 65 Gresham Street

6 July 2017

In the past 5 years the popularity of cycling has been on the rise. This seminar examined how the office industry needs to adapt to and try to anticipate resultant requirements of the increasing use of cycling as a method of commuting to work and the implications this has on specification and value.

**“LONDON, AS WE ALL KNOW, IS
ANYTHING BUT PRESCRIPTIVE”
@FARSHIDMOUSSAVI ON
HOW OUR GREATEST CITIES
DEVELOP #BCOCONFERENCE”**

 @BCO_UK





BCO CONFERENCE MAY 2017 LONDON REFOCUSED



It was an enormous honour to organise and host the 2017 BCO Annual Conference. I'd like to think that we delivered something memorable to the 600 delegates who landed in London for the four-day 'London Refocused' event. It certainly sold out in record time.

It was especially pertinent to hold the conference in London, one of the world's leading economic capitals, at a time when yes, our country needs to refocus on our position on the global stage and what we have to offer the world. When London was announced as the 2017 venue at last year's conference in Amsterdam, none of us could have predicted the political rollercoaster the UK would face in the following 12 months. It's fair to say the playing field has changed virtually overnight for our industry, which so often acts as a barometer for the economic fortunes of the country.

Of course, the ramifications of this rollercoaster year remain to be determined, but I must say it was greatly encouraging to explore the incredible variety of commercial spaces London has to offer. These spaces – which include some truly groundbreaking workplaces – perfectly illustrate why London continues to attract the very best in commerce, talent and culture.

We held 16 tours that between them provided access to more than 40 buildings, giving delegates a chance to see visionary regeneration and placemaking schemes as well as offices opened exclusively for the conference. For me, the highlight was hearing from some real industry heavyweights, including Lord Foster of Thamesbank, who spoke about creating offices for the end occupier that provide community and dialogue and cater for more than just a desk.

Some key themes resurfaced again and again throughout the conference, ones indicative of broader changes in the way people are working. Placemaking, flexibility, location and sustainability were high on the agenda, and it was interesting to see fresh perspectives on these issues interwoven

with the influence of technology, such as virtual reality in the design process, and the growing trend of wellbeing in the commercial environment. Naturally, these were focused on London's unique economy and office market, but they speak to broader trends emerging across the country and the need for the industry as a whole to respond.

There is certainly work to be done to explore how these themes can be embraced, but more importantly we need to ensure that pursuing these ideals doesn't compromise other equally important and valuable parts of the brief. There was lively debate around that last point, particularly with regard to wellbeing. I'd also add another point: we need to work harder at filtering these themes throughout the sector so everyone can benefit from the best possible workplaces, regardless of location or budget.

It was a fantastic conference, and I hope delegates left feeling like they gained a fresh perspective, not only on London but also the direction we should be aiming our commercial office design efforts.

KEN SHUTTLEWORTH

Make Architects
BCO Conference Chairman 2017





BCO AWARDS 2016



The year 2016 marked the rise of the creative building, incorporating stunning architecture, imaginative use of materials and inspirational design. The National Judges saw many offices with the 'wow' factor, throughout the length and breadth of the country and by no means confined to London. If anything, it was the regions that were leading the way in creativity and intelligent design; for these areas neither have the luxury of large budgets in anticipation of equally large rental returns, nor can they deliver the mass volume of space that the Capital can absorb with ease.

The high calibre of buildings that were entered into the 2016 awards competition bore testament to how far our industry has progressed. It was apparent that over the lean years of the recession, the office sector has evolved to offer these great workplaces. It has learnt new construction techniques, improved sustainability and enhanced design skills. But the key thing it has learnt is that the best buildings have people at their heart. All of the winners in 2016 have been developed around creating the best possible facility for the workforce, which creates confidence in clients and feels welcoming to all visitors.

To create such inspiring workplaces requires minute attention to detail. This was apparent in all the schemes shortlisted, from those in the less than 2,000m² category to the 25,000m², plus corporate and commercial developments. But whilst big is often beautiful, there were numerous examples of petite being gorgeous. Many of the smaller schemes were excellent, with appropriate planning and intelligent design, meaning they could offer most of the facilities and all of the attractiveness of their larger rivals.

A few years down the line we will look back on the 2016 crop of nominees and winners as benchmarks for how to provide aspirational and inspirational places of work: they provide material to help the industry learn from and understand best practice, and they provide educational tools to help evolve technology and sustainability. But above all they provide great places to 'work' and that is what really counts.

NATIONAL WINNERS 2016

PRESIDENT'S AWARD

The Crown Estate

Despite being the subject of fiscal restrictions, The Crown Estate has continually outperformed the IPD criteria; it has created great places to work, relax and live in and has enhanced the environment for everyone to enjoy.

It has also lead the way and set the benchmark for other estates and landlords. As demonstrated with its exemplar £400m redevelopment of St James's Market, which will bring about a wonderful metamorphosis of this remarkably underexploited prime stretch of Central London.

Others have looked and learnt, and as such we have all benefited - and will continue to do so. Which is why the BCO was honoured to present The Crown Estate with the 2016 BCO President's Award.

BEST OF THE BEST / CORPORATE WORKPLACE

The Enterprise Centre, University of East Anglia, Norwich Research Park, Norwich

The 'Best of the Best 2016' winner did not merely 'wow' the judges, it gave them a glimpse of the future. Achieving both 'Passivhaus' and BREEAM 'Outstanding', The Enterprise Centre (TEC) pushes the boundaries of ecological development in almost every way possible, providing a living and breathing building with inspirational, creative and intelligent design. What is probably fair to class as the UK's greenest commercial building has set the benchmark high for future sustainable development across the globe.

COMMERCIAL WORKPLACE

The Leadenhall Building, 122 Leadenhall Street, London

This development, in the heart of The City, is a marvellous addition to both the skyline and the streetscape. Its overall success is just reward for the long term endeavour of those that have delivered this iconic space. Viewed across London, the project more than holds its own in the 'City Cluster', whilst viewed from the base it makes a contribution as an inventive multi-storey, public open space expanding the surrounding public realm. It is fair to say this project might just be in a league of its own.

FIT OUT OF WORKPLACE

Berghaus HQ, Sunderland Enterprise Park, 12 Colima Avenue, Sunderland

This project exemplifies what can be achieved with the creative re-use of an existing building and its spaces. The DNA of the adventure company Berghaus has been translated into an effective, efficient and inspiring environment. Solutions such as the sky rail, the climbing rope staircase and the timber baffles fixed with clevis bring the excitement of outdoor adventure into the workplace, so that the brand is more than just a logo, it is a culture.

REFURBISHED / RECYCLED WORKPLACE

Alphabeta, 2 Worship Street, London

Alphabeta is chock-a-block full of standout design features and, quite simply, bowled the national judges over. The inspirational design begins on arrival: 'The Ramp' has created a new entrance away from the main square, which makes cycling into the building an event in its own right. This is followed by the stunning nine storey atrium with its glazed cantilevered occupier meeting rooms, the marvellous atrium café and 'The Deck', which is a wonderful communal eighth-floor wrap around roof terrace. Then there is 'The Studio' - a flexible creative space for tenant exhibitions and entertainment. Alphabeta offers much more than just the 'wow' factor - it is an inspirational place to work in, whose benefits extend far beyond the building itself.



PROJECTS UP TO 2000 M²

Bunker, Littlewoods Complex, Edge Lane, Liverpool

Previously a modest two floor storage facility on the former Littlewoods site in Liverpool, The Bunker now houses staff in an exemplary and 'cool' modern day workplace. The team's approach to the project demonstrated how simple design could be effortless and effective, while being used to transform a redundant, derelict building into flexible, efficient workspace.

INNOVATION AWARD

LandRover BAR, The Camber East Street, Portsmouth

Just like the crew on a boat, the project team worked collaboratively and harmoniously to meet the clients brief and produce a fantastic facility. Initially speed was of the essence, as the location had to be fully operational as quickly as possible in order to bring the fragmented members of the team together under one roof. The team progressed at a rate of knots, moving from planning to the handing over of the keys in just 12 months. A fully integrated BIM process helped ensure the speed of construction and the delivery of this highly sustainable and energy efficient building.

TEST OF TIME

BBC North, MediaCityUK, Salford Quays

Occupying three brand new buildings and a shared studio block, BBC North opened in May 2011, on time and on budget after an impressive relocation project. The stunning fit out won the 2012 BCO Northern Award. Fast forward to 2016 and the corporation's offices host a creative community of around 2,300 people. Apart from providing a workplace for the BBC that supports the creation of world class content in a digital age, it has also gone a long way to reducing the broadcaster's operating costs and carbon footprint. As the number of staff and departments have grown the building has been able to maintain its efficiency through its flexibility and quality of design. In 2012 the BCO judges said that the fit out of MediaCityUK: "Has created a place that provokes 'smiles', not just for staff, but for visitors too." Four years later and there are still smiling faces everywhere. The buildings that make up BBC North have truly stood the test of time.



LONDON & THE SOUTH EAST

COMMERCIAL WORKPLACE:

The Leadenhall Building,
122 Leadenhall Street, London

CORPORATE WORKPLACE:

20 Thornsett Road, London

FIT OUT OF WORKPLACE:

CMS, Cannon Place, 78 Cannon Street, London

REFURBISHED / RECYCLED WORKPLACE:

Alphabeta, 2 Worship Street, London

PROJECTS UP TO 2000M²:

Natixis Global Asset Management,
1 Carter Lane, London

INNOVATION NOMINEE:

The Leadenhall Building,
122 Leadenhall Street, London

MIDLANDS & EAST ANGLIA

COMMERCIAL WORKPLACE:

22 Station Road, Cambridge

CORPORATE WORKPLACE:

The Enterprise Centre, University of East Anglia,
Norwich Research Park, Norwich

FIT OUT OF WORKPLACE:

VWFS, Delaware Drive, Milton Keynes

REFURBISHED / RECYCLED WORKPLACE:

Holkham Studios, Longlands, Holkham Estate,
Norfolk

PROJECTS UP TO 2000M²:

51 Hills Road, Cambridge

INNOVATION NOMINEE:

The Enterprise Centre, University of East Anglia,
Norwich Research Park, Norwich

REGIONAL WINNERS 2016

SCOTLAND

COMMERCIAL WORKPLACE:

110 Queen Street, Glasgow

CORPORATE WORKPLACE:

Aker Solutions HQ, Phase 1, Aberdeen
International Business Park, Aberdeen

FIT OUT OF WORKPLACE:

Whitespace, Norloch House,
36 King's Stables Road, Edinburgh

REFURBISHED / RECYCLED

WORKPLACE:

Vodafone, Berkeley Square, Glasgow

PROJECTS UP TO 2000 M²:

Plot 8, Inverness Campus

INNOVATION NOMINEE:

Technology and Innovation Centre,
99 George Street, Glasgow

NORTH OF ENGLAND, NORTH WALES & NORTHERN IRELAND

COMMERCIAL WORKPLACE:

The Core, Science Central, Bath Lane,
Newcastle upon Tyne

CORPORATE WORKPLACE:

The Hiscox Building, Peasholme Green, York

FIT OUT OF WORKPLACE:

Joint winners: Berghaus HQ, Sunderland
Enterprise Park, 12 Colima Avenue, Sunderland
and Thirteen Group HQ, Northshore,
Northshore Road, Stockton on Tees

REFURBISHED / RECYCLED WORKPLACE:

Soapworks, Colgate Lane, Salford Quays

PROJECTS UP TO 2000 M²:

Bunker, Littlewoods Complex,
Edge Lane, Liverpool

INNOVATION NOMINEE:

Regatta HQ, Basecamp, Mercury Way,
Manchester



SOUTH WEST, THAMES VALLEY & SOUTH WALES

COMMERCIAL WORKPLACE:

I & II Pinehurst, Farnborough Business Park,
Farnborough

CORPORATE WORKPLACE:

Ty Admiral, David Street, Cardiff

FIT OUT OF WORKPLACE:

PwC Bristol, 2 Glass Wharf, Bristol

REFURBISHED / RECYCLED WORKPLACE:

740 Aztec West, Bristol

INNOVATION NOMINEE:

LandRover BAR, The Camber East Street,
Portsmouth

“THE MARCH OF TECHNOLOGY – HOW DO WE FUTURE-PROOF TODAY’S OFFICE DEVELOPMENTS?”

 @BCO_UK @BCO_NEXTGEN



NEXTGEN



On a chilly autumn evening on 22 November 2016, over 200 young professionals from across the UK's property industry descended on U+I's new headquarters in Victoria, London for the inaugural BCO NextGen Awards Dinner. Under exposed concrete soffits and colourful neon lights, the casually-dressed guests enjoyed sharing platters on collegiate refectory tables.

The BCO NextGen is almost a decade young, having been conceived and launched in 2009 to mentor and encourage the next generation of professionals to become future leaders of the BCO, whilst providing a platform for new talent to share their ideas.

Since its inception, we have gone from strength to strength, growing to our current membership of 510 people, and with established Committees in every UK region. Under the excellent stewardship of past Committee chairs, the enthusiastic and energetic Committees organised anything from pub pecha-kuchas to breakfast seminars with industry grandees, and hosted successful events at a number of Conferences.

Last year's inaugural Awards Dinner was the start of an exciting new chapter for the BCO NextGen, and the alternative format of that evening was not merely a stylistic statement. The BCO NextGen came to life at the height of the financial crisis, and now our industry – having emerged, phoenix-like, from the ashes of the recession – looks very different.

The global socio-economic backdrop is one of increased unpredictability and disruption, but also excitement and possibility. The world's largest hospitality company owns no hotels, and its largest taxi company owns no vehicles. Banks are fighting the talent war against tech firms, tech firms may soon produce cars, and oil companies harness green energy. It's clear that the old rules don't apply any more – but it's not entirely clear what the new rules are either.

This contextual framework has an impact on our industry and workplaces, where we are now seeing new trends and ideas: increasingly ubiquitous and instantaneous technology and communications; a growing interest in health and wellbeing; greater organisational desire for a more flexible and tailored offer; and increased awareness and expectation, across generations and demographics, about how the workplace should support the individual.

It is important that offices continue to evolve and respond to the demands of the time, and that we can continue to look ahead and be fully prepared to embrace the benefits, opportunities and challenges of the future.

This proposition is what inspired the current BCO NextGen Committees to establish the inaugural BCO NextGen Workplace Competition, where we are asking people to consider the office of 2035, what it will look like, and how it will support the way we will work. The brief is deliberately open. It encourages free-thinking and entrepreneurship, and asks participants from various backgrounds to focus on defining the organisations, or occupiers, and the end users, or occupants, of the workplaces of the future; and to develop design, technical, and business ideas that respond accordingly.

To remain relevant, the BCO NextGen must set the agenda – not follow it. We must help write the future – not wait and see, and hope we can adapt when our generation is at the helm. Now is an incredibly exciting time to join the BCO NextGen and to get really involved. It's our BCO, our industry, and our future: let's shape it together.

CRISTIANO TESTI

tp bennett

BCO NextGen London & South East Committee Chair

To find out more about BCO NextGen, visit www.bconextgen.co.uk



BCO NEXTGEN AWARD WINNERS 2016

MENTOR OF THE YEAR AWARD

Nick Searl, Partner, Argent LLP

NEXTGEN RISING STARS (UNDER 35) –

SCOTLAND:

Jordan McCaffery, Partner,
HK Surveying & Design

NORTH:

Michelle Rothwell, MD, Watch This Space

MIDLANDS & EAST ANGLIA:

Sunil Johal, Project Director, Argent LLP

SOUTH WEST:

Drew Nesbitt, Senior Associate, Burges Salmon

LONDON & SOUTH EAST:

Simon Wyatt, Associate Director, Cundall

NEXTGEN CHOICE FOR INNOVATIVE FIT OUT

WINNER: Berghaus HQ, Sunderland

NEXTGEN CHOICE FOR INNOVATIVE WORKPLACE

WINNER: 22 Station Road, Cambridge

NEXTGEN TRAILBLAZER AWARD

WINNER: Michelle Rothwell, MD,
Watch this Space

NEXTGEN EVENTS PROGRAMME 2016/17

NEXTGEN LONDON & SOUTH EAST:

SPEED NETWORKING

*WeWork Old Street, 18-21 Corsham Street,
London*

13 July 2016

Attendees joined us at WeWork's exciting location in the heart of London's start-up hub, to meet with other young professionals, build their network in record time, debate the effect of Brexit, and enjoy summer drinks and street food with like-minded people.

BCO NEXTGEN SOUTH WEST AND WOMEN IN PROPERTY JOINT NETWORKING SUMMER DRINKS

Racks Bar & Kitchen, St Paul's Rd, Bristol

08 September 2016

BCO NextGen and Women in Property invited attendees to the NextGen and Women in Property joint networking summer drinks event.

BCO NEXTGEN: ICENTRUM TOUR, PRESENTATION BY DR DAVID HARDMAN MBE

*iCentrum Building, Faraday Wharf, Innovation
Birmingham Campus, Holt Street, Birmingham
Science Park Aston, Birmingham*

28 September 2016

This event was a great opportunity to view iCentrum and what it has to offer but also network with fellow BCO NextGen and Women in Property members in an informal environment. It was a perfect first event for new members and those who were looking to join the BCO NextGen.

BCO SOUTH WEST NEXTGEN: THE JOURNEY OF TY ADMIRAL

Ty Admiral, David St, Cardiff

03 November 2016

An insight and tour into the journey of Ty Admiral, Admiral Insurances' flagship headquarters in Cardiff, from inception to a BCO Regional Award winner. Outlining the initial drivers for the building, looking at the commercial and design challenges along the way and ultimately the impact it has had on the business.

BCO NEXTGEN AWARDS

U+I, 7A Howick Place, London

22 November 2016

The BCO NextGen Awards are an industry wide programme highlighting the achievements of young professionals in the commercial property sector. The 2016 awards were judged by BCO NextGen committee members and winners from across the country were announced at this inaugural awards evening.

FUTURE THINKING: BCO NEXTGEN SCOTLAND CONFERENCE

RBS Gogarburn HQ,

175 Glasgow Road, Edinburgh

30 November 2016

The NextGen Scotland Conference was an energetic evening consisting of guided tours around the recently regenerated RBS headquarters, invited guest presentations and networking designed to encourage innovation and dynamic thinking.

BCO NEXTGEN NORTH TALK & TOUR OF CENTRAL SQUARE, LEEDS

Central Square, 29 Wellington Street, Leeds

27 November 2017

This Central Square visit allowed delegates to hear from the building manager, who talked about his experiences within his role, such as the day to day management of the building, oversight of fit-outs, tenant liaison, and ensuring clients' objectives are met.

BCO NEXTGEN SCOTLAND: TALK & TOUR OF CITY OF GLASGOW COLLEGE CAMPUS

190 Cathedral Street, Glasgow

01 March 2017

BCO NextGen Scotland explored the City of Glasgow College's inspirational City Campus and shared how the variety of flexible yet subject specific educational environments create positive and forward thinking collaborative communities. There were learnings from key team members regarding how the brief was originally developed, which project objectives were successfully achieved and how the environment benefits the people who inhabit the building.

BCO NEXTGEN NORTH - TOUR OF NO.1 SPINNINGFIELDS, ARKWRIGHT HOUSE & XYZ BUILDING

The Refinery Spinningfields, XYZ Building,

2 Hardman Boulevard, Spinningfields, Manchester

05 April 2017

This was a unique opportunity to gain access to 3 exciting developments in the Spinningfields area. The event consisted of 3 building tours: No.1 Spinningfields, Arkwright House Parsonage Gardens, and XYZ Building Spinningfields.

BCO NEXTGEN LONDON - TALK & TOUR OF ANGEL COURT

Angel Court, London

19 April 2017

This was an exciting opportunity to find out more about the Angel Court development from the people behind the project, paying interest to the outstanding design efficiency, including a light, white, curved glass tower rising from dynamic Garden Floors set in a revitalised streetscape.

BCO NEXTGEN MIDLANDS & EAST ANGLIA - TOUR OF 55 COLMORE ROW, BIRMINGHAM

55 Colmore Row, Birmingham

25 April 2017

This was a guided tour around the redeveloped 55 Colmore Row, which showcases a Grade A office redevelopment behind a Grade II listed façade, at the heart of Birmingham's Central Business District.

SUMMER SOCIAL & COMPETITION BRIEFING HOSTED BY BCO NEXTGEN SCOTLAND

180 St Vincent Street, Glasgow

18 May 2017

As well as providing a wonderful networking opportunity in a unique location, the BCO NextGen launched an industry wide competition which will encourage the NextGen to innovate, nurture new ideas and showcase their talents. This event provided attendees with an opportunity to hear more about the competition whilst networking with peers.

SUMMER SOCIAL & COMPETITION BRIEFING HOSTED BY BCO NEXTGEN LONDON & SOUTH EAST

Argent, 4 Stable St, London

06 June 2017

This event allowed attendees to hear more about the BCO NextGen Workplace Competition at Argent's offices in King's Cross.

SUMMER SOCIAL & COMPETITION BRIEFING HOSTED BY BCO NEXTGEN NORTH

The Midnight Bell, 101 Water Lane, Leeds

20 June 2017

This event provided an opportunity for attendees to hear more about the BCO NextGen Workplace Competition in an informal setting, ideal for networking and socialising with NextGen peers.

BCO NEXTGEN, CORENET YOUNG LEADERS, YMF & CIOB JOINT CHARITY SPORTS AFTERNOON

Regent's Park, London – The Hub Sports

22 June 2017

The CoreNet Young Leaders, YMF, BCO NextGen and CIOB joined together for a Summer Sports afternoon in Regent's Park with the aim of supporting Noah's Ark Children's Hospice.

BCO NEXTGEN WORKPLACE COMPETITION - LONDON HACKATHON

Level 12, White Collar Factory, 1 Old St, London

04 July 2017

This event gave competition entrants the opportunity to 'think outside of the box', meet with mentors and begin work on their proposals for the competition.



BCO IN THE PRESS

This year, the BCO has continued to play an active role in shaping the media debate around the creation and use of office space, having received over 180 pieces of coverage across national, regional and trade media since January.

Chief Executive Richard Kauntze has provided an authoritative voice on topics such as the future of the workplace and the enduring appeal of London as a home for businesses in the wake of Brexit, to titles including the Financial Times, The Times and City AM.

BCO research reports have provided a rich source of information and expertise for media. The most recent report, 'The Market Cycles', has received coverage in the Guardian and Estates Gazette, as well as in a wide range of property and cycling trades. Insights from 2016's 'What Workers Want' are still being used by journalists as a benchmark for employee expectations of the workplace, with titles including the Telegraph and the Independent featuring statistics and comments from the report in articles.

The BCO events programme also continues to attract the interest of journalists. In late 2016, both Regional and National awards prompted a swathe of articles celebrating local winners. This year, journalists from key national and trade publications attended the BCO Annual Conference in London, and media partners EG, Building, Property Week and Architect's Journal wrote a steady stream of coverage prior to, during and after the event.

2017/18 is set to see the BCO make an even greater impact. The publication of 'Wellness Matters' early next year will provide media with an in-depth industry view on the issue of wellbeing in the workplace, whilst the 2018 Annual Conference in Berlin, with its theme of 'diversity and inclusion', will enable the BCO to be part of a whole new set of conversations within the media.

KEY NATIONAL COVERAGE

FINANCIAL TIMES

Welcome to our smart building, which coffee would you like?

The real purpose of smart buildings is to make offices a nicer place to work in. Half of UK workers say a better office environment would increase their productivity, according to a survey conducted last year by the British Council for Offices and Savills, the property services company.

EG

How London must adapt to a new era of business

Contrary to what much post-Brexit referendum commentary has suggested, we have been hearing many positive noises about London's commercial property market. In the first few months of 2017, European investors ploughed £1.7bn into London, signalling a confidence in the capital, writes Richard Kauntze, chief executive of the British Council for Offices.

PROPERTY WEEK

Today's workplaces need to offer a broader choice of environments

THE GUARDIAN

Move over drivers, the cyclists are taking over the office car park

Cycle provision can improve the letting potential of business space and reduce rental voids, according to research conducted for the British Council for Offices, due for release in July. In some cases, buildings were chosen because of their superior cycling facilities.

FINANCIAL TIMES

Letter from Richard Kauntze

Sir, A report this week suggesting that new London office construction activity has fallen 42 per cent compared with last year is being interpreted by some as a warning sign of falling confidence in the capital (“Jitters hit London office construction”, November 15). However, recent confirmation of two new landmark office developments in London tells a different story.

On Tuesday, tech giant Google confirmed plans to build a new £1bn headquarters in King’s Cross. Earlier this month, what will become the tallest tower in the City of London, 22 Bishopsgate, was also given the go-ahead. Committing to these investments in spite of the Brexit referendum result demonstrates confidence in London maintaining its position as a global centre for business. That a further 1.1m sqft of schemes have commenced in the past six months in the City of London alone underlines this sentiment.

In or out of the EU, Britain will continue to produce world-class office buildings for world-class occupiers. The enormous contribution of the industry to the health of the UK economy should not be overlooked. Remaining confident in the strengths of the British office sector is more important than ever.

RICHARD KAUNTZE
BCO Chief Executive

CITY AM

The office of the future? More traditional than you might think

In trying to create an optimum working environment, a one-size-fits-all approach cannot – and never will – work. Employers need to give teams the opportunity to flex their working style in a way that suits their specific needs.

There’s no question that technology has a key role to play here, facilitating ways of working that can be more efficient, productive and agile. But don’t underestimate the enduring value of the physical office – for now, at least, it’s a tradition that is here to stay.

RICHARD KAUNTZE
BCO Chief Executive

THE TIMES

Healthy buildings are good for productivity

The design and interior operations of a building may seem more of a concern to architects than office workers but a study by Savills and the British Council for Offices has shown that it can have a serious affect on productivity. The report found that 31 per cent of office workers said that their office building has a negative effect on their physical health, while 28 per cent said that it affected their mental health.

KEY REGIONAL COVERAGE

SCOTSMAN

Bill Ritchie: is there a cure for sick buildings?

It will be fascinating to watch how this “cure” for sick buildings will move the sustainability debate from squeezing carbon out of the built environment at all costs to one where human sustainability takes centre stage.

BILL RITCHIE
Chairman, BCO Scotland Chapter Committee

READING CHRONICLE

Town centre office space wins major architectural award

THE HERALD

A New World of Work

We are now seeing the reality of instantaneous technology and communications and a growing interest in health, wellbeing and the people who occupy the workplace.

For the first time in history we now have four different generations in the workplace, so the competition is a great opportunity for younger members to really push boundaries and share ideas about the future.

HAZEL PEARSON
Chair, BCO Scotland NextGen Committee

LIVERPOOL ECHO

Revealed: Liverpool is home to the most stylish office in Britain

An office building on the former Littlewoods site in Edge Lane has been crowned the most stylish in Britain.

[The Bunker Building] took home the award for the best workplace of its size at a national award ceremony organised by British Council for Offices (BCO) last night.

EXPRESS & STAR

Marston’s House in Wolverhampton ‘best workplace’ in region after £10m refurb

‘Once again, businesses across the Midlands and central England have put forward some incredibly strong examples of intelligent and well executed workplaces. Marston’s House now provides an exceptional, future proof office that uses the space well and adapts the original building into a place which the work place can be proud of. Alongside the other buildings recognised at this year’s awards, Marston’s House sets a standard of quality for future projects around the UK.’

RICHARD KAUNTZE
BCO Chief Executive

78-79 Leadenhall Street
London EC3A 3DH

info@bco.org.uk
020 7283 0125

www.bco.org.uk



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