Progressive Approaches to Occupancy

Presented by
Marty Festenstein

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Marty Festenstein
Legal Group Practice Leader

In today’s reality, you have to ask certain questions. How can I make my real estate and technology platform a key competitive advantage?
Consistent Themes We Hear from the Legal Industry

- Real estate as a competitive advantage
- Positive impact on bottom line
- Preparation for future partners and leadership
- Flexible workplace solutions that respond to client demands
- Alternative Fee Arrangements (AFAs) and alternative staffing models
- Space inboard of perimeter attorney zone is seriously under utilized
- Office sharing approach (professional staff), impact on culture and practice

- Thoughtful and strategic space reductions
- Balance between multiple work modes
- Future proof flexibility
- Ubiquitous technology capabilities
- “One size does not fit all”
- Space that promotes social capital and collaboration
Characteristic Factors and Future Workplace Outlooks

- Fluid, flexible adaptable workspace capable of responding to future needs
- 15% - 30% reduction in legal workplace square footage
- Significant reduction in the square footage per attorney metrics from 675 - 750 SF per attorney to 550 - 625 SF per attorney and reducing
- Less square footage dedicated to support functions including central file, library, word processing and data center
- "Offsite" of select support functions to less expensive, non-contiguous space to the attorneys
- Universal office and workspace solutions for attorneys and staff
- Reduction in the number of office and workstation standards for enhanced flexibility
- Interior offices (off the window wall) for younger associates and contract attorneys
- Workstation solutions for Associates
- Workstation solutions for Para-professional staff
- Hoteling, shared office approach for select attorneys
- Reducing the amount space dedicated to client conferencing
- Ubiquitous technology capabilities
- Space that promotes social capital

Amenities
Lunch Room / Café Space
Lunch Room / Café Space

- Rethinking the use and application of these spaces — "hours of use"
- Value Driven/Reducing Quantity of Conference Rooms
- Flexible
- Internal Practice Group Meeting
- Internal Administrative Department Meeting
- Moving the Function to the Window Wall

Conference Area
Lunch Room/Café Spaces
Design Guidelines:
Conference Center / Client Facing Area
Collaborative Settings

- Internal Collaboration Areas
  "Virtual Water-Cooler"
- Connection to "Vertical Street"
- Flexible Spaces/Multi-Use Spaces
- Internal Communication & Collaboration
- Flexible Space / Modular Architecture
- Variable Group Meeting Environments
- Technology Driven

Administrative Support Teaming

- Secretary Footprint Increasing
- Support Higher Attorney/Administrative Support Ratios
- Administration Support Distribution/Attorney Coverage
- Teaming/Shared Equipment
- Communication and Collaboration
Flexible Planning Solutions

- Build for Flexible Use
- Pre-Design Technology to Accommodate Change
- Initial Construction Allows for Total Flexibility
- Attorney/Admin Support Ratios
- Multiple Planning Opportunities
- Real-Estate Cost Savings Efficiency
- Open versus Closed Degrees of Privacy
- Heads-Down Work vs. Collaborative Work
- Designed to Maximize Natural Daylight LEED
- Flexible Space/Multiple Opportunities/Modular Approach
Flexible Case Room Space

- Flexible Space Rapid **Redeployment**
- Technology Driven
- Knowledge Sharing
- Management of Multiple Cases/Matters
- Multiple Matter and Cases Working Within Same Spaces
- “Blurring the Line” between Traditional Case Rooms/Workrooms and Paraprofessional/Litigation Support Staff
Flexible Case Room Space

Private Office
- Real Estate Savings *Maximize Attorney Count*
- Minimize Cost per Attorney
- “Work Wall” Office- Maximum Efficiency
- “Heads Down” Work Area
- Provide Flexibility for Change
- “Kit of Parts” Approach to Furniture
- Stand-up Desks
- Sharing Natural Light *LEED Design Issues*
- Visually Connected
- Accessible Mentors
Strategic Real Estate Decisions

Reducing Real Estate Costs

*Short Term Options*

- Renegotiate Your Lease
  Feasibility of renegotiating varies, depending on the firm’s individual circumstances
  Landlords renegotiate with tenants under long-term leases
- Sublet Unused Space
  Difficult to sublease because they are generally suitable only for other firms
  Reconfiguring office space for alternative purpose use yet taking back with ease
Reducing Real Estate Costs

**Long Term Options**

- Rethinking space utilization
  - One sized offices
  - Shared associate offices
- Housing associates in interior offices for longer periods of time
- Reducing the size of libraries/file storage
- Opening suburban offices to cut down on the space needed in expensive downtown locations
- Housing of retired partners, contract lawyers
- Reployment of space based on “distributed work” concepts

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Universal Private Office

- Smaller Office Footprint
- Gallery Office Layout
- Rethink Furniture Standards
- Multiple Work Zones
- Sit Down / Stand Up Desking
- Glass Front Office
- Enhanced Work Tools
“Big Law needs to innovate or die.”

Steve Poor - Seyfarth Shaw LLP
Chairman and Managing Partner
Legal Bisnow, May 16, 2012
Your opinion matters!

Please take a moment now to complete the evaluation.

Thank You!