Bringing teams together.
Case studies.
Accredited quality throughout everything we do.
Bringing teams together.

There are lots of reasons why a business might bring its teams together – perhaps a lease break provides an occasion to bring a newly acquired business into the fold, property rationalisation decrees it’s more cost effective to occupy one site rather than three or simply moving staff onto one floor plate stands to improve business efficiency and internal communication.

Whatever the motivation, bringing different teams together can present all sorts of opportunities and plenty of office space challenges too.

We regularly help businesses achieve this goal – finding ways to:

- identify actual needs and rationalise space;
- unite different business cultures and working practices;
- break down barriers and integrate teams;
- create flexible workplaces that accommodate the ebb and flows of mobile workers; create unity and shared purpose.

This ebook reflects some of the most common ‘bringing teams together’ scenarios we see. As a result many of these projects use:

- strong brand expression to convey identity and shared values;
- tea points and break-out spaces to encourage social interaction and team working and flexible spaces to really make every square foot count.

What unites all these businesses, regardless of sector or size, is the correlation between space and operational needs. If multiple sites are hampering business process, working culture or financial performance, then coming together under one roof could well be the answer.

For Auto Trader in Manchester the ‘bringing teams together’ scenario was about cutting costs and affirming brand identity.

Acxiom’s goal was to improve internal communications and business process, although reduced overheads were a welcome bonus too.

For the Nottingham building society, bringing teams together under one roof would improve client service and promote a much more collaborative and united feel amongst its workforce.

Shoosmiths used its new Birmingham office to resolve the cultural and operational challenges that being split across three floors in its previous office had created.
Auto Trader. Manchester.

Auto Trader brought seven locations and 600 people together under one roof to create an ‘inspirational playground’ at its Manchester head office. Combining a complex set of requirements, the design supports a fast paced, collaborative and tech-enabled working style and tells the brand story across all three floors.

The brief.
Claremont's relationship with Auto Trader began with Claremont's unique EOS workplace consultancy, helping the business to understand how much space it needed and which of its shortlisted buildings would provide the optimum working environment.

Claremont were asked to provide the full interior design and build solution, complete with furniture and audio visual.

The scope.
- Location: Manchester
- Sector: Media
- Project Size: 60,000 sq ft
- Value: £4 m
- Programme: 16 weeks
- Works:
  - EOS consultancy
  - Interior design
  - Fit-out
  - Furniture
  - Audio visual

“Claremont really understood our vision and has created something quite special — a space that supports our working practices brilliantly and brings previously disparate teams together in a creative and collaborative way. This working environment is truly unique and further proof that we’re at the forefront of the digital marketplace.”

Alison Ross, IT & Project Director, Auto Trader

Main image - Concierge uses a statement full-pipe skateboarding ramp for impact and doubles up as a hot-desking space too.
Top left - A modified VW camper van offers a fun space for team meetings and private working.
The workplace has been designed to support Auto Trader’s squads, or departments, and comprises unallocated workstations and a plethora of social, collaborative, touch-down and one-to-one spaces to support the diverse needs of those within it.

As an adopter of agile working, Auto Trader displays its working processes visually and so write-on surfaces and touchscreen media walls have been used in abundance.

Even the six specially modified vehicles, craned in over three days, have been treated with a write-on finish to support this ethos and double up as informal meeting rooms.

The focus on industrial, quirky, British and playful details gives the office design lasting impact.

A full-pipe skate ramp gives reception the wow factor and frames the view to Deansgate. A special license was also granted to use Terry Davey’s iconic Haynes Manual illustrations as wall graphics which can be coloured in.
Following a merger with Edinburgh-based Archibald Campbell and Harley (ACH), leading legal firm Shoosmiths has opened its doors for the first time in Scotland’s capital city. The move to a new office at Saltire Court allows the former ACH team to embrace Shoosmiths’ culture and values and prepare for future expansion. An impressive client suite design combined with an open and welcoming office layout led to Claremont winning this turnkey project.

**The brief.**
Shoosmiths’ acquisition of ACH prompted the team to move from its former home in an old Georgian building, where the teams were split across three floors, to Saltire Court, an open plan office with spectacular views of Edinburgh Castle.

Claremont’s brief was to create an office environment which would bring Shoosmiths’ brand, values and culture to life for the new team and create ample space for growth. In particular an impressive client space was requested which befit the location and Shoosmiths’ first Scottish operation and an open plan environment which would bring the team together to support communication and openness. The new office also needed to help ACH Shoosmiths attract and retain the best staff.

**The scope.**
- Location: Edinburgh
- Sector: Legal
- Project size: 11,500 sq ft
- Value: £750 k
- Programme: 12 weeks
- Works: Interior design, Fit-out, Furniture, Audio visual

The reception provides a welcoming area with soft seating and feature lighting.
The result.

Claremont's planning principle of 'placement and location' created an office environment with multifunctional spaces that support the fixed working areas. ACH Shoosmiths' team can now flex and grow as required in their new office environment and can collaborate easily in inspiring spaces that support the firm's client-focused values.

Saltire Court was designed around Edinburgh's castle terrace with the curve of the castle wall as inspiration. With this in mind Claremont carried the architectural curve through into ACH Shoosmiths' new office design to create pockets of informal meeting space, meeting rooms and the delineation of departments. The office also includes a colourful staff kitchen where partners and staff can come together to spend breaks and hold informal meetings.

Glass partitions create an open and transparent working environment. Materials such as sandstone and oak help to make a connection with the exterior of the building, whilst historic images of Edinburgh dress the office interior and create a clear sense of place.

Claremont incorporated Shoosmiths' new distinctive brand and colour scheme throughout the office space and client suite in the form of partitioning, furniture, fabrics and manifestations.

Departmental storage is adjacent to each team with the bulk storage at the core walls. The client suite contains a variety of meeting rooms, which can also be used as a lecture theatre for up to 60 people.
Founded in 1849, The Nottingham is one of the UK’s leading mutual building societies. The move to Huntingdon Court formed an essential part of the business’s strategy to maintain the society’s recent growth and provide a modern and efficient place to work for the 200 members of staff. Claremont’s crisp design, enthusiastic team and best value approach secured the project.

The brief.

The Nottingham’s brief was to create a modern and contemporary new headquarters that emphasised the building society’s personality, values and customer focus, while accommodating all members of staff, previously located in three different offices, in one working environment with minimal disruption.

Additional aims were to save office running costs in the long-term, improve efficiency by eliminating the time spent travelling between sites, encourage teamwork and improve communication between staff by moving from cellular offices to a collaborative open plan environment. Claremont collaborated with Mell Projects to deliver the project.

The scope.

Location: Nottingham
Sector: Finance
Project Size: 22,000 sq ft
Project Value: £1.2 m
Programme: 12 weeks
Works: Interior design, Fit-out, Furniture, Audio visual, External works

“We felt that Claremont offered the best value around. We were impressed with the team in terms of their manners, their ambition and the enthusiasm with which they were going to approach the project. As soon as the project team saw the 3D visuals of the proposed design they could envisage working in that environment.”

David Marlow, Chief Executive Officer, The Nottingham

As a building society that values Nottingham’s historical background, a large wall graphic of Robin Hood is displayed prominently in the reception of the building.
Claremont’s office design truly embodies The Nottingham's personality and values. The society's brand colours of blue and green have been used throughout, complementing the mainly neutral colour palette. Graphics relating to The Nottingham's location emphasise the close link to the city.

The main layout is based on an open plan concept with each of the three floors featuring a range of breakout and informal meeting spaces and newly refurbished WCs, showers, staircases and circulation routes.

The first floor also features a technologically sophisticated training suite in addition to a new cafeteria which doubles up as a multifunctional presentation and meeting area for larger social gatherings and AGMs.

David Marlow, Chief Executive Officer, The Nottingham

“What we’ve seen since we’ve moved in here is a much higher standard of work and behaviour and the pride in the business has also risen. We now have great meeting room facilities and audio visual capabilities and we have team meetings taking place in breakout areas too. All of those elements combined make this a far better place to work and, of course, a far more effective business. I’m sure it is no coincidence that when we look at the performance of the first six months of this year, it has seen stronger performance than we’ve seen for four or five years. I’m sure that the pride that has been instilled in the staff by coming to work here has played a contributing factor.”

David Marlow, Chief Executive Officer, The Nottingham

The second floor is home to senior managers and directors with a boardroom that includes video conferencing and presentation systems.

The project’s steering group is particularly delighted that the end result has so closely mirrored the original 3D design visualisations presented at the outset of the project.
Heathcoat Fabrics is a leading supplier of textile solutions and has been the largest employer in Tiverton for the past 200 years, employing 438 people. For many years the company occupied several buildings across a 20 acre site and finally made the decision to bring everyone together under one roof. Claremont was appointed to complete the Cat A and Cat B fit-out works, together with the installation and implementation of audio visual solutions.

The brief.
To reduce costs and improve internal communications, Heathcoat Fabrics decided to relocate everyone into one building - an old mill, situated within a conservation area.

Heathcoat Fabrics required a contractor that could provide a high quality fit-out and audio visual solutions to the new office space. The fit-out project encompassed new dry lining, ceiling bulkheads and curved rafts features. It further included the installation of a new suspended ceiling, double glazed faceted partitioning, solid curved walls, a new air conditioning system, flooring and all decoration work.

Claremont was appointed to provide all fit-out works and also installed audio visual solutions. This included the installation of projectors, that projected onto walnut framed projection dry wipe whiteboards, with laptop connectivity beneath the tables.

The scope.
Location: Tiverton
Sector: Manufacturing
Size: 23,500 sq ft
Project Value: £1.1 m
Programme: 15 weeks
Works: Fit-out
Audio visual

Wall graphics enhance the company’s identity by displaying images of fabrics on the exterior of meeting rooms.
Claremont’s project team co-ordinated effectively with all contractors involved to ensure that the work was completed to a high standard and with minimal disruption.

Special features of the works comprised of a bespoke ceiling with curved bulkheads and an integrated metal as well as tiled suspended ceiling with exposed structural steel beams.

In addition, walnut veneered doors with solid walnut door frames and matching over panels were installed.

The new office space looks fantastic and brings together all of Heathcoat Fabrics’ staff in a bright and contemporary working environment, complete with a sophisticated audio visual solution in the second and third floor meeting rooms.

The project was successfully completed in the confines of a tight programme and within budget and the client was delighted with the result.
Acxiom is a recognised market leader in technology and marketing services. When the company’s staff was working from two offices in London, the company decided to consolidate them into one office based at Dominican Court, Waterloo in London. Claremont was successfully appointed for the interior design, fit-out, furniture and audio visual equipment provision for the new 30,000 sq ft office space that spread across four floors.

The brief.

Acxiom’s newly chosen office space occupies four floors at Dominican Court, Waterloo in London. It was a cost effective alternative to having two separate offices in London. The company’s brief for the new working environment expressed a strong desire for the creation of a space that nurtures internal communication and co-operation and would be an effective team environment.

Staff wellbeing was also an important driver for the relocation project and the winning supplier for this project was tasked with installing a gym into the basement of the building, together with showers and changing facilities.

The scope.

Location: London  
Sector: Marketing  
Project size: 30,000 sq ft  
Value: £1.4 m  
Programme: 14 weeks  
Works:  
  - Interior design  
  - Fit-out  
  - Furniture  
  - Audio visual

“From the very beginning of the project Acxiom required a very different look and feel for its working environment. Working alongside Ken Bundy (Director, Claremont) & Paul Edward (Director, Staverton), we looked at both evolution and revolution in the design proposal. The final design really met, and in some ways exceeded our expectations. This was very much a design-led project with all companies working in partnership to deliver a fantastic working environment.”

Mark Mercer, Head of Property and Facilities, Acxiom

The unique design of the reception creates a striking first impression.
Claremont’s team sympathetically designed and refurbished the existing space to turn it into a collaborative, bright and contemporary working environment. The design scheme focused heavily on communication and team work, providing a number of breakout spaces and tea points across the first and second floors, where the main working areas are situated.

A variety of meeting rooms have been designed to accommodate both formal and informal meetings, mixing traditional meeting rooms with ones containing only soft seating for a more relaxed atmosphere.

The reception and client suite are located on the ground floor and the basement level contains internal meeting rooms, the gym and a breakout space.

To retain the original form and character of the building, the services were exposed on the ceiling with co-ordinated coloured containment trays carrying them across, to conceal the wiring and pipe work.

Audio visual technology was installed in meeting rooms to accommodate for both external and internal meetings.

Claremont designed a series of creative and colourful spaces, providing each floor with a different colour scheme to give a clear sense of identity.

This concept is complemented by the choice of finishes for the furniture. Acxiom’s team required a desk solution for its cellular offices that could not only be used as individual working desks, but also used as a meeting table when the office is not in use. Staverton’s unique ZD range bench desking system has therefore been installed and provides the needed flexibility for the client.

Humanscale’s task seating, the Liberty chair, has been used throughout the office and the wide range of soft seating, café furniture and ancillary products have been supplied by Orangebox, Connection and Pledge.

Claremont has created a space that supports Acxiom’s need for a working environment that embraces communication, team work and collaboration.
The fast pace of growth in the Birmingham office of top 40 legal firm Shoosmiths initiated an office move to the city’s largest floor plate—40,000 sq ft at Two Colmore Square. Effective acoustics management and brand expression were at the heart of this project.

The brief.

Having outgrown their office of 11 years at 125 Colmore Row, Shoosmiths sought a new environment that would better represent the business and accommodate its growing team. Nurton Developments’ recently refurbished office building, Two Colmore Square was deemed the perfect location, as it allows Shoosmiths to have its whole team on one, open plan floorplate for the first time.

The brief was to provide open plan working for Shoosmiths’ 180 staff and create a state-of-the-art client suite with the look and feel of a London law firm. Claremont took over the space at ‘shell and core’ status, which enabled the Cat A and Cat B fit-out to be managed simultaneously.

The scope.

Location: Birmingham
Sector: Legal
Project Size: 40,000 sq ft
Project Value: £5.3 m
Programme: 21 weeks
Works: Interior design
Fit-out
Furniture
Audio visual

“Claremont has delivered a very high quality project which makes the space work for Shoosmiths and reflects the quality of the accommodation in Two Colmore Square as a whole.”

Rupert Young, Development Director, Nurton Developments

Colourful breakout spaces were created to cater for Shoosmiths’ growing team.
One year on…

“Shoosmiths has held a significant number of major client presentations and meetings as well as evening events in our superb client space, with our existing and new clients still being wowed by this space. The client space has become the hub of Shoosmiths, in part because of its location in Birmingham but also as it continues to set the standard for the business. The staff remain happy and enjoy their working environment and we always look to Birmingham when planning other refurbishments and new offices. The quality of the fit-out and design speaks for itself.”

Carol Light, Head of Facilities Management, Shoosmiths

The result.

The new environment supports a more collaborative and open style of working and expresses Shoosmiths’ brand values and working culture, helping to differentiate the practice in a highly competitive market.

By working with a shell and core space, Claremont started with a completely blank canvas and was able to provide an office interior design and fit-out that was fully tailored to Shoosmiths’ requirements.

Claremont also handled move management for the 180+ members of staff over the course of a bank holiday weekend to avoid disruption to the legal firm’s day-to-day activities.

One of the most important aspects of this project was the need to manage acoustics. This was achieved through an unprecedented combination of sound absorption and masking techniques and products to reduce noise, echo and reverberation.