

HAWORTH

Strengthening Culture with a Hybrid Approach

June 2021

Case Study
SimCorp

Location
New York, NY

Project Type
Hybrid Workspaces

Design Firm
TPG Architecture

Dealer Partner
Millennium Office
Solutions



How can company culture
be strengthened with a
hybrid work ecosystem?



Overview

As the only provider of truly end-to-end integrated investment management solutions, SimCorp gives each client a real-time overview of their entire business in one system. The independent, shareholder-owned company has a 50-year track record of providing state-of-the-art software to top-tier investment managers. Their 300+ clients from around the globe include asset managers, fund managers, asset servicers, pension and insurance firms, wealth managers, central banks, sovereign wealth funds, and treasury.

The design of SimCorp’s New York office needed to reflect a dynamic culture of collaboration for a workforce on-the-go. And while the company has long operated with a work-from-anywhere mindset—using a hybrid model of working from the office, home, and third places (often client sites)—the COVID-19 pandemic presented an opportunity to provide all employees with ergonomic desks and chairs to make their home workspaces as comfortable and productive as those in the office.

Specifications



- Industry: Global Technology
- 13,700 sq.-ft. Open Plan
- 29th Floor at One State Street
- Occupancy: Up to 85 People

Objective

Create workspace solutions that support employees wherever they work: in the office, at home, and on-the-go.

Solution

Design an employee experience that supports a hybrid approach, allowing people to work with products, tools, and technology both in the office and at home.

Results

A dynamic culture that fosters well-being, collaboration, and flexibility while increasing employee health, comfort, and productivity—in the office, at home, or anywhere.

Objective

Supporting Employees Wherever They Work

Many SimCorp employees spend most of their days at client sites. Time spent in the office is a precious opportunity to connect and collaborate with coworkers. Office spaces need to be flexible and welcoming to build on the company's dynamic culture. Employees working at home need spaces that support their workstyles and well-being. Overall, SimCorp needs tools and technology that keep everyone connected no matter where they work—at the office, on location, or from home.

Variety and Choice

The open plan offers a variety of huddle spaces, encouraging people to meet, connect, and work together—or individually.





“When you walk into the office, you immediately feel the SimCorp energy and the SimCorp buzz. I think that’s really reflective of our culture.”

Julia Chopay
Senior Manager, Human Resources



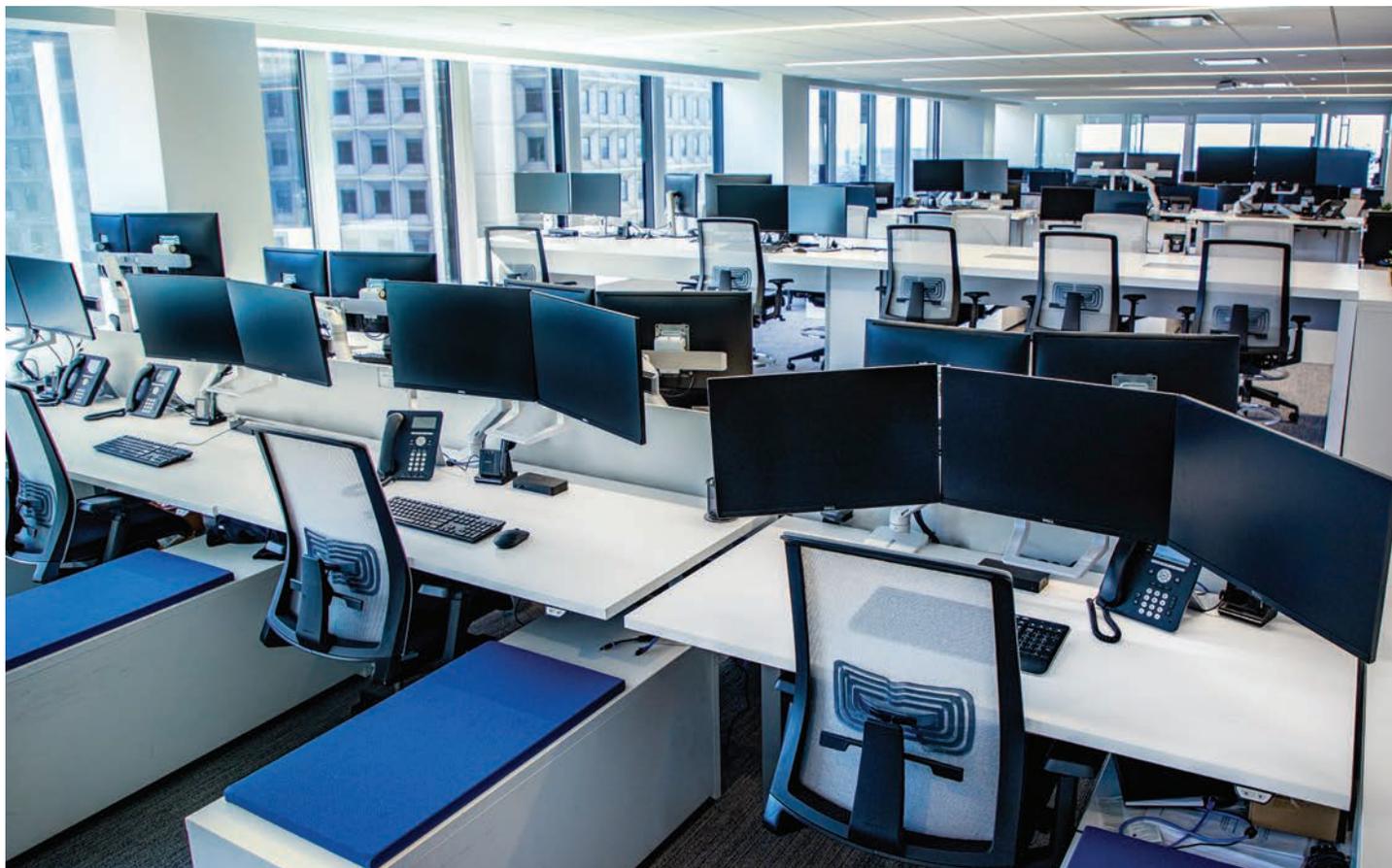
Workspaces for Productivity in the Office and at Home

SimCorp leaders recognized that for people to succeed in the company's hybrid work model, they need workspaces, furnishings, and tools that support their activities and well-being—in the office and at home.

The new office was designed as a flexible hub to match SimCorp's dynamic culture and community. An open environment with several team areas and meeting rooms, the office provides employees with flexible spaces that welcome them in—almost like a second home—whether they're working onsite every day, attending a week-long meeting or training session, or coming in to experience in-person opportunities to connect and collaborate.

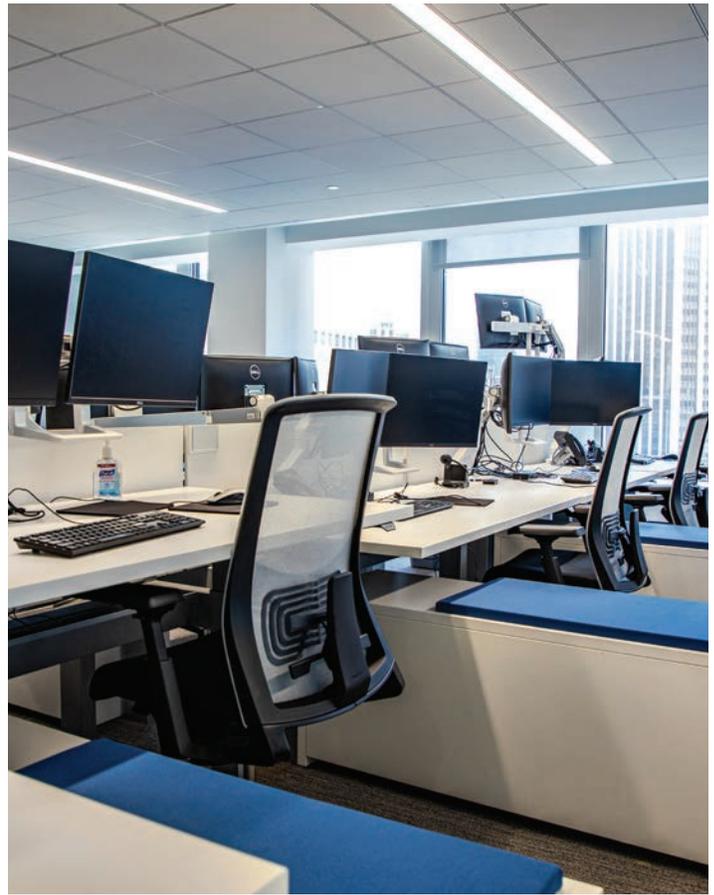
City Views

From the 29th floor location in Manhattan, SimCorp employees enjoy views of the city and landmarks such as One World Trade Center, the Verrazano Bridge, and the Statue of Liberty.



Well-being and comfort was also a big consideration in the office design. The open floorplan features abundant access to daylight and city views, courtesy of expansive windows and interior glass walls. Comfortable and ergonomic seating was added throughout the space, along with standing-height and height-adjustable tables that allow people to move and change their working posture from sitting to standing anytime, throughout the day.

For those working from home, the goal was to provide a supportive experience similar to the one employees working in the office would have. A purchase program was implemented, allowing workers to select height-adjustable tables and ergonomic chairs from Haworth for their home setup. Employees found that the new products increased their comfort and productivity—and made it easier for them to focus.





Private Space

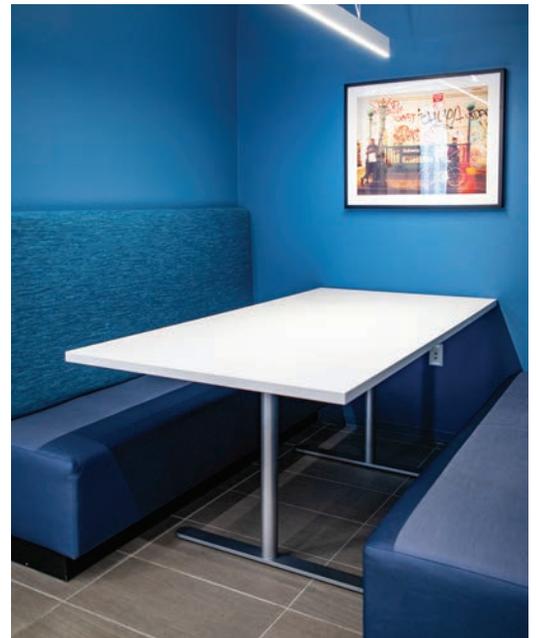
Conference rooms and huddle spaces are available for focus work as well as confidential conversations.

Impressive Views

Private offices are situated on the interior of the space, but enclosed by glass walls to offer impressive views of the NYC harbor and provide a quiet environment for confidential meetings and focus work.

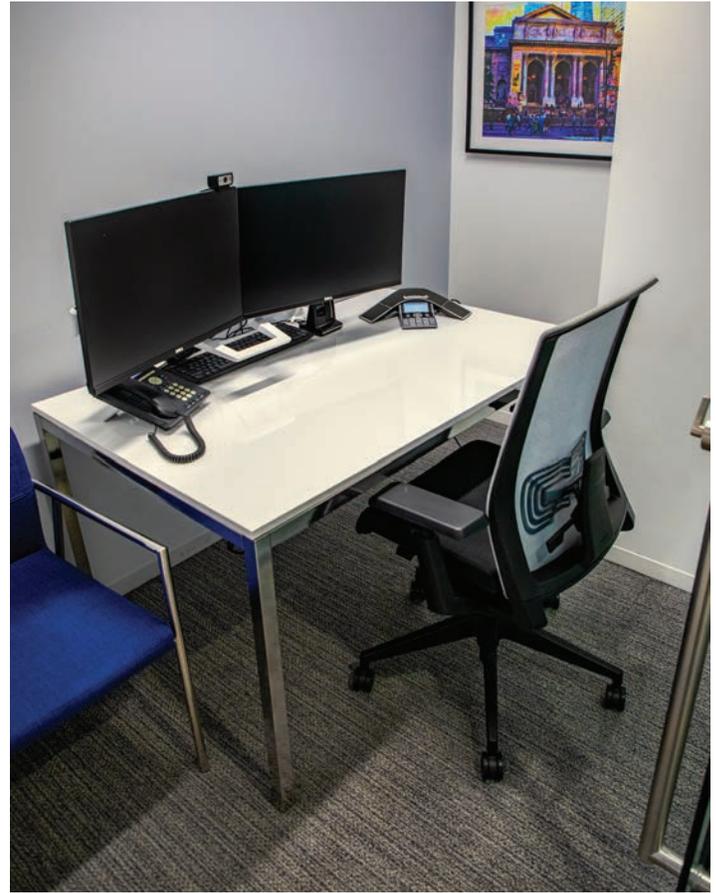
Break Time

Booths provide privacy for those taking breaks.



“We want to make sure that people are engaged with the company beyond their day-to-day work, like they’re a part of something more than just the job. Having an office that has this kind of comfort and flexibility is a really big part of that.”

James Corrigan
Executive Vice President, SimCorp



Results

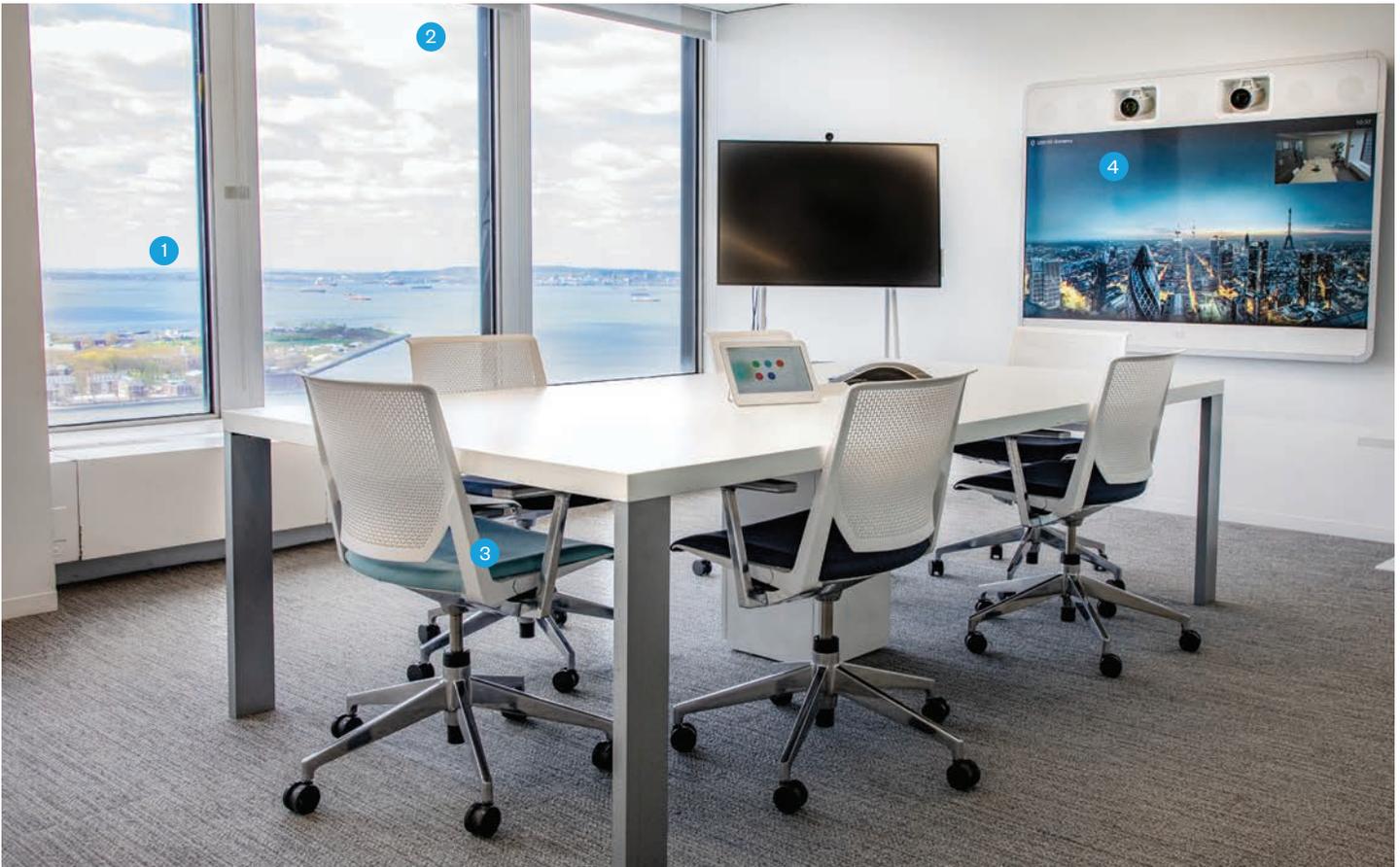
A Workforce that Connects and Collaborates—Everywhere

The combination of a flexible, open office space and ergonomic home workspaces ensures that the SimCorp team can connect and collaborate wherever they happen to be working. The office design caters to the needs of a mobile workforce while those working at home can be just as productive—and comfortable—as they are at the office.

Ergonomics and Comfort

Employees working at home enjoy the same furnishings available at the SimCorp office through a purchase program.





“SimCorp is really committed to ensuring our employees have flexibility in leveraging both the office and their home setups. We have seen remote working be really effective for our people, but also value in-person connection and getting teams together in the office. Our hybrid model of working from home, but also coming into the office to work, collaborate, and connect with colleagues ensures that we keep our sense of belonging and continue to foster an engaged workforce.”

Julia Chopay
Senior Manager, Human Resources

- 1 Access to Daylight and Views**
Expansive windows and glass walls provide impressive city and water views for visual breaks that reduce eyestrain and allow mood-boosting daylight to permeate the office.
- 2 Glare Reduction**
Shades reduce glare and enhance video visibility.
- 3 Sitting in Comfort**
Comfortable conference seating helps people maintain focus during long meetings and training sessions.
- 4 Staying Connected**
Large video screens and in-room cameras keep employees connected with colleagues and clients around the globe, while charging stations keep their personal devices powered.



Customer Profile

SimCorp provides integrated, best-in-class, multi-asset investment management solutions to the world's leading asset managers, fund managers, asset servicers, pension and insurance firms, wealth managers, central banks, sovereign wealth funds, and treasury. Deployed on premises or in the cloud, SimCorp's core product, SimCorp Dimension®, alongside SimCorp Coric®, SimCorp Gain™, and SimCorp Sofia™ form a powerful and complete solution. Together with a range of managed services, they support the entire investment life cycle, based on a market-leading Investment Book of Record (IBOR). SimCorp invests around 20% of its annual revenue in research and development, helping clients stay ahead of ever-changing industry demands. Listed on Nasdaq Copenhagen, SimCorp is a global company, with offices in major cities around the globe, including in New York.

Featured Haworth Products

- A Series™ Storage
- Adaptable Workspace Solutions
- Belong™ Storage
- Compose® Workspaces
- Improv® Seating
- Jump® Stuff Accessories
- Masters Series® Private Office
- Planes® Tables
- Soji® Seating*
- Suite™ Private Office
- UniGroup® Workspaces
- Upside® Height-Adjustable Tables*
- Very® Seating*
- X Series® Storage
- Zody® Seating

*Available to SimCorp employees for their work-from-home setups