

FOR A WORKPLACE THAT PERFORMS

Make the workplace *work* for you.

Turning real-estate investment into the outcomes you aimed for.

Are you planning an office move *or renovation?*

Then this is for you.

Book a 30-minute call



THE PROBLEM

You're investing real money in real estate. How do you make sure it will actually *perform*?

When it comes to relocation, capital expenditure typically covers the building, the fit-out, the furniture, and the technology. What's often missing from the plan is the workflows, the behaviour, and the habits the space is meant to support. But in the end, this is what decides whether the investment actually delivers.

This is preventable before the move — and expensive to fix afterwards.

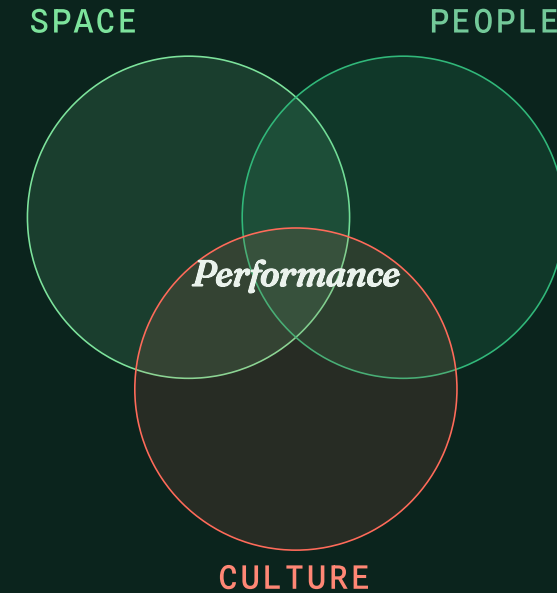
Patterns we see even in beautifully designed new offices

- Meeting rooms are never available in the right size
- The open plan is too loud for focused work
- Collaboration zones stay empty
- In the end, teams drift back to working from home
- Leaders are asked to manage attendance by rule

HOW WE WORK

We make sure your *organisation* has three key levers in place.

In our experience, strengthening all three elements at the same time gives the best results.



Space

The layout, space types, privacy levels, materials, design decisions and technology.

People

Individuals and their behaviour, focus, health and wellbeing.

Culture

Collective behaviours, norms, ways of doing things, how teams work together.

THE SCIENCE

Your workplace invisibly affects performance, decision-making, and wellbeing. *We know how.*

Our team uses the latest research findings from psychology and neuroscience to inform design decisions that drive focus, optimal mental stimulation, stress reduction and interactions.



When people lack privacy, they interact less, not more.

[Bernstein & Turban, 2018 ↗](#)



Wooden surfaces reduce stress hormone levels.

[Ohta et al., 2008 ↗](#)



Decision making is suboptimal at CO₂ levels in typical meeting rooms.

[Allen et al., 2016 ↗](#)

WHERE WE FIT

We deliver the most value across the whole project lifecycle — alongside your architects, Ops, HR, and leadership.

01

PRE-MOVE

We align the company strategy, culture and ways of working and translate them into a stronger architectural brief and smoother delivery.

ALSO ACTIVE:

Architects · HR & People · Ops · Leadership

02

MOVING DAYS

We help plan and deliver impactful moving days.

ALSO ACTIVE:

HR & People · Leadership · Comms team

03

POST-OCCUPANCY

We support long-term workplace performance.

ALSO ACTIVE:

HR & People · Leadership · Team leads

PHASE 01 • PRE-MOVE

01

We start with understanding how your teams actually work — then turn it into a brief for architects.

WHAT YOU GET

- ✓ Organisational diagnostic: an honest picture of how your teams work and how your space supports or blocks them
- ✓ Organisation-oriented design brief, built around human outcomes for the architect or designer
- ✓ Ways of working concept — including future seating, spatial culture and zoning
- ✓ Visioning and strategy alignment during the design process

WHAT IT'S WORTH

- Fewer costly revisions after the build, reducing costs
- Fewer rounds of architectural revisions — saves time and cost
- Lower risk on the capital expenditure
- A mirror of how you work — useful also for further org culture work

PHASE 01 • PRE-MOVE

01 We use quantitative, qualitative, and participative tools for a 360° understanding.

Employee & team insights

We survey, interview, observe, and involve your teams in the process to gain a deep understanding of their ways of working, needs, and challenges.

Leadership alignment & visioning

We facilitate visioning workshops with leadership to align the future workplace with the company's strategy, goals, culture, and brand.

Data analytics

We analyse data from your organisation's systems, or collect new data, to inform the workplace strategy.

Relocation is one of the best opportunities to realign your organisation with its purpose and strategy.

PHASE 02 • MOVING DAYS

02

We help the first days and weeks be a strategic success — re-anchoring teams in your strategy and purpose.

WHAT YOU GET

- ✓ Communication plan — the "why, what, how" your people need
- ✓ Leader enablement: managers prepared for the conversations ahead
- ✓ Adaptation workshops: teams co-create how they will work in the new space
- ✓ Welcome-week design: the first days that set the tone

WHAT IT'S WORTH

- The move becomes a chance to reset team habits and mindsets
- Managers are prepared, not left to improvise — strengthening their leadership skills too
- Stopping the drift to working from home before it begins to show

PHASE 03 • POST-OCCUPANCY

03

We gather evidence and refine, so the workplace and workforce keep performing into the future.

WHAT YOU GET

- ✓ Adaptation surveys and team feedback that inform improvements
- ✓ Occupancy and utilisation analysis that shows the organisational pulse
- ✓ Recommendations for spatial tuning
- ✓ Leader and culture follow-through

WHAT IT'S WORTH

- Long-term adoption, after the launch
- Teams strengthened, instead of frustrated
- Data to guide the next investment decision
- A workplace that earns its square metres



CASE STUDY · PRE-MOVE

A 200-strong biometrics leader designing how it will inhabit its new headquarters.

The brief. Global biometrics company moving into a flagship new HQ. Need: a missing seating plan, lacking logic/flow for cross-team cooperation across floors. Goal: connect client-facing and technical teams, reduce silos, support agile working.

- ✓ Diagnostics — conversations across the value chain, office observations, and organisational data analysis
- ✓ Seating concept — logic that connected core teams, based on network analysis of how teams cooperate
- ✓ Ways of working concept — principles for shared spaces that support agile working, with design review
- ✓ Implementation guide — light-touch handover for the internal team

References shared on request.

CASE STUDY · END-TO-END HQ MOVE

A major European real-estate developer's HQ, showcasing modern workplace capabilities.

The brief. Growing head office moving into 7500m² premises for 450 employees + coworking. Need: an end-to-end process — research, transformation, design, and communication. Goal: a high-performing office showcasing the variety of modern workplace solutions.

- ✓ Project leadership — managing and aligning a complex, multi-stakeholder process
- ✓ Organisational diagnostics and research — quantitative and qualitative tools to understand needs and functioning
- ✓ Design brief — translating organisational insights into spatial requirements for architects
- ✓ Employee co-creation and communication — involving workers, guiding the relocation, verifying outcomes

References shared on request.





CASE STUDY • POST-MOVE ADAPTATION

A large European retail company adapting after relocating its HQ.

The brief. ~250 employees at the HQ of a national retailer. HQ move alongside clean-desk and desk-sharing, following a work-from-home period. Expected resistance; the move had to become a cultural lift, re-anchoring values and leadership culture in parallel.

- ✓ Onboarding design — move-in week, discovery zones, ambassador roles
- ✓ Leader enablement — workshops for managers to land the new norms
- ✓ Team adaptation — micro-workshops on how each team would work
- ✓ Culture playbook — in the form of a New HQ toolkit

References shared on request.

Our combined experience ranges from workplace psychology to organisational culture, wellbeing and implementation.



Eva Vavráková

Strategy & Org Psychology

Formerly managing at HB Reavis workplace consulting, now advising companies on strategic people issues.

[LinkedIn](#) ➤



Tamara Sapák Bobáková

Strategy, Culture & Change

Ex-strategy consultant, now advising fast-growing companies on org design, culture, values, and change.

[LinkedIn](#) ➤



Michal Matloň

Workplace Psychology

10+ years diagnosing and applying research to workplace design for focus, wellbeing and performance.

[LinkedIn](#) ➤



Aneta Lunterová

Workplace & Wellbeing

Workplace transformation expert and co-founder of Dobrobytie. Integrates wellbeing into workplace design and daily routines.

[LinkedIn](#) ➤

We also work with specialists in data, design, technology, and communications as needed.

In the context of the capital investment, workplace strategy is a small item. In the context of *performance, it is key.*

Real estate + fit-out (total project
capex)

Upversity workplace strategy
engagement

**Potential value realized over
10 years**

Model example: a 200-person knowledge-work company in Slovakia with a ~2,500 m² office. The drivers below are the annual and one-off effects behind that 10-year value.

01 · Fewer redesigns

Better workplace strategy reduces costly revisions and post-fit-out changes. Avoiding even one major redesign cycle may save

€10k–30k OR MORE

02 · Better focus

Reducing distraction and cognitive overload improves productive capacity. Recovering just 10 minutes of focus per employee per day across 200 people may equal

~€45k–70k / YEAR

03 · Retention & wellbeing

A workplace supporting wellbeing and adaptation reduces burnout and turnover. Retaining just 1 additional employee may save

€20k–40k

TOP TIPS

How to de-risk your real estate investment — whether you work with us or not.

01

Invest in early diagnostics

Understand how teams actually deliver value before lines go on the floor plan. Done early, this costs a fraction of the post-move revisions that follow.

02

Define success before you design

Dedicate leadership time early, deciding what the new space should improve: performance, ways of working, work from home. What does success look like? Then design and execute.

03

Appoint a cross-departmental lead

Make one person accountable for the move, not just Operations alone. They pull in & coordinate all affected functions — HR, office management, IT, and the rest.

These hold whether the investment is small or large, the move local or international, the building new or renovated.

MAKE SURE YOUR WORKPLACE DELIVERS

Turn your square metres into a tool that helps your people add value — and feel good.

Engage the invisible levers of workplace performance

Make better decisions before the design locks them in

Book a 30-minute discovery call



Thinking of a real estate investment? Start with a conversation.

STRATEGY, CULTURE & CHANGE

Tamara Sapák Bobáková

tamara@upversity.eu

STRATEGY & ORG PSYCHOLOGY

Eva Vavráková

eva@upversity.eu