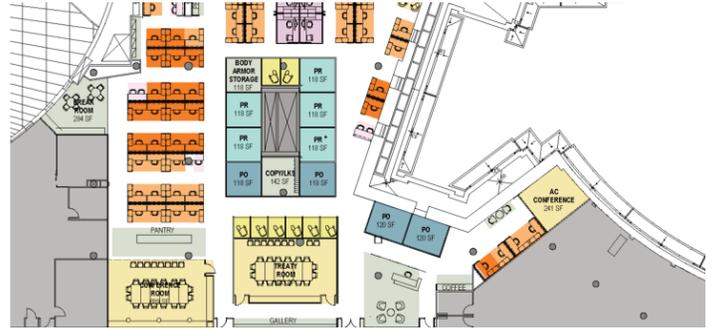




# US Department of Homeland Security



Reducing physical footprint in a space for high-level negotiations.

## Challenge

The US Department of Homeland Security (DHS) needed a workspace for formal international negotiations with a strong sense of mission and professionalism. A place that fostered a culture of everyone working toward a common goal. One with a renewed dedication to remote work. And most challenging of all, one that allowed employees needed to work onsite through the entire transformation.

## Solution

Steele Strategies implemented a change management program to help DHS support a new, remote environment. In conjunction with the architectural team, we conducted assessments, concept discussions, and scenario evaluations to identify priorities, culture needs, and the best ways to use their space. The entire organization was involved through focus groups and design reviews.

We hosted design charettes, developed and delivered training, a robust intranet site, and workplace standards for operating in the new office environment. We also developed a phasing plan with the contractor, building manager, and the General Services Administration to ensure that the DHS could operate in full force during construction.

## Impact

This project will reduce DHS workspace by 45%, resulting in a cost savings of \$450k in annual rent. By transitioning to remote while keeping culture in place, DHS can now prioritize mobility and agile work practices while using the physical office for formal meetings and team functions.

New teaming spaces and private workspaces cut the cost of traditional offices and cubicles by one-third, in addition to \$290k savings in furniture and equipment costs. Employees are now using shared space effectively through simple reservation systems and better workplace standards.

- 45% reduced workspace
- \$450,000/year rent cost savings
- 2x cost of new workspaces compared to traditional offices
- \$290,000 saved in furniture and equipment

Want to reduce costs and save money? Say hello.