



Harris Williams Global Investment Bank

Location: Richmond, Virginia
Market Sector: Corporate
Size: 5,900 SF
Year Completed: 2023

Harris Williams is a global investment bank with a focus on mergers and acquisitions (M&A) and private capital advisory services. Throughout its history, it has assisted clients worldwide in realizing the full potential of their businesses and achieving ambitious objectives. Founded and headquartered in Richmond Virginia, the company's success and reputation have been built on its expertise in facilitating strategic financial transactions and enabling businesses to thrive and grow.

Leadership is planning for a significant employee growth surge requiring a multi-phase corporate real estate plan. This presents a valuable opportunity to align staff capacity goals with optimal cultural, workflow, and operational solutions. SMBW has been engaged to lead a comprehensive workplace planning effort, the Workplace Evolution Initiative.

DRIVERS

The corporate design standards are now being rolled out globally. One of the first locations to apply their new office design standards, occurred when Harris Williams was able to take over an existing 1st floor restaurant space in their current Richmond Headquarters space and utilize it as a functional space for future growth.

Project drivers include creating refreshed corporate workplace standards, building upon recent construction standards, and elevating the workplace to reflect the firms' distinctive brand and culture. With the goal of accommodating 30 people in 6,000 SF, ample conference and cafe gathering areas and an outdoor connection, the new office focuses on productivity and teamwork.



APPROACH

Emphasizing the strategic focus on recruiting and retaining top talent, the redesigned layout creates two distinct zones with amenities surrounding the central cafe. The dedicated work areas cater to all full-time on-site employees, offering opportunities for staff to personalize their workspace through personal shelving. Additionally, the layout ensures collocation of staff by department and role, fostering mentorship opportunities and enhancing overall team unity.

The personal workspaces also support wellness with ergonomic task seating, adjustable sit to stand worksurfaces, access to daylight and views and the incorporation of acoustic wall products and privacy panels to increase personal focus.

Given the prevalence of hybrid virtual meetings conducted in personal spaces, careful attention was paid to the furniture layout, guest seating, and screen placement/accessibility for all. With these considerations in mind, the staff exhibits high productivity and embodies a focused workflow and collaborative culture.



APPROACH CONTINUED

To foster team collaboration, meeting rooms and agile phone rooms have been equipped with consistent technology and resources for ease of use. The collaborative settings vary to accommodate a range of users and meeting preferences, offering options from traditional conference setups to more innovative brainstorm rooms with peripheral seating.

Premium wellness amenities were introduced as part of our retention and recruiting benefits. Featuring a wellness room accessible to all staff and a fully equipped shower facility, employees can prioritize their well-being without the inconvenience of travel, ultimately increasing the time spent on-site.



MEASURING OUTCOMES

As a pivotal aspect of our design standards, the modern amenities are crafted to elevate culture and enhance employee convenience. The central employee café in One Canal, with its expansive usage and high participant interest, is equipped with all the essentials. From designated fridges for personal lunches and provided drinks to a coffee station, water/ice machine, and well-stocked snack shelves, the café offers everything needed for a comfortable and satisfying experience.