

Employee Engagement & Change Management

Jones Lang LaSalle Upstream Sustainability Services

We can work with you to create an employee communications and change management programme that includes transformative educational and training packages. These are designed to improve the knowledge and buy-in of employees involved in development, investment management, asset management, property management and occupation. We also offer tailored training for marketing and sales staff, as well as energy management training that focuses on how to operate real estate at the lowest energy expense.

How we stand out

- Unique combination of deep sustainability knowledge with wide-ranging professional expertise in property related activities
- Coaching approach and interactive training sessions combine to empower employees to embrace sustainability principles and enable change management
- Tailored programmes specifically designed for investor, developer and corporate client types
- Personal experience gained in running Jones Lang LaSalle's internal training programme via our Sustainability University



What we can deliver for you

Organisational change analysis
Governance set up and attendance
Board Level workshops
Corporate training programmes
Issue-specific training events and programmes
Employee communications

How you will benefit

- Accelerates achievement of company sustainability goal, such as reducing carbon footprint
- Engages and motivates employees
- Embeds sustainability within core business functions
- Builds client capacity internally
- Stimulates innovation and creativity



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Expertise in Action

Global Banking Group

Challenge

- Supporting the development of the company's corporate sustainability initiative in its early stages
- Putting in place staff engagement processes and training programmes that will facilitate the ongoing implementation of sustainability objectives

Solution

- Jones Lang LaSalle placed a sustainability secondee within the client's business support unit

Advice provided to the client included the following:

- Facilitating the development of a sustainability strategy for the unit which meets the sustainability commitments of the global business
- Review and roll out existing good practice to maximise quick wins based on lessons already learnt and tools already available
- Providing colleagues with sustainability training and guidance notes
- Coordinating all sustainability activity and enabling the unit to report on its sustainability performance in due course, based on measurable improvements and achievements
- Exploring opportunities to integrate sustainability into the active management of real estate assets



Results

- A strong governance structure has been created to facilitate continued development of the corporate sustainability programme
- Business unit representation within key global banking group sustainability initiatives ensures a coordinated approach to implementing the sustainability strategy
- Buy-in achieved from colleagues across all levels of the organisation

"Having a secondee within our team has ensured our Corporate Sustainability programme has really got off the ground. Embedding our CS strategy within the unit will put us in a unique position to drive sustainability across all our business activities."

Director of Solutions, Corporate Real Estate business support unit

Why Jones Lang LaSalle?

Upstream Sustainability Services is an integral part of Jones Lang LaSalle, a leading real estate services firm. This UK centre of excellence for sustainability consultancy, draws on 40 experts with 15 years experience, to apply our collective know-how and value-driven approach to manage and improve the sustainability performance of our client's portfolios and assets.

Jones Lang LaSalle has global reach, whilst maintaining a deep knowledge of local markets. The UK team possess multi-disciplinary expertise in all aspects of real estate investment, management and development. Sustainability considerations are embedded across this entire range of services.