



PROJECT STORY - LIBRARY SQUARE

PROJECT LOCATION: Library Square, 300 Georgia Street West, Vancouver, BC

DEPARTMENT: Employment and Social Development Canada (ESDC)

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CHANGE AMBASSADOR: MONIQUE SARGENT (MONIQUE.SARGENT@SERVICECANADA.GC.CA)

PROJECT SCOPE



Number of employees impacted Approximantely 85 employees



Cost of project

Project completion date

November 2020

Project Start Date

Novembre 2019

3 MAJOR TURNING POINTS OF THE PROJECT



As one of the first ESDC Workplace

projects in the Western region, the Library Square Project spearheaded naming Co-Champions for the entire region. The Champions are visible leaders who support and lead the ESDC Workplace initiative.



Employees chose biophilic wall

murals for the space (located on the



Employees were given the opportunity to provide input and agree upon the etiquette protocols and guidelines established for working in the new ESDC Workplace.

A UNIQUE ASPECT ABOUT THE PROJECT



As part of the Greening Initiative at ESDC, which aims to minimize the environmental impact of these projects, the Library

Library Square became part of the Green Initiative

Square project re-purposed existing furniture to other ESDC refit projects and selected suppliers with established sustainability Also, the Chief Financial Officer Branch, the branch responsible for the ESDC Workplace initiative, proudly committed to planting

5000 trees in an effort to offset some associated greenhouse gas emissions generated from this ESDC Workplace Project and to reforest a First Nation Reserve in the Fraser Valley, BC.

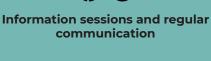
PEOPLE SIDE OF CHANGE



A change management committee, comprised of members from each

impacted branch, was created with

support from Innovation, Information and Technology Branch Change Management Team. The committee developed activities at key moments in this project to prepare employees for the changes being made to their workplace. Cubicle BINGO! was one example of an engagement activity, which allowed employees to contribute and be active participants in the project.



The change management committee was responsible for creating communications,

and representatives from each branch

cascaded the information to their employees on a regular basis. Meetings with managers and Q&A sessions were held with the impacted employees and within the Library Square project team to help build an understanding of how they could enable employee participation at all levels.



One of the 7 dimensions of an Activity-Based Workspace (ABW) is a workplace

that is environmentally conscience by using sustainable furniture and by reducing the amount of waste produced overall. Procedures to digitize information management were implemented.

LESSONS LEARNED

LESSON 1

Engage employees and people leaders

for employees and managers at all levels

Define roles and responsibilities

throughout the project

in the project.

Encourage participation

Create a robust and positive communication strategy of ESDC Workplace that outlines what's in it

Create a sense of ownership by ensuring that there are opportunities for employees to participate

LESSON 3

LESSON 2



Plan ahead

Early planning of communication and engagement activities is essential prior to project implemen-

LESSON 4



Outline roles & responsibilities of all stakeholders to allow for easier integration and collaboration

PHOTOS OF THE LIBRARY SQUARE ESDC WORKPLACE





