



# Change Management Lessons Learned (so far)

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## Workplace Transformation Project, 1341 Baseline Rd

Agriculture and Agri-Food Canada



Agriculture and  
Agri-Food Canada

Agriculture et  
Agroalimentaire Canada

Canada

# 1341 Baseline Road



# Current space



# Engagement highlights

**November 2022:**  
AAFC senior  
mgmt. agrees to  
WTP

**ADMs tour  
Executive Suite**

**December 2022:**  
**Return to Office  
Directive  
announced**

**February 16:**  
Announcement  
of project to all  
staff

**February 20:**  
**DM change**

**May 2023:**  
Executives  
(through  
branch  
planners) &  
networks  
consulted on  
floor plans

**August 2023:**  
Communication  
focused on  
employees'  
move to swing  
space

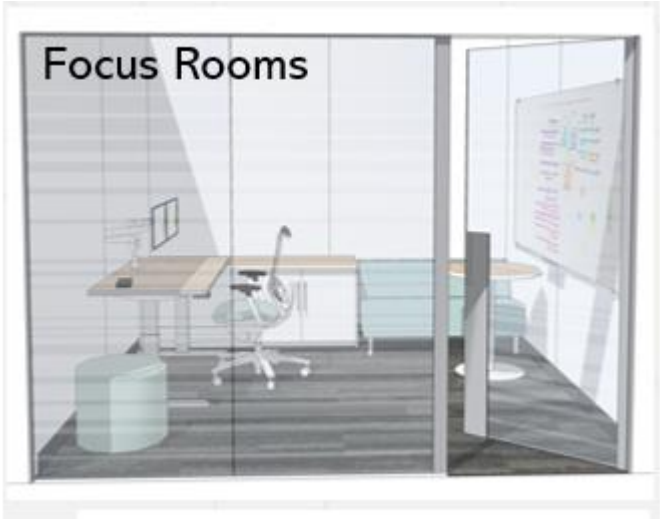
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Consultation  
begins with  
executives  
(through branch  
planners), &  
networks – DEI,  
Youth &  
Indigenous

**April 2023:**  
First townhall  
for all staff.  
Launched  
voting for  
mood boards  
**First week of  
Return to  
Office  
Directive**

**June 2023:**  
Second  
townhall for  
all staff.  
Toured WTP  
space

**September  
2023:**  
Executive  
info session.  
Exhibit of  
final floor  
plans for all  
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# Workpoint options



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# T7

## 3<sup>rd</sup> Floor / 3<sup>e</sup> étage

Zoning Legend | Légende des zones:

- Not in Scope | Hors de Portée
- Interactive Zone | Zone Interactive
- Transitional Zone | Zone de Transition
- Quiet Zone | Zone Tranquille



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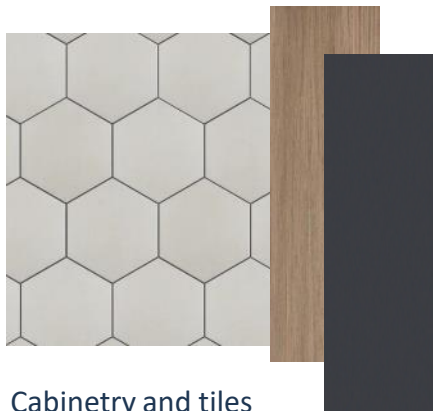
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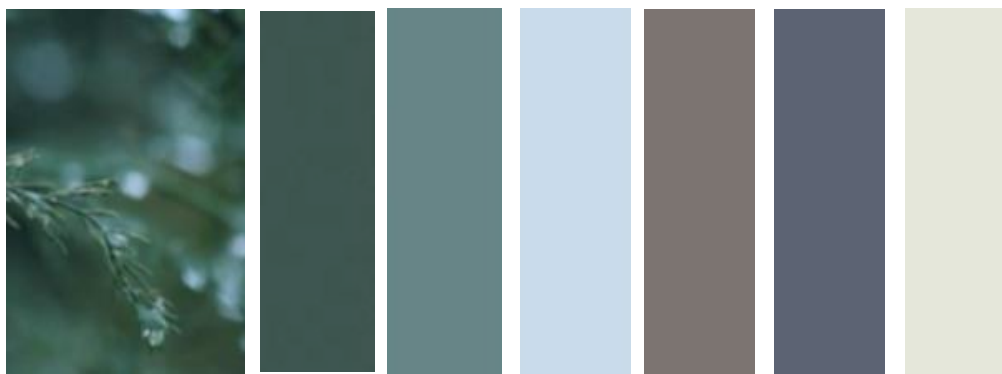
# Mood Board 2

## Standard Finishes:

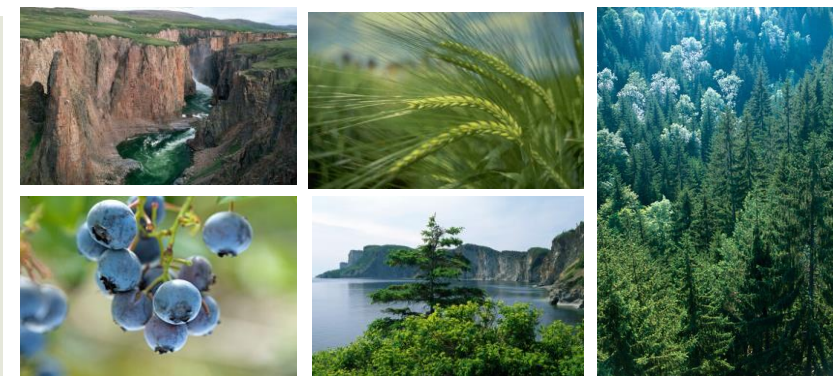


Cabinetry and tiles

## Interior Accents:



Color palette



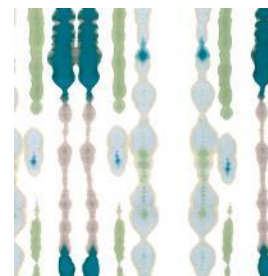
Artwork and wall murals



Flooring



Fabrics and textiles

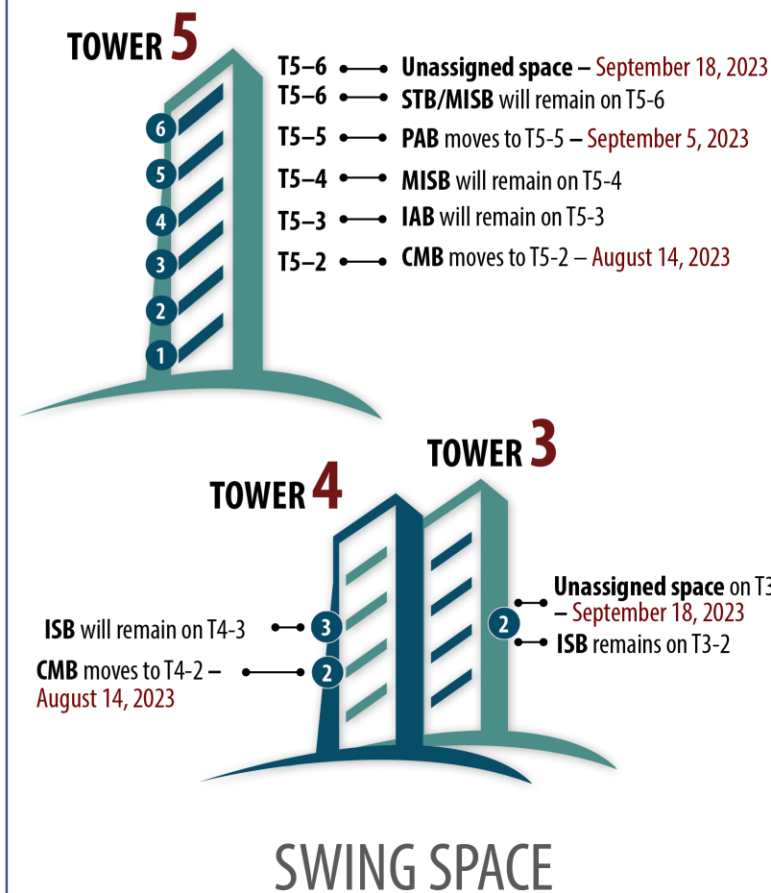
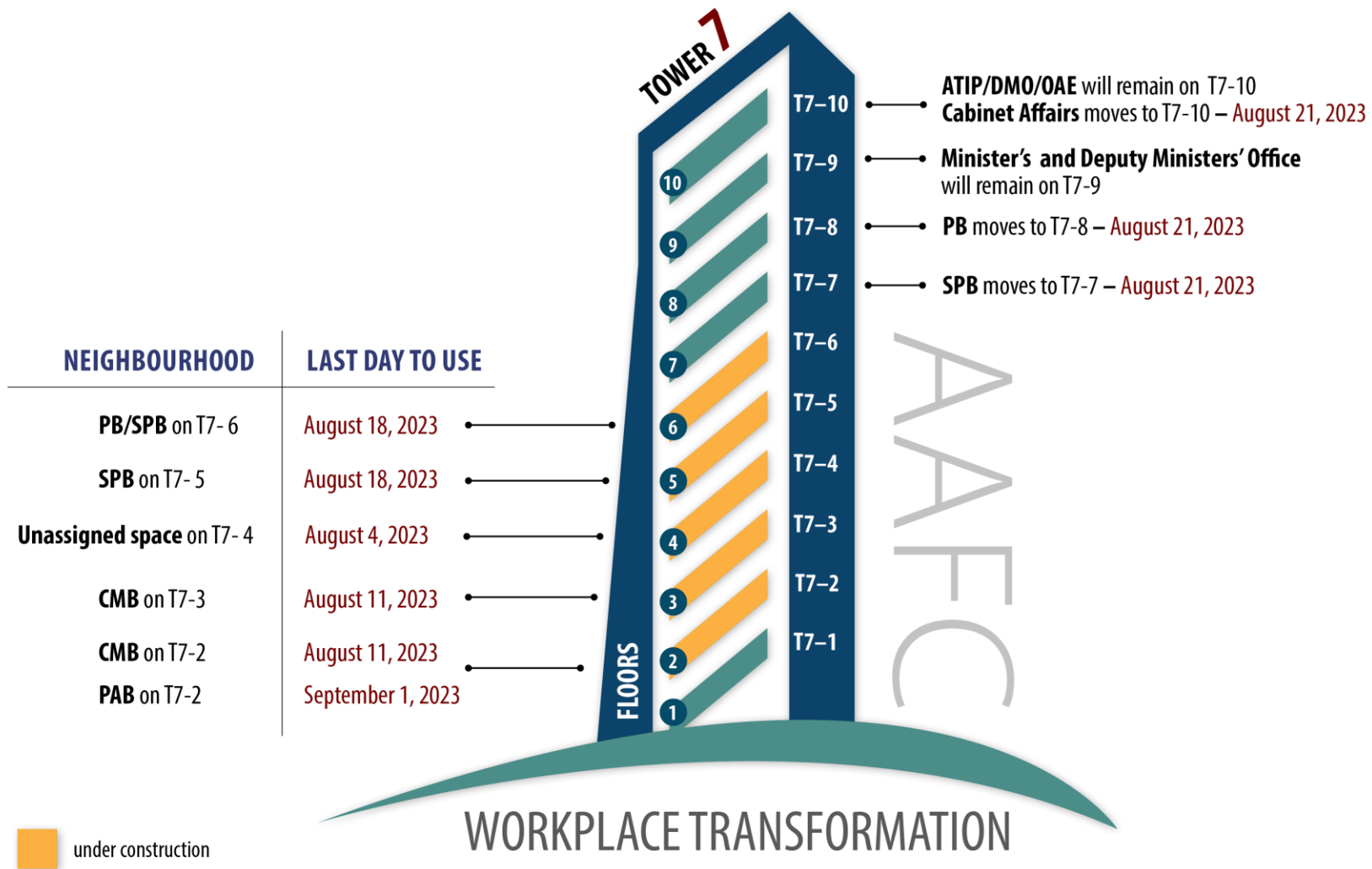


Wallpaper



Acoustical solutions and planter

# Phase 1 — August 2023 to approximately April 2024



# Tours of completed WTP projects



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# Exhibit for all staff



# Tower to be renovated



# What would we do differently, from a change management perspective?

- **Be aware** of what else is going on in your organization/in government
- Start project with **in-person meeting** with PSPC team – get to know each other
- Do more **engagement from bottom up** – find those allies to be change agents
- **Tour spaces** before responding to design questionnaire
- **Be factual** in descriptions – don't oversell it