

DETAILS

#31

Projects • People • Design • Knowledge • News • Culture

July 2016

\\

Our commitment
is to grow lifetime
relationships, to value
& support them as
we journey towards
achieving our shared
aspirations.

//

Hello.



Welcome to this special edition of *Details* magazine which celebrates Schiavello's 50th anniversary. We've come a long way since Tony, my father, and Joe first established an office partition business in 1966. While our evolution into a multi-disciplinary global company has been a voyage of successes and lessons learnt, it has certainly been a journey we are most humbled to have shared with you.

Our people and relationships are the foundation on which Schiavello is built and without you there would be no past, present or future. The mirrored cover of this special edition not only signifies a retrospective of the past 50 years, it is also a reflection of you; our clients, collaborators and employees, who have been a part of our journey so far and with whom we look forward to being a part of the journey ahead.

In this special edition of *Details*, we celebrate not only some of our achievements, but we look at some of your contributions to this industry over the past 50 years. We begin with a feature article on Prima Tower – a development which has shaped the future of living in this nation and which encapsulates how far our company has come. We receive a master class in longevity from some of the country's leading design and architecture firms, while my father and uncle candidly open up about their relationship as brothers and as business partners. And we continue to share our deep understanding of this industry with an insightful discussion on leadership in agile environments by Ketí Malkoski.

Our company mantra, 'Anything is Possible', has always allowed us to be at the forefront of great innovation in this country and with you, we will continue to lead and shape the many great stories to come. We thank you.

Warm Regards,

Peter Schiavello
Managing Director



Focus.

A retreat in the open,
developed by Schiavello in Australia,
designed by Nick Tennant.

SCHIAVELLO.COM/FOCUS

AUSTRALIA NEW ZEALAND CHINA SINGAPORE UAE



DETAILS
CONTRIBUTORS

ANTON SCHIAVELLO //
DIRECTOR SCHIAVELLO INTERNATIONAL
Anton is committed to delivering the Schiavello core vision and values across South East Asia. Focused on achieving uncompromised levels of service and quality for clients, Anton displays passion and integrity in everything he does. His wide area of expertise includes business strategy, key account management and cross functional team building. Anton is instrumental in overseeing *Details*.

BELINDA SCHIAVELLO //
ART DIRECTOR/SENIOR GRAPHIC DESIGNER
Belinda has 19 years industry experience in graphic design – the last eight being within the family business. From graphic design and branding, to styling for photography and creative direction of *Details*, Belinda overseas graphic communications for the Schiavello Group.

JESSICA CAPOLUPO //
CORPORATE WRITER – MARKETING AND COMMUNICATIONS
Jessica brings ten years media and communications experience to Schiavello. With a Bachelor in Media Writing from Macquarie University, Jessica is responsible for generating engaging communications across a variety of media channels, including content for *Details* magazine.

PAUL-ANTHONY WALLIS //
GRAPHIC DESIGNER
Paul-Anthony has 10 years design experience in the arts, music, fashion and not-for-profits. Coupled with a Bachelor of Design, his fine art work has featured in numerous magazines, art-house movies and art galleries. Paul-Anthony is an advocate of first-class design, conceptual thinking and accessible design.

DARON JOHNSON //
VICTORIA CONSTRUCTION MANAGER
With more than 35 years of experience in the construction and commercial building industries, During his 30 year tenure with Schiavello, his objectives have remained clear; to complete every project on time, on budget, to the highest standard of quality, and with complete client satisfaction.

KETI MALKOSKI //
PRINCIPAL - PEOPLE AND CULTURE
As Principal of Schiavello's People and Culture Consulting offering, Keti Malkoski assists clients through workspace change. With a Bachelor's and Honours in Psychology and Master's of Organisational Psychology, Keti's work and on-going research assists clients in optimising their future workspace strategy to ultimately improve employee and business effectiveness. Keti co-authored the Schiavello publication, *The Power of Workspace for People & Business*.

LEANNE AMODEO //
WRITER
Based in Sydney, Leanne Amodeo is a freelance consultant, content director and developer specialising in design, architecture, media and education. A former editor of *Monument* and *inside* magazines, Leanne also regularly contributes to national and international design publications including *Indesign*, *Design Quarterly*, *Houses*, *Artichoke*, *Habitusliving*, *ICON* and *Urbis*. Leanne has lectured at the University of South Australia where she developed research courses for the Bachelor of Interior Architecture program.

CONNECT WITH US
@schiavellogroup



MELBOURNE
1 Sharps Road, Tullamarine VIC, Australia 3043

+61 (3) 9330 8888 | details@schiavello.com
schiavello.com/details-magazine

© 2016 Copyright Schiavello Group Pty Ltd
[ABN 13 004 745 608]

All rights reserved. No parts of this publication may be reproduced, distributed or transmitted in any form or by any means, including photocopying, scanning or other electronic or mechanical methods, without the prior written permission of the publisher. Published, printed and distributed in Melbourne, Australia by Schiavello Group.

Details is printed on an Australian made paper stock. It is PEFC Certified and made from elemental chlorine free bleached pulp sourced from sustainably managed forests and non-controversial sources. It is manufactured by an ISO 14001 certified mill using renewable energy sources.

CONTENTS



08
—
feature article
anything is possible

016
—
q&a
tony & joe schiavello
talk fifty years of
partnership

018
—
50 years 50 moments
the evolution of schiavello

029
—
in conversation
omvivo

030
—
profile
longevity master class
from six of the best

034
—
service study
heritage glass

036
—
think!
keti malkoski | daron johnson
jessica capolupo

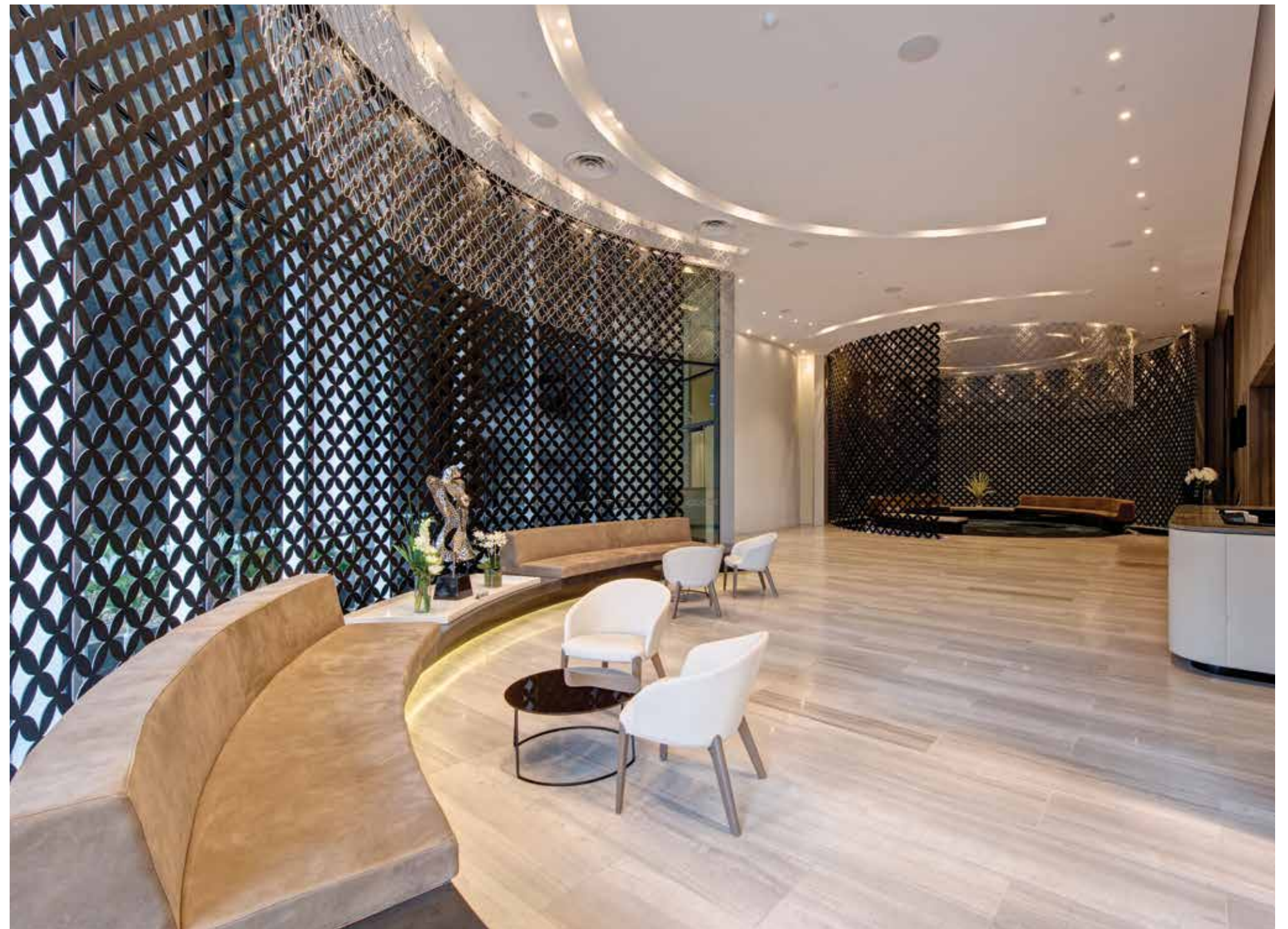
038
—
project update

042
—
details news

044
—
product news

ANYTHING IS POSSIBLE

IN 1966 TONY SCHIAVELLO WAS MAKING OFFICE PARTITIONS. 50 YEARS LATER, SCHIAVELLO IS BEHIND ONE OF AUSTRALIA'S FINEST MULTI-RESIDENTIAL DEVELOPMENTS. DISCOVER HOW PRIMA TOWER RISES TO THE OCCASION.



IT'S A PICTURE-PERFECT SUMMER'S AFTERNOON IN MELBOURNE. ST KILDA BEACH IS BUZZING WITH ACTIVITY, TENNIS LOVERS ARE SOAKING UP THE ATMOSPHERE AT THE AUSTRALIAN OPEN AND BLUE SKIES ARE STRETCHING AS FAR AS THE DANDENONG RANGES. For Prima Tower residents – who have a bird's-eye view of the city from an infinity-edge swimming pool on level 67 – the panoramic view is a breathtaking backdrop to a leisurely swim.

Glistening in the sunlight like a bronzed sunbaker, Prima Tower is Schiavello and PDG's latest joint property development venture. Nestled on Queensbridge Street in the booming suburb of Southbank, it's amidst the hustle and bustle of the city's business, arts and entertainment precinct. Already touted an iconic landmark, its glamorous presence has quickly become a welcome addition to the city skyline, and its residents are already lapping up its six-star amenities.

For Schiavello, who first purchased the land in 1984 when Southbank was an industrial area, 'going up' was a natural progression for a business in the interior fitout and commercial furniture game. "Being in such close proximity to the Yarra River, Tony (Schiavello) knew Southbank was going to be something bigger. So, he didn't just dream to build on the site; he knew it would one day happen," recalls partner and younger brother, Joe Schiavello. It was a certainty that would take some 30 years to become a reality as Southbank underwent urban renewal.

"Our company motto has always been and always will be, that 'anything is possible'. Prima Tower is testament to how far we have come," says Tony Schiavello, Governing Director and Executive Chairman of the Schiavello Group. While prior forays into property development such as The Artist, Abode318 and Domain Lodge have proven successful for the company over the years, Prima Tower is by far the largest venture Schiavello has completed to date.

At 256 metres high, Prima Tower is one of Melbourne's tallest buildings. But being tall wasn't a priority in 2001 when plans to develop the site initiated. "With road infrastructure potentially impacting on the site's south-west corner, initial designs by Ivan Rijavec presented to the Department of Infrastructure showcased exemplary design," says Mr Schiavello.

In 2009, planning permits were obtained and Tony Schiavello agreed to undertake the development in joint venture with PDG. With the south-west corner no longer needed by Vic Roads, the tower was redesigned in collaboration with PDG's in-house design studio Disegno Australia. What evolved was a 70-storey sleek and linear structure featuring a striking curved-glass facade that changes colour from bronze to gold pending the sunlight. Uniquely made up of 8,500 high-performance glass panels with superb thermal and acoustic properties, it floods residents with natural light.

"We didn't want just another dark glass building, we wanted something warmer; a building that exceeded expectations, one of quality and importance," says Mr Schiavello. With pencil and paper in hand, he describes how the tower gradually changes shape from a concave to a convex curve – a re-design to increase penthouse floor space.

Step inside and you are greeted with refined, urban living at its best. 661 apartments are uniquely customised to create individual homes to over 1000 residents. Offering an affordable opportunity to enter an exclusive address, apartments are split between the low-rise Pearl apartments on levels 10-35 and the high-rise Prima apartments on levels 36-66.

But it's the two levels of six-star hotel-style amenities and leisure spaces designed by Bates Smart that makes this prestigious city residence a complete luxury lifestyle unlike no other in Melbourne. Offering quality and convenience for those with busy lives, level nine alone is home to a fully-equipped gymnasium, a 25-metre swimming pool, relaxation decks, spa, steam room, sauna and massage rooms. Then there's the 17-seat cinema, high-tech

Top
Prima Tower lobby features expansive metal lacework produced by subsidiaries Heritage Glass & Metcon

Left
Overlooking Southbank, the Yarra River & Prima Tower

//

Our company motto has always been & always will be, that 'anything is possible'. Prima Tower is testament to how far we have come.

//

virtual golf driving range, billiard room and meeting rooms. Coupled with an array of dining and entertaining options outside of one's apartment and the amenity offering is truly an exercise in hotel and resort best practise.

For Prima residents, there are also premium facilities on level 67. Literally amongst the clouds, the exclusive 'Sky Lounge' is home to more than an infinity-edge swimming pool with panoramic views of the city. Supremely luxurious and spacious, residents can access their own sophisticated private bar, lounge and dining area, climate-controlled wine rooms, and spa and gymnasium facilities.

Key to the tower's success was joining forces with PDG and "choosing the right builder," says Mr Schiavello. Brookfield Multiplex was not only appointed for the construction, but they delivered one of the fastest builds in Australian history for a tower of that magnitude. When construction began in April 2012, it was projected to take three years, but instead was completed 104 days ahead of schedule with one floor being built every four to five days.

Regional Managing Director of Brookfield Multiplex, Graham Milford-Cottam, notes that addressing climate conditions above level 50 – which at the time, was the normal height of existing projects – was crucial to construction. "Prima Tower is the third tallest completed tower in Australia. Therefore a construction methodology which took into account more prevalent winds above that height - which would affect tower crane and other plant operation - was essential."

Mr Milford-Cottam adds that a collaborative relationship also played a big part. "Positive project outcomes were always at the forefront of all decision-making to ensure the quality and timely completion of the project, which ultimately and successfully was achieved."

While the project created 800 direct and indirect jobs, for Schiavello as a Group, Prima Tower showcases the breadth of which the company has expanded since its modest

beginnings. Stunning timber oak wall panelling, stone detailing and luxurious Sky Lounge joinery was carried out by Schiavello Construction, while the work of many of the Group's subsidiaries can be seen throughout. There's bathroom ware by Omvivo, furniture from MAP in addition to glass screens and mirrors by Heritage Glass. In conjunction with Schiavello's metal fabricators Metcon, Heritage Glass also contributed expansive metal lacework floral wall hangings which make for a spectacular lobby arrival before being repeated in various locations across the building.

In February, when Australia's population reached the 24 million mark, it did so 17 years earlier than expected. And, as our nation continues to grow, creating multi-residential dwellings that not only serve investors, but one's which put the quality of life of its residents first will become increasingly important. This ethos was at the very core of Prima Tower from inception. "A lot of developers promise the world to prospective buyers, however many fail to deliver," says Mr Schiavello. "Prima Tower exceeded its expectations which is very unique. We really set a new standard in living."

It's that philosophy coupled with an acute attention to detail that makes Prima Tower world-class. It's the David Bromley artworks that hang in spacious, extra wide corridors. It's the energy-efficient initiatives, like state-of-the art lifts, that garner the building a 7.1 energy rating. It's the undeniably beautiful and liveable selection of finishes and materials. Prima Tower is a modern icon that responds to the demands and desires of ever changing lifestyles and one which positively shapes the future of living in this country. "It's not simply just another place to live, but a complete lifestyle in itself," says Mr Schiavello.

From building office partitions to developing a revolutionary gem in apartment living fifty years later, why, Prima Tower proves *anything is possible*.



Top
Entrance to Level 66 Penthouse, featuring oak timber veneer panelling & joinery

Middle
Penthouse bathroom with Omvivo bathroom products

Bottom
Literally amongst the clouds is the Level 67 Skylounge

Below left
Pool, spa and sauna form part of the Level 9 amenities

DEVELOPER
SCHIAVELLO & PDG

LOCATION
31-49 QUEENSBIDGE STREET, SOUTHBANK

AREA
96,000M² OVER 70 LEVELS

DURATION
33 MONTHS

PROJECT TYPE
PROPERTY DEVELOPMENT

SCHIAVELLO DIVISION
PROPERTY DEVELOPMENT,
SCHIAVELLO CONSTRUCTION,
HERITAGE GLASS, METCON,
MAP INTERNATIONAL

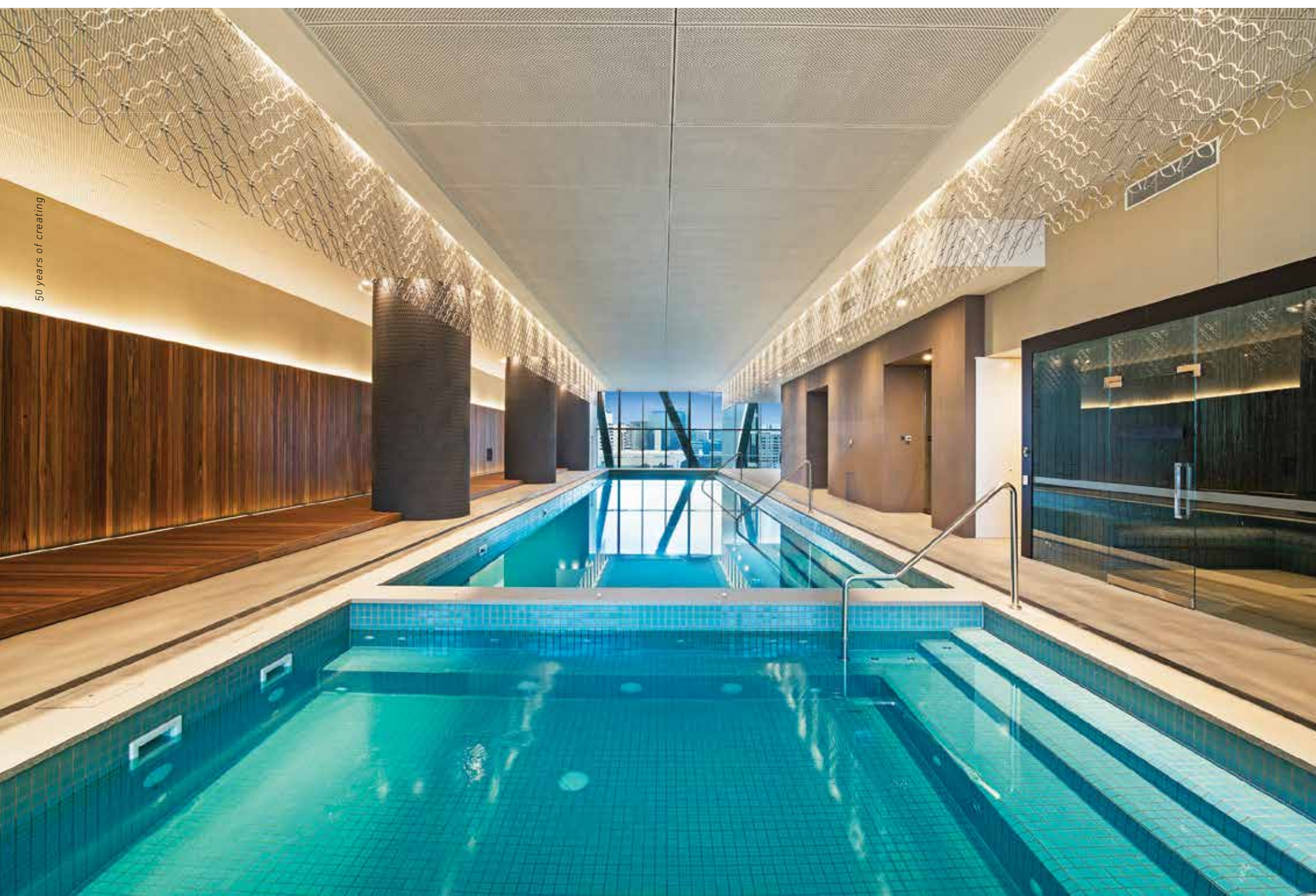
INTERIOR DESIGNER
BATES SMART

BUILDER
BROOKFIELD MULTIPLEX

ENGINEER
MEINHARDT (STRUCTURAL)

PRODUCTS
OMVIVO, MAP INTERNATIONAL

RATING
7.1 ENERGY RATING





PROJECT_CROWN MELBOURNE ATRIUM

The pursuit of precision.

With 730 hours of prototyping utilising our in-house manufacturing facilities, 2,109 bevelled glass panels and 527 individual LED lights. The Crown Melbourne Atrium was constructed with a level of precision and detail you'd expect from a finely crafted watch – not a builder.

Schiavello utilises their technical construction expertise to deliver intricate and sophisticated design solutions.

[SCHIAVELLO.COM/CONSTRUCTION](https://www.schiavello.com/construction)

MELBOURNE SYDNEY BRISBANE ADELAIDE PERTH

T

Tony & Joe Schiavello talk fifty years of partnership.

What was your relationship like growing up?

T: Joe is nearly seven years younger than me. He's my little brother. I looked out for him.

J: I have great memories, after our father moved to Australia – when Tony and I were still in Italy – Tony would take me to the picture theatre. You have to understand, in those days money was hard to come by for such things. I was always very grateful.

Who was cheekier growing up?

T: Joe was. (Laughs)

J: Tony was. (Laughs)

T: I was quite a reasonable young boy. I never caused my father any problems.

How important was the idea to 'make something of yourself' in Australia? What has been your core motivation?

T: Being able to provide for my family was the core motivation for starting the business in Australia. At the time my wife Elda was expecting our daughter, Gabriella. I really couldn't survive on one wage to pay for the house and car... so that's why I started the business; to be more comfortable providing for the family. I didn't start the business to build it into what it is today.

Where does the Schiavello mantra 'Anything is Possible' stem from?

T: That's the way I've always looked at the world; any problem can be solved, and anything can be achieved if you put your mind to it. Anything is possible!

J: No matter what the situation, Tony always says, "We will find a way." That has always been his outlook. I've been very lucky to have a brother like Tony who has the ability to lead and who has a vision.

Have you always had an agreed vision?

T: In a way I've always visualised where we had to go. I've shaped the company, changed direction and diversified when needed. That was always my role; to keep changing and lead the company.

J: I have always been 100% behind Tony. We would always discuss things together and support each other.

T: I used to travel to Europe to attend exhibitions. When we were in the Partition Contractors Association some of our competitors would ask, "How can you afford to go?" I would respond, "It's not always what you can afford, it's what you can't afford not to do."

Unfortunately, many of the people that remained in the association went out of business. But I knew exactly what I had to change to keep moving forward. I first moved into furniture; I opened the showroom and developed our workstations. I always believe that you need to look ahead at where you're going, because if you don't it can lead you to a dead end.

J: Today, I believe Peter has the vision and takes after his father. He is very astute in what he is doing.

T: Yes, I am quite pleased.



Did you ever foresee that Schiavello would be where it is today?

T: No, I never thought we would be where we are today. I never started with that intention, but when opportunity came, I took it. You don't start a business to stop where you are; you want a business to grow. It's not a business if you don't continue to succeed. You may as well get out then. You're either all in, or you're all out.

J: Tony always said, "When you're in front, you must keep on running even faster. Otherwise you'll get run over."

T: It's like walking on a tread mill. If you walk at an average speed, you're really standing still. If you slow down, you will eventually fall off. But to keep ahead you have to run fast. That's the way I have always looked at business.

On a day-to-day basis, how does the partnership work?

T: Joe and I never have problems. We have different roles and support each other. My role has always been about building, managing and running the company; in the early days that meant looking after quoting, estimating and administration. Joe was responsible for running projects and delivering them to the standard and quality we both expected. Today, our roles are different as the company has grown and developed.

Why do you think that combination worked so well and for so long?

T: It just did! I can't explain why. A partnership is a marriage in many ways. We appreciate what each other brings to the company, mutually respect that

cooperation and have encouraged each other along the way.

J: It is just our nature I guess; it was instilled in us as children. Tony was the leader and visionary, and I looked up to him. In Italy and even when we came to Australia, Tony found my first job for me in South Yarra. My third and fourth jobs – he found them for me also. Even after I started an apprenticeship, if Tony needed any help, I believe, he knew that he could count on me and he knew I would always be there for him.

T: He's right. Joe has always been there to help – even if I couldn't pay him. Joe is always there and I really appreciate that. That is why when I started the business, my brother Joe had to be my partner.

When it comes to leadership, what are some of the attributes you stand by?

T: There are many. Trust is very important. I have never doubted Joe's trust and vice versa.

J: I believe fairness is also very important. Be it family, a client, or an employee; Tony has always been extremely fair.

T: Being fair and just isn't difficult if it is within you.

Is leading by example something you also value then?

T: Yes, absolutely. Managing is one thing, but leading is another. You can train a manager, but I believe leadership is a natural quality you must possess.

J: I would never ask anyone to do what I am not prepared to do myself.

T: You have to remember also that Joe

and I were not born into the roles we have today. We built up to this. We learnt the trade and we worked hard on the tools. We worked with people; we knew exactly how they felt and how they wanted to be treated because we had been there ourselves. We have always believed that you should treat people the way you want to be treated because by doing that you can't go wrong.

J: Today we still tell our managers, "You don't ask for respect, you have to earn it." You have to respect others to receive it in return.

Some believe humility is critical to success. Do you agree?

T: In Italian we call it umiltà. It is a gift within because some people can't be. You have to make sure you look after people. You need to reward people to ensure they feel valued. Never be greedy and share what you have.

What role did family play in maintaining your successful partnership?

J: When we talk about partnerships, you could say Elda was the third partner in the partnership. She was always there taking care of administration and making deliveries in the early days. She wasn't paid for the first six years. Without Elda, we would not be anywhere near the company we are today.

T: Without Elda, I wouldn't have been able to achieve a single thing. No other woman would have supported me the way Elda did, and still does. Many have asked Elda numerous times, "How can you work with your husband all the time?" And she would respond, "If I don't work with him,

I'll never see him."

J: I have to thank my wife Maria also. I worked a lot and she was always supportive.

T: Elda always respected Joe and vice versa. That was really the most important thing. That was one of the successes of the partnership.

In hindsight, is there anything you would change?

T: I wouldn't change a thing from all my life.

J: I would agree.

If you could go back and give once piece of advice to your younger selves, what would it be?

T: I would say follow your idea whatever idea you have because you're only successful doing what you enjoy doing. My father really wanted me to study, but I just didn't enjoy it. I would find any excuse to walk away. But when I started to learn my carpentry apprenticeship, I would go back after dinner with my maestro because I just enjoyed being there learning whatever he was doing. I loved it.

That really is the same philosophy I apply to business today. Many times people ask me, "When are you going to retire?" And I say, "If I retire, I have to find another job. I may as well keep the one I have." I still enjoy what I'm doing. If I'm designing or quoting, time just flies. To me it's not a job, it is my enjoyment.



50 YEARS 50 MOMENTS

Celebrating fifty years
of creating and the
evolution of Schiavello

1967

The early development of a partitioning system is born. MK1 is a series of demountable partitions that can be modified with various finishes, framings and colours to suit client needs.



#ONE

1966



TONY REGISTERS TT&G AS A PARTNERSHIP WITH JOE SCHIAVELLO AND TONY CIPOLLONE. FIRST CONTRACT IS AWARDED BY CEMAC TO INSTALL DEMOUNTABLE PARTITIONS AT 15 WILLIAMS STREET IN MELBOURNE. TWO YEARS LATER TONY ESTABLISHES SCHIAVELLO BROS PTY LTD.

#TWO

1968

Schiavello finalises large scale partition works at Victoria Insurance, located on the corner of Market Street and Flinders Lane in Melbourne. The same year, the company secures its first major government project and produces all furniture and partitions for Telecom at 172 William Street – one of its first experiences with a Burolandschaft style workplace.

#THREE

1968

The need for larger operational facilities leads Schiavello to new premises in Airport West. First a factory on Louis Street, followed by another facility on Fraser Street two years later. Further land is acquired on Moore Road and a 1900sqm factory is built which the company still owns today.

#FOUR

1972

Seeking inspiration and opportunity to develop the business, Tony and a young, eight-and-a-half year-old Peter Schiavello travel to Germany to attend the world-leading machinery trade fair Ligna, followed by a design exhibition in Milan.

#SIX

#FIVE

In preparation of the federal election that would see Gough Whitlam's Labour Party come into power, Schiavello produces over 8000 voting booths nationwide for the Australian Electoral Office. The project is an early indication of the company's large-scale capabilities.

1971

1978

#SEVEN

The office furniture operation of the business is established with the introduction of Series 35 and Series 45 – foldable desk collections that allow for easier transportation. This is supported by the established of the first Prima Furniture showroom on La Trobe St, Melbourne.



1985

#NINE

With the rising popularity of computers in the workplace, Schiavello launches its first workstation Interstat; a versatile evolution of the MK10 partitioning system that combines the company's partitioning and furniture expertise. Interstat offers privacy, a space for concentration and hidden cable management.

1986

#ELEVEN

Schiavello travels to Cologne in Germany to exhibit Interstat at the world leading furniture fair *Orgatec*. It is the first exhibit of many for Schiavello.



#EIGHT

1982



Schiavello designs and manufactures its first series of ergonomic, height-adjustable desks as part of Federal Government requirements for computer desks. The Primatic ergonomic desk is launched a year later, one of the first ergonomic desks in the world to have a full, user height-adjustable main worktop.

1986

#TEN

Prima Bus, a passenger bus converted into a mobile showroom, becomes a hugely successful marketing tool. Travelling the streets of Melbourne and interstate, 'Spot the Prima Bus' become a well-known catch cry thanks to a regular promotional segment on 3AW Breakfast.



#TWELVE

Interstate expansion begins with offices opening in NSW and the ACT. Within four years QLD and WA open, with SA following in 1993. Schiavello now has national coverage for Construction and Furniture operations.



1988

#THIRTEEN

Schiavello employs Middle East export manager Chris Cally and a year later competes against 10 international contenders to win their first international export project. \$1 million worth of Interstat workstations are installed for BAPCO in Bahrain.

1989

#FIFTEEN

Schiavello develops its original electrical soft wiring system, Interpower; the first true, modular wiring system designed and produced in Australia to use moveable socket outlets, junction boxes and data modules.



#FOURTEEN

In-house publication *Details* magazine begins production.



1989

#SIXTEEN

The fully modular Interstat90 proves to be a ground-breaking workstation system that responds to the need for flexibility during the 90's. Featuring easily adjustable panels, significant technical soft-wiring to support cable management and a range of accessories designed to support a more comfortable and organised office, Interstat90 is still in large demand 25 years later.



1989

1990

#SEVENTEEN

Telecast live on SBS, Tony Schiavello wins the National Bank Ethnic Business Award which acknowledges high achievers from within Australia's migrant business community.



1991

#EIGHTEEN

One of many long-lasting client relationships is formed when Schiavello carries out high-end partition and joinery work for KPMG Peat Marwick at KPMG House. Transforming seven levels of the old T&G Building in Melbourne makes it one of the largest single fitouts at the time.

1992

#TWENTY

After an intensive worldwide search, Schiavello's international presence advances significantly after winning the prestigious World Bank contract. One of the largest projects for Logico, in excess of 20,000 workstations are supplied at the Washington D.C. head office in addition to conference and meeting room furniture. Over the next decade, over 50,000 items are supplied to the HQ and a number of World Bank offices in developing countries.



1993

#TWENTY-TWO

The Sesto desking system enters the workstation market. Derived from a philosophy of offering a multi-tasking work setting with a world-first worktop height adjustability design, Sesto allows multiple worktops to be adjusted from a single point. Sesto is easily adaptable to any work type, style or mode.



1991

#NINETEEN



Logico, is a desk-based workstation. The fully integrated system which is inspired by the need to motivate performance and productivity whilst being flexible and ergonomic. It offers height and tilt-adjustable linked work surfaces, privacy screens and optional soft wiring.

1993

#TWENTY-ONE

Encompassing 10,000sqm across nine floors, Schiavello carries out one of its largest interior construction projects as head contractor at Clayton UTZ, Sydney. Completed in an ambitious 11 month program, the timeless and highly detailed design by Bates Smart showcases Schiavello's insistence for excellence.



Schiavello's launches its first metal tile panel system, Unimet, which evolves into the popular Ultimet: a more sophisticated multifunctional panel that allows a range of accessories and design flexibility. Showcasing its resourcefulness beyond the workplace, Ultimet takes on a new lease of life and finds its way into banking retail branches and airport customs.



In collaboration with RMIT's federally funded Eco-Redesign project, Schiavello creates the 'Hot Desk' concept (Australia's first mobile workplace). The innovative and malleable concept realises that the environmental performance of a product can be increased by extending its useable lifespan for as long as possible.



The company wins the largest workstation project available in Victoria during the recession we had to have. Securing the State Electricity Commission project during the time of economic downturn proves critically important for the company's growth. A Sesto workstation with a System55 panel is designed and developed for the project over a weekend and then delivered within four weeks.

The Newtech height-adjustable workstation is awarded for 'Excellence in Design and Manufacture of Systems Furniture' at the Australian Furniture Fair in November 1995.



Schiavello becomes industry trail-blazers and implements the Environmental Management System ISO 14001 accreditation. Leading the way with a set of sustainability principles to reduce materials, energy, waste and emissions, the company goes on to reduce environmental impact by more than 25% over the next decade.

The opening of Crown Melbourne see's Schiavello carry out extensive high-end interior construction and joinery across the complex. Encompassing hotel and gaming, restaurants and retail, a long-standing relationship is formed which leads to ongoing projects including major hotel refurbishments in 2007.



Bathroom ware company Omvivo is established and becomes an important design exercise within the Schiavello Group. Within five years Schiavello adds Heritage Glass to its network and establishes Glassworks. A decade later an Australian furniture company MAP International joins.

Renowned Italian architect and designer Mario Bellini, commissions Schiavetto to manufacture the NGV bench for the re-opening of the National Gallery of Victoria. The project ignites a passion for collaborating with renowned Australian and international designers. Successful partnerships forged over the years include the 101 chair with Helen Kontouris (2007) and most recently a collection of transition furniture elements by Doshi Levien (2015).



By 1998, Schiavello has won contracts in more than 30 countries; from embassies in Paris to bank branches in Thailand. The Singapore office opens to meet rapidly growing demand in the South East Asia region, followed by a full-time presence in the UAE six years later.



In an Australian first, Schiavello partners with SmartGuide to introduce a passenger information systems for the Melbourne tram network that assists Melbourne passengers to plan their public transport journeys. Three years later, the partnership launches an online ticketing system for Skybus, which is considered a world first for the bus industry at the time.



A precursor to further workplace research and knowledge, Schiavello hosts its first facilitated *Future Ways of Working Forum*. A decade later, the company publishes *The Power of Workspace for People and Business*, written by Environmental Psychologist, Jacqueline Vischer, and Schiavello Principle of People and Culture, Keti Malkoski.

#THIRTY-FOUR

2005

Victoria Premier Steve Bracks officially opens Schiavello's new group HQ in Tullamarine; a purpose-built, 70,000sqm factory and office space which consolidates the company's divisions in one location. The company rebrands to coincide with the next stage of its evolution.



2006

#THIRTY-FIVE

Schiavello is industry recognised for many achievements including the 2005 Victorian Master Builder of the Year Award for the Group's new HQ. The same year Tony Schiavello is inducted into the Victorian Manufacturing Hall of Fame for his contribution to the industry, and three years later Schiavello Group follows. In 2012, the company is awarded Apprentice Employer of the Year at the Master Builders Association of Victoria Apprentice Awards.



#THIRTY-SIX

2006



A new signage and merchandising division is established. Key projects include promotional stands for the Commonwealth Games, Bendigo Bank ATMs and Virgin Blue self-service kiosks. The 'Blade' wayfinding system is developed for the new Royal Children's Hospital in Melbourne.

2007

#THIRTY-SEVEN

A deep passion for quality food and wine see's Schiavello partner with catering and event specialists Atlantic Group [v] and in 2011, together open seafood restaurant The Atlantic, at Crown Melbourne, headed by renowned chef Donovan Cook. The same year the company establishes Gioiello Estate Wines.



2007

#THIRTY-NINE

OFSC safety accreditation – the highest safety scheme in Australia – is achieved across the company's construction divisions. A further development of the company's Quality, Safety and Environmental culture sees the development and introduction of an integrated electronic platform established across the business in April 2016.



2010

#FORTY-ONE

Climate is released: Schiavello's revolutionary malleable workplace program that enables organisations, teams and individuals to shape the work environment to suit their specific needs. Able to re-mould as needs change; Climate replicates every major planning configuration of the past 20 years.



#THIRTY-EIGHT

2007

Schiavello's interest in property development escalates. Completed in 2011, The Artist, a multi residential property in Fitzroy, Melbourne, is developed in joint venture with PDG.



#FORTY

2009

A new generation leads the way for the company's future as Peter Schiavello is appointed Managing Director of Schiavello Group.



2013

Described by many as 'the project of a lifetime', Schiavello is awarded the role of Head Contractor for the Sydney Commonwealth Parliament Offices. An exceptional commitment to go above and beyond earns project manager Gisela LaPoint the 2013 National Association for Women in Construction (NAWIC) award for Excellence in Construction, Refurbishment and Fitout.

#FORTY-THREE



#FORTY-TWO



The Australian Red Cross Blood Service facility in West Melbourne showcases Schiavello's holistic approach and calls on property development, construction and furniture divisions. Tony Schiavello negotiates the sale of the 18,000m² building and warehouse, inclusive of major structural and services upgrades to meet level 8 earthquake-proof standards.

2013

#FORTY-FOUR

Tony Schiavello is honoured as a Member of the Order of Australia for his significant service to business; particularly in the manufacturing and construction industries.

#FORTY-FIVE

Schiavello pioneers health and wellbeing in the workplace with the release of Krossi; a sit-stand desk developed and produced in Australia. Both functional and aesthetic, Krossi supports connectivity between people and encourages flexible ways of working. Successfully released in Australia and overseas, brands such as Facebook and LinkedIn have adopted Krossi throughout Asia Pacific.



2014

#FORTY-SIX

Cleveland Clinic in Abu Dhabi represents the most significant healthcare project in Schiavello's history, involving the production of over 100 sea containers full of furniture and product for clinical and public spaces within the hospital.

2012

2015

#FORTY-SEVEN



Schiavello's passion for creating quality and inspiring living environments continues. Prima Tower and Abode318 in Melbourne are developed in joint venture with PDG and define urban living at its best. Architectural landmarks, they both leave an imprint on Melbourne's skyline.



2015

#FORTY-EIGHT

The company establishes its first offshore logistics operation in Malaysia to support expansion across Asia Pacific and to better service clients across the Northern Hemisphere.

2015

#FORTY-NINE

Schiavello completes its largest ever project in China. Over 5500 pieces of furniture are supplied at the new 31 storey Harbin Bank headquarters. More than 60% of manufacturing takes place on Australian soil.

2016



#FIFTY

SCHIAVELLO AND JOINT VENTURE PARTNER CROWN RESORTS PROPOSE TO BUILD AUSTRALIA'S TALLEST BUILDING AT 325METRES HIGH. PLANNING APPROVAL IS UNDERWAY FOR THE ONE QUEENSBRIDGE DEVELOPMENT IN SOUTHBANK; A 90-STOREY, SIX-STAR HOTEL AND RESIDENTIAL TOWER.



Latis freestanding bath

Omvivo have been designing and producing innovative bathroom pieces for 25 years. Their products reflect a persistent commitment to architectural design and quality.

The elegantly sculptural design of the Latis oval bath is inspired by the curvaceous lines of the round and rectangular Latis basins. Luxurious yet functional the Latis oval bath will enhance both contemporary and traditional spaces, delivering stunning design and necessary purpose.

OMVIVO
conscious living



www.omvivo.com
info@omvivo.com | +61 (03) 9339 8130

IN CONVERSATION OMVIVO CELEBRATES 25 YEARS



As the modern bathroom continues to fuse function with comfort, Omvivo celebrates 25 years of pioneering the design & manufacture of luxury bathroom products_

Founded in 1991 as Vetrosystems, Omvivo has been a long-time advocate of conscious living environments. Creators of timeless products such as the celebrated Washplane and Motif, the brand has established a considered collection of basins, bathroom furniture, baths and accessories, that combine the finest quality and the latest manufacturing technologies, with longevity-inspired designs for everyday use.

Since joining the Schiavello Group in 2001, Omvivo has further cemented itself as leaders in bathroom design in Australia and internationally. With a global presence that stretches to the US, UK and Middle East, for the past nine years under the guidance of Suzie Dyson, the brand has continued to expand its offering to a wider audience.

"Our aim is to produce a truly unique and luxurious product that proposes value in the form of superior quality, exceptional material selection and original design. We offer our discerning clientele a beautiful and innovative collection intended for both residential and commercial environments." Suzie Dyson -General Manager.

It's a collection that can be found in iconic locations across the globe from the Sydney Opera House, Eureka Tower, and the Emirates Golf Club in Dubai. An offering that has been specified by leading architects and designers such as Carr Design Group, Hassell, Cox, Bates Smart, Woods Bagot, The Buchan Group, Gray Puksand, Fender Katsalidis, Elenberg Fraser and Hecker Guthrie; and a range that has been praised numerous times, having won several Paris based 'Design and Design' awards as well as an Australian IDEA award and Staron® design award.

The Omvivo collection is one that is timeless and one that continues to evolve as bathroom design brings luxury back to an otherwise utilitarian space. The hugely successful Latis Collection will include a new addition this year with the release of the Latis oval bath. This elegantly sculptural piece follows the curvaceous lines of the round and rectangular Latis basins and offers more choice to ultimate relaxation destinations.

—
omvivo.com

//
Design has come a long way and the utilitarian intention of the past has given way to beautiful considered fittings and furniture. We focus on timeless design for longevity over fashion or trends, however; I'm very excited that Australians are much bolder with their choices in fittings and finishes for their contemporary bathrooms.

//
SUZIE DYSON, General Manager

PROFILE

THE SECRETS BEHIND HOW SOME OF THE BIGGEST NAMES IN AUSTRALIAN ARCHITECTURE & DESIGN HAVE MANAGED TO STAND THE TEST OF TIME AREN'T AS SURPRISING AS ONE MIGHT THINK. WHILE EACH ACKNOWLEDGES THE SIGNIFICANCE OF EMBRACING NEW TECHNOLOGIES, JUST AS IMPORTANT IS THE PRODUCTION OF QUALITY WORK, BUILDING A HEALTHY WORKPLACE ENVIRONMENT AND MAINTAINING EXCELLENT CLIENT RELATIONSHIPS. **LEANNE AMODEO SPEAKS WITH SIX INDUSTRY LEADERS WHO OFFER INSIGHT INTO THEIR PRACTICE'S LONGEVITY.**

— SCOTT WALKER _ Principal - Head of Design, Interior Design, HASSELL



For Principal – Head of Design, Interior Design, Scott Walker, who joined the design practice 14 years ago, HASSELL has stood the test of time because it's an organisation not dependent on a small handful of people. "We refer to ourselves as a 'collaborative stable of designers' and we have an internal framework that allows this diverse range of designers to flourish," he says. "Our organisational structure is non-hierarchical and so we're not solely reliant on one particular person at any given time." The resulting workplace environment is fluid and organic and the benefit to each individual is that their career evolves, regardless of whether they stay with the practice or decide to move on.

Originating in Adelaide, HASSELL has been in business for almost 80 years, currently boasting a total of 11 studios worldwide. During this time the number of employees has increased exponentially alongside the practice's growing international footprint. The goal has never been about simply amassing 'pins on a map' but, rather on building a positive workplace culture that supports and empowers its team members.

Expanding into the international market has broadened HASSELL's scope, in turn strengthening its business longevity. Its Australian studios service the local market, while also working internationally, and newer offices in China, South East Asia and the UK solidify the practice's presence in these regions, as well as contribute to its global business. Looking outwards is key to HASSELL's growth, as Scott reflects, "Our clients work across borders and

the best way for us to support them is by having a more global perspective on how we go about designing."

In recent years the practice has formally articulated its internal processes so the same design values are shared across each one of its studios. "Our staff are all talking the same design language," explains Scott. "So we can easily work between studios, which wouldn't be the case if each studio did the same thing very differently." The outcome is a true global studio in which open communication and streamlined business and design procedures ensure consistency across the board.

Technology has undoubtedly improved communication between the studios, with tools like video linking proving invaluable. But HASSELL has also embraced a more hands-on design approach placing greater emphasis on model-making in more of an effort to get design off the computer screen. The practice prides itself on having studios that are desirable places to be in, cultivating a workplace environment that encourages the best results from its team members.

hassellstudio.com

— ROSS DONALDSON _ Chairman, Woods Bagot



As Group Managing Director of Woods Bagot from 2006 until 2015, Ross Donaldson has witnessed significant highs and lows in the 148-year-old practice's recent history. He was appointed to the role of Chairman last year and believes Woods Bagot's longevity is due to a commitment to regularly refresh its business strategies. "In the past ten years we've grown to become a true global studio," he reflects. "The key is constantly reviewing the status of markets, our place in them and what we want to achieve as a result of those reviews."

While the practice now has studios across Australia, Europe, Asia, the Middle East and North America, it wasn't always generating the impressive revenue and profit it currently is. "We took a massive hit in 2008-09 because of the Global Financial Crisis," says Ross. "The company halved in size within six months." Woods Bagot had just expanded into North America and while it seemed the organisation would never recover, its turnaround was as equally dramatic. This is thanks to the studios' hard work two years prior to the GFC and the practice's ensuring show of resilience and agility in the face of economic adversity.

Decisions made by management during this period created a point of inflection that enabled business to take off at a very steep incline. The practice began focusing on the sectors it was good at and investing in talent development by securing access to the best recruits across the globe via the placement of its studios. Strategically growing its design

intelligence also became a priority, which involves building strong client relationships with companies such as Google and Apple.

The strategy feeding this design intelligence is something Woods Bagot refers to as 'TIES', an acronym for trends, innovations and exemplar. As Ross explains, "We're always looking at trends in specific market sectors, seeing what innovations are taking place and identifying the exemplar projects around the world that are expressing each of these." But most significantly, Woods Bagot has developed a strong knowledge base and research culture within its practice, underpinned by a commitment to inject 2% of their gross income into this area annually.

Research into digital technologies has given rise to their SUPERSPACE process (an integral part of their People Architecture vision), which utilises computational analysis to predict human behaviour, meaning data-backed decisions inform project outcomes. "It's a design capacity we're currently developing and increasingly starting to roll out," says Ross. "That's the new frontier of architectural practice."

woodsbagot.com

— DAN COX _ Director of Commercial Interiors, Carr Design



Carr Design Group doesn't believe in following the latest fashions and the modest-sized practice boasts a classically timeless portfolio to prove it. The Melbourne-based architecture and interior design studio was established in 1971 by Sue Carr and currently has a team of 45 people delivering projects Australia-wide. Interrogating site and context, a sharp attention to detail and well-resolved material selection underpins its consistently well-considered approach.

However, it was a decision to diversify across three core sectors – hospitality, workplace and residential – that's ultimately enabled Carr to ride the most challenging of economic waves. As Director of Commercial Interiors Dan Cox explains, "Offering diverse sets of skills across these different sectors has allowed us to stay very buoyant. It's not about being everything to everyone, but about concentrating on having expertise in these areas." More recently, Carr has expanded into the tertiary education sector, broadening this expertise even further.

While the practice may reject current trends, this doesn't mean it's not abreast of what's happening in the marketplace. "We have a strong focus on research and development and we pride ourselves on being across the latest advances, whether in technology, materials or leadership. So, for example, in the workplace sector, we're aware of new ways of working as they arise," says Dan. As a result, Carr's designers offer their clients research-based content in the form

of a design response that's current, providing longevity in both concept and expression.

Understanding the status quo in each sector and then pushing it as far as possible has long driven the practice's processes. Traditionally known for its interior design projects, the Carr body of work has expanded in recent years, signifying a turning point in the practice's growth. According to Dan, "This has happened in the last three years, where we've received significant architecture commissions that have allowed us to be considered for more large-scale projects."

The renovation of Australia Post's Cleveland Street headquarters in Sydney was of particular significance. Not only did Carr reimagine the traditional existing offices as a series of shared workspaces, but a new addition also allowed for greater engagement with the street and subsequent urban renewal. "Listening really carefully to our clients' brief in order to come up with something new has always been our approach," says Dan. "Then finding some level of connection back to site and the context in which the project sits, coupled with new thinking informed by research and technology, is the basic recipe for what we do."

carr.net.au

A M A S T E R C L A S S I N L O N G E V I T Y

—
ROGER POOLE _ Current consultant
& former Chairman, Bates Smart



As one of Australia's oldest design practices, Bates Smart continues to deliver a balanced combination of design quality and thoroughness, informed by the notion that the client, at the end of the day, always comes first. Former Chairman (before his retirement last year) and current consultant to the 163-year-old practice Roger Poole, credits these attributes with keeping Bates Smart on the leading edge of good, contemporary architectural practice from a global perspective.

While Roger acknowledges there's been a total transformation in technology, which Bates Smart has completely embraced with in-house technology specialists, he also believes the practice's success is due to its investment in understanding human behaviour. "We haven't lost track of the fact we're a contemporary design practice with essentially a Modernist core," he explains. "And a part of Modernism not often recognised is the appearance of a social conscience, where design is seen to be primarily for the benefit of people and for creating better lives; the Bauhaus, for example was all about creating better housing for ordinary people."

This ethos is expressed through the practice's highly regarded work in hotels and hospitals and increasingly, multi-residential and aged care. Bates Smart's designers have been able to bring what they've learnt from one sector over to another. "Our hospitals, for example, are different because we also design hotels," says Roger. "Employing the design sensibilities you have to use in a temporary housing situation such as a hotel actually helps us to design much

better hospitals, because we understand how people think when they voluntarily check themselves into accommodation."

For Roger, a recent major turning point in Bates Smart's development was its design work on Melbourne's Royal Children's Hospital (in joint venture with Billard Leece Partnership), because it demonstrated they could handle a task of great complexity and sensitivity while working to a rigorous brief. The contract also exemplified the practice's approach to project work as a series of partnerships with clients, consultants, engineers and specialists that has become better integrated over time.

Bates Smart is in continuous evolution and Roger believes the moderate scale of the business (around 225 people) is an advantage. "We tend to like the idea of having two concentrated core studios in Melbourne and Sydney," he says. "That's our point of difference; we're not too big, but we're big enough to undertake almost any job."

The two studios have vast capacity, working predominantly on projects in Australia, but also in Asia, Europe and the UK. Roger attributes the practice's success to having good architects and good interior designers who love working on new challenges. The elegantly distinguishable Bates Smart DNA is evident in their site-specific responses and appropriate material expression.

batesmart.com

—
PHILIP COX _
Founder, Cox Architecture



Ask Philip Cox the secret behind Cox Architecture's almost 50 years in business and his answer is simple. "We do quality work," says the multidisciplinary practice's founder. "But most importantly, we've been able to design buildings that are functionally efficient and have answered clients' different brief requirements, which has encouraged our architecture to be sustainable on so many different levels."

While Philip established the practice in Sydney, it has expanded to also include studios in five other Australian capital cities. These localised openings were necessitated by major commissions in each State, such as the Australian Institute of Sport Aquatic Testing and Training Centre (AISATTC) in Canberra and Rod Laver Arena (formerly National Tennis Centre) in Melbourne.

"So that was how our studio empire developed in Australia; it was through the invitation of major clients who had the confidence and desire to use us for large-scale architectural work," he says. Cox Architecture now also operates out of Malaysia and the United Arab Emirates, having been invited into each of these countries. Waiting for an invitation instead of going in uninvited has proved advantageous in allowing the practice to hone its specialisation and offer expertise to those requesting it. "We're also trying to establish a national identity in whichever country we're working in by trying to be evocative of the culture," explains Philip.

Projects like AISATTC launched Cox Architecture's design reputation for large-scale public buildings and structures, and it also forced the

practice to embrace new material technologies in order to keep ahead of the field. Bricks and timber have been replaced with steel and complex explorations into how massive structures can be expressed to achieve lightweight outcomes are what Cox Architecture excels at.

New technologies have undoubtedly changed architectural practice within recent years, although Philip questions whether the quality of hand-drawn concepts has diminished in the transition. The one thing he doesn't query is the many new opportunities that have presented themselves as a result of programs like Rhino, where three-dimensional geometries do what the hand never could. For Philip, utilising these advancements is just as important as understanding the technicalities of a building's construction.

Philip still works across each studio and is involved in the initial design stages of new projects. It's a business model that ensures consistency and a cohesive attention to detail that doesn't seem to be wavering anytime soon. For all the design changes the practice has made, its attitude has remained unchanged. "Sustainability, technology and structure are important, as is the incorporation of art," Philip says. "But the poetry and craft of architecture is equally important."

coxarchitecture.com.au

—
PETER GEYER _ independent consultant
& founder of Geyer Design



Peter and Sandy Geyer's decision to progressively sell their interior design practice Geyer Design between 2000 and 2009 to their top 22 employees surprised many in the industry. But their primary motivation was ensuring the longevity of its business and in order to do so, they felt it necessary to make way for the next generation. As Peter explains, "We wanted them to feel truly empowered and energised, without Sandy and I overseeing them on a day-to-day basis."

This changing of the guard was a key turning point in the growth of Geyer, as was the practice's contract win for Westpac's Sydney headquarters in 2003. The ambitious 75,000sqm project (undertaken as primary consultant in collaboration with HASSELL) allowed the new wave of employees to prove the practice was in good hands. Which they undeniably did.

These days, the practice is almost forty years old, operating from six studios across the Asia Pacific region, and Peter Geyer since leaving the practice he co-founded with Sandy, now operates as a totally independent consultant, utilising his extensive strategy-focused knowledge base. While he acknowledges creating a studio structure enabling people empowerment is crucial to progress a business, it's just part of the bigger picture. "Practices need to have a clear, well defined workplace culture built on seeking and achieving excellence," he says. "Having a core of people who drive that culture is important, as is continually proving your competence over time."

According to Peter, design practices

also need to make continual adaptive changes if they want to stay ahead of the game by encouraging aggressive evolution internally, with new and improved services and products. He also believes practices should challenge their clients to align projects directly with the clients' own business strategies. It doesn't matter whether the project is a major relocation or minor renovation; utilising a strong strategic 'front end' on a project gives rise to a robust brief, eliciting an incisive design solution more likely to be sustainable in the long term.

Peter emphasises the need for practices to embrace technology to improve their market relevance and efficiency. If being profitably successful is the goal, then practices have to offer even more value today than they did yesterday. Being proactive with integrated technology is an obvious value-add involving, for example, employing highly skilled specialists in-house. "This means the practice can resolve design approaches that embody technology strategies and solutions, while also offering a better client-facing approach to design and technology," says Peter. "I believe an integrated design and IT service, done superbly, can wrest back the 'front and centre' position design practices need to do sustainably valuable work."

SERVICE STUDY HERITAGE GLASS



PART OF THE SCHIAVELLO GROUP, HERITAGE GLASS SPECIALISE IN THE DESIGN, SUPPLY, INSTALLATION & CERTIFICATION OF GLASS & ALUMINIUM FOR COMMERCIAL BUILDING PROJECTS.

Heritage Glass has the capability to provide end-to-end service, from design and construct, through to sourcing and installing for a wide array of architectural and building requirements. With in-house engineering capabilities, the Heritage Glass design and technical centre can supply engineering drawings, computations, certification and shop drawings, to ensure that what has been designed can be built and installed.

Heritage Glass has the experience and knowledge to design, source and install:
Façades // External & Internal glazing // Curtain walls // Partition systems // Cladding // Splashbacks // Frameless shower screens // Roofs & canopies // Balustrades // Glass floors // Complex geometric windows // Aluminium windows & fittings // Mirrors // Aluminium sunshades //

PROJECT // S.T.K APARTMENTS, ST KILDA



PROJECT_TASMANIAN MUSEUM-AND ART GALLERY

Finding your way.

Schiavello Signage -
Creating a common language
in the built environment.

THINK!

LEADERS IN AGILE WORKPLACES

Keti Malkoski // Principal — People & Culture

Alternative ways of working are certainly on the rise, but for such spaces to flourish, the spotlight is on middle management to champion change from the frontline.

For any manager in any workplace environment, a leadership strategy that constructively impacts on employees is an effective one. When a working environment changes though, from say traditional to flexible, or agile, middle managers and their strategies are most affected. At the forefront of the change process, middle managers are needed to not only support and motivate employees to be change-ready, they themselves need to adapt to a new environment with limited visibility of day-to-day employee performance. However, navigating this process shouldn't be a solo mission. With the right education and training, leaders will be better equipped to address potential challenges and barriers and better adapt to new ways of working.

Space

Are there adequate spaces to support their people and work?
How will staff adapt to the new physical environment and work settings?

Technology

Is technology sufficient enough for employees to communicate in the digital environment. How reliant will they be on the digital environment and do they have the tools to support this?

Processes & Procedures

Can processes be altered to better suit the new agile workspace and employees who 'work from anywhere, at any time'?

Trust

One of the greatest resisters of change in agile environments is a lack of trust – explicit or implicit trust. Employees and teams need to feel trusted, especially by their leaders, to work the way that they need to work with autonomy and empowerment.

..... the transformational leader

In a shift to an agile working environment, an effective leader is an agent of change. By adapting a transformational leadership style, with a strong focus on relational competencies, transformational leaders will achieve higher levels of success as they have a stronger focus on their people and interpersonal relationships. Emotional and social competencies are most important for transformational leadership behaviours as leaders must consider the individual needs and abilities of their employees, and then manage the work and relationships based on this understanding.

Key to transformational leadership is an understanding of:

Emotional Intelligence

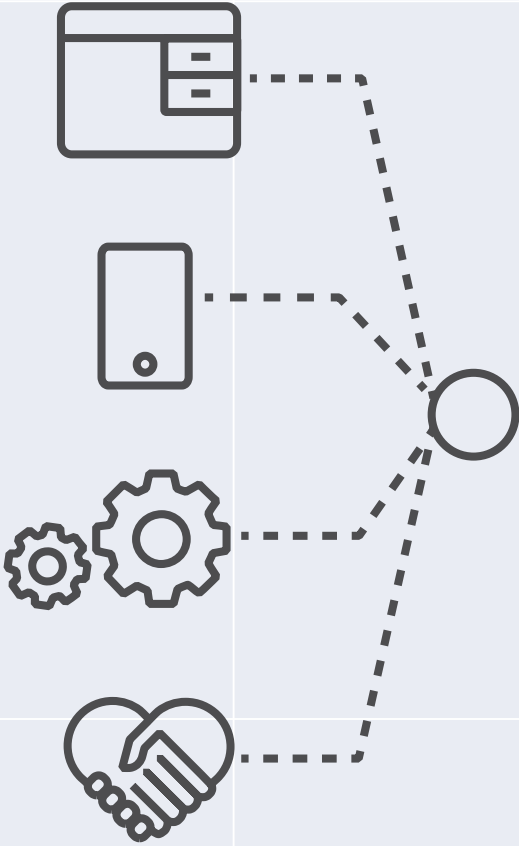
This encompasses the ability to understand and manage both your own emotions, and those of the people around you, whilst also having the self-awareness to know how your emotions and actions may affect others. Having empathy is now recognised as a critical component of a successful leader. The ability for a leader to be able to put themselves in the situation of others will enable them to better understand the needs of the team. A leader with a solid understanding of people's goals, strengths and weaknesses will be able to develop, challenge, mentor and coach employees to succeed. The ability for a leader to personalise interactions will encourage two-way communication with constructive feedback.

Millennials

It is important for a leader to acknowledge that each generation's expectations of the workspace are different. Millennials want there to be a focus on better ways to measure performance, rather than the traditional productivity measure of presenteeism. This younger generation of workers want key performance indicators and frequent, informal feedback allowing for better communication with managers. In order to successfully lead millennials, middle management need to be achievement and result-focused, reinforce flexible behaviours and be open to knowledge sharing.

Fundamentally, a leader that is successful in a traditional working environment should also be successful within an agile workspace. Any effective leader in today's workspace will cultivate a culture of trust and open collaboration; foster a sense of belonging through connectivity; and recognise individual differences and diversity.

A successful leader will understand that relationships and connectivity are imperative to a successful team, regardless of the physical work environment.



OCCUPANCY MONITORING TO TRACK OR NOT TO TRACK

Jessica Capolupo // Schiavello International

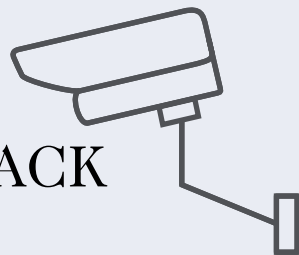
If real estate is the second highest cost to a business, then unused space is the peril of any organisation striving for greater efficiency. But for any business looking to reduce the bottom line, are occupancy sensors the key to uncovering the truly efficient workplace, or are they an invasion of privacy?

Gone are the days when we were content with apparatus such as motion sensors that could cut lighting electricity usage by as much as 30%. In the quest to better understand how space is being used, we demand such devices to tell us more about workplace behaviour.

Increasingly in Australia, occupancy monitoring is being introduced as a means to make fact-based decisions about space usage, and is becoming a useful tool for organisations that are considering, or wanting to post-evaluate workspace change. Sensors that collect data are taking note of our movements in all kinds of ways, from watching our meeting rooms and break out areas, to being integrated into our desks and chairs – all in the name of assessing workplace efficiency.

"With the rise of flexible and mobile working, being able to accurately measure space usage is increasingly complex," says Raffaele Tigani, Director-General Manager of Schiavello International. "Quantifiable data helps businesses make sound real estate and furniture decisions." adds Mr Tigani.

While cost and efficiency are two key drivers for such tracking, so too is the desire to create healthier workplaces. Professor David Dunstan from the Baker IDI Heart and Diabetes Institute notes that tracking has been instrumental in



studying the negative implications of sedentary behaviour at work. "Studies already show that too much sitting is linked to an increased risk of heart disease and type 2 diabetes," says Dunstan. "Obviously staff consent is needed, but if an organisation can uncover even more about employee behaviours, and put that knowledge to good use, it can only add value to workplace wellbeing," says Dunstan.

But earlier this year, the introduction of such devices without prior knowledge on desks at Britain's Daily Telegraph caused such outrage, monitors were quickly removed. While some businesses are alleviating this obtrusiveness by using heat mapping – where overall movements are tracked rather than recording an individual's activities – Schiavello Principal of People and Culture, Keti Malkoski, warns that organisations must align the collection of data to strategy and must maintain an open dialogue with staff. "Organisations need to understand how to leverage data to improve workspace effectiveness. Employees also need to see some benefits to their working lives to be comfortable with monitoring," says Malkoski.

Workplaces will forever explore innovative ways to achieve greater flexibility, efficiency and productivity. As we respond to changing climate conditions, trends, and technologies, we will continue to ask 'How can we better use space? How can we redesign, relocate or reconfigure with little expense and inconvenience?' It's important to remember, that although robust methods of collecting hard data such as occupancy sensors can unlock better informed decisions and savings, they can come at the cost of employee trust if not implemented wisely.

WHAT MAKES A SUCCESSFUL HOTEL PROJECT

Daron Johnson // Schiavello Construction

With the falling Australian dollar, the nation's hotel industry is growing at an impressive rate. As global investors look to cash in on our tourism goldmine, the pressure is on existing establishments to upgrade their offerings to stay competitive. Schiavello's in-house hotel and hospitality specialist, Daron Johnson, gives his top eight tips for maximising the value of your hotel project.

1 A STRONG BRIEF

This is by far the most important part of the entire process – the initial brief. You need to work closely with the client to understand their key drivers: what is it exactly that they're trying to achieve? How does this fit into their long-term strategy? Is it about increasing the star rating, attracting a broader clientele, or simply increasing commercial return? This information forms the foundation for the entire project; the more comprehensive this is, the more likely the project is to succeed.

2 ENGAGING CONTRACTORS WHO KNOW THE INDUSTRY

Hotel refurbishments are unique and require specialist knowledge, that's why it's important to partner with quality designers, architects, contractors and suppliers who understand the industry and have relevant experience. The right team can help guide clients through the process, from concept through to construction, and should have a proven track record in successful hotel refurbishments.

3 UNDERSTANDING THE DIFFERENT OPERATIONAL REQUIREMENTS

This process takes time and involves engaging with a number of different stakeholders – not just senior management. It should include duty managers, front of house, food and beverage staff, maintenance, housekeeping, etc. They're at the coal face of the business and can provide valuable input into the day to day operation. Their unique needs will need to be factored into any successful project.

4 STRATEGIC PROCUREMENT

The strategic procurement process can provide significant cost savings when you factor in economies of scale. This process includes supplier selection, supplier relationship management, pricing and terms negotiation and volume aggregation. In addition, by offering viable design alternatives you can save money without compromising the overall design intent.

5 PROGRAMMING TO MINIMISE DISRUPTIONS

Hotels aren't your typical construction site and working hours will differ greatly. The biggest challenge is how to minimise disruptions to ensure guests aren't impacted while works are underway. Effective programming and mitigation strategies will consider the requirements of both guests and staff alike, avoiding noisy works before 9am, during lunch hours and after 6pm.

6 TIMING YOUR PROJECT TO MAXIMISE REVENUE

If you're planning hotel works, it makes sense to commence these during the quieter winter months. Key events like the AFL Grand Final month in Melbourne are also big business for hotels, so check your local events calendar before scheduling major upgrades.

7 QUALITY FINISHES THAT LAST

While quality means different things to different people, in the hotel game there are a number of non-negotiables, including functionality, the absence of defects, performance, durability and fitness for purpose. These specific standards should be defined and prioritised early in the project to ensure a finish that lasts.

8 ONGOING SUPPORT AND COMMUNICATION

A successful project relies on ongoing operational support and effective communication. Hoteliers should be able to think of the contractor like a quality concierge who's there to provide specialist advice and assistance during the project and beyond. This will ensure that guests enjoy their stay and the hotel project is a five star experience.



PROJECT UPDATE

L7/15 WILLIAM STREET

CONSTRUCTION | PRODUCT

In an ever competitive office market, physical space conceptualisation is a useful tool to attract a diverse range of new occupiers. Asset owner Deka Immobilien, together with asset manager CBRE, appointed Schiavello to guide the purpose and design of a model example at 15 William Street; a space that optimises the future of working.

At the forefront of creating spaces that meet new market demands, Schiavello's profound knowledge of workplace trends and worker types resulted in a space that aims to increase productivity by promoting collaboration and creativity. Composed by Techné Architecture + Interior Design, it freshly reflects Melbourne's iconic laneway cafe culture.

"Techné is recognised for design solutions focused on user experience and place making. The urban aesthetic of a laneway, exposed ceilings with concrete floors, and black steel-mesh screening are paired with the natural beauty of timber to create a sense of place," says Gabriella Gulacci, Senior Associate at Techné.

Reminiscent of ACDC lane, art installations by Dan Wenn of 90Degrees Graffiti were also incorporated on red brickwork. Ensuring on-target budgets were met, Schiavello value engineered throughout the entire process.

An array of Schiavello products also reinforce the diverse range of work spaces and work types on offer. Climate workstations fill open-plan areas and are offset with Kayt Quiet's for teamwork, whilst wellbeing is acknowledged with the inclusion of height-adjustable Krossi workstations. Privacy havens are realised with the likes of Kayt Village Nooks surrounded by luscious Vertical Gardens.



WT PARTNERSHIP

PRODUCT

When WT Partnership relocated behind the bustling Barangaroo precinct in Sydney, the international award-winning cost management and consultancy firm wanted to be closer to clients. The firm also wanted to challenge their current working culture by creating an office that looked nothing like an office.

Already receiving critical acclaim globally, the 5 star-designed workplace crafted by PDM International is a mountainous landscape that combines biophilic design with activity-based working ideologies. A strategic briefing process identified 12 guiding principles for the blueprint such as fostering WT's 'one family' vision and creating an interconnected environment that encourages interaction and knowledge sharing.

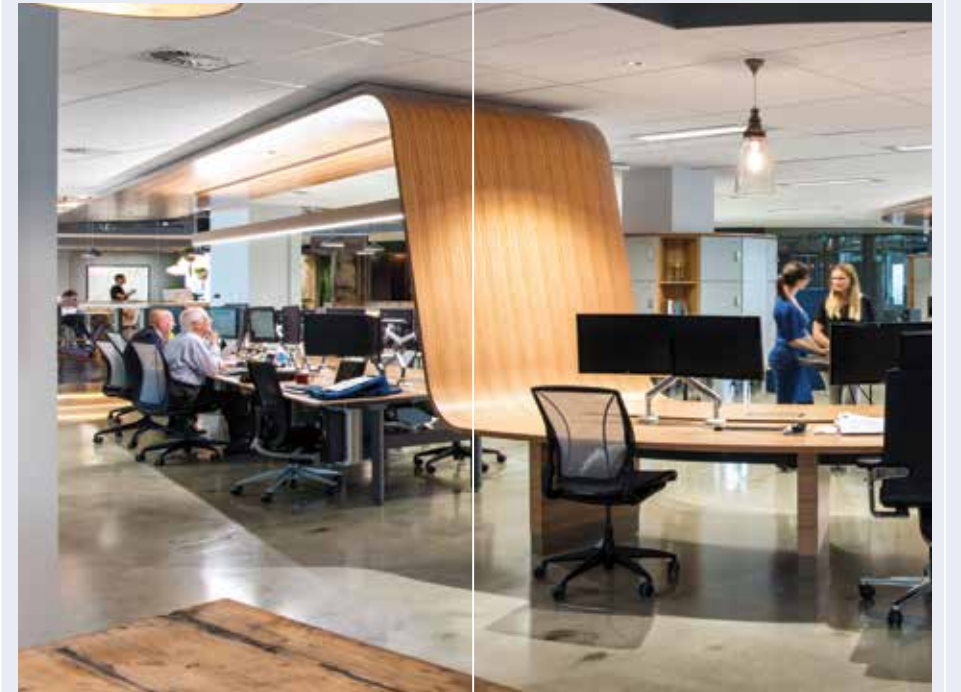
The result is a rainforest-inspired space led by an undulating ribbon of unassigned workstations. The continuous desk weaves through a variety of agile environments such as the central innovation hub, cocooned privacy sanctuaries, the oceanic social hub, and media bars – where users can access Humanscale Liberty Mesh bar stools.

The continuous desk is made up of bespoke joinery and nodes of customised Krossi workstations featuring recycled timber tops. Australian made, green credentials and bespoke cable management attributing to their procurement; literally only one cable is exposed at each work point.

"Fully resolved cable management is increasingly important in agile environments where people demand 'plug and play' solutions. The result devised in collaboration with Schiavello was intuitive and clean," says Michelle Viret, Associate Director, PDM International.

Encouraging movement also important to improving staff health and wellbeing, a proportion of desks are height-adjustable. Furthermore, the inclusion of custom planter boxes supports the idea to connect nature with man-made environments.

"We've had an overwhelmingly positive response to the new workplace which represents our innovative future. It encapsulates our values and provides an agile space that encourages openness, trust and a sense of belonging," says Gary Mayor, WT Partnership Associate.



L27 GOVERNMENT MACQUARIE TOWER

CONSTRUCTION | PRODUCT

Governor Macquarie Tower has reinvented itself to meet the changing demands of the commercial market, with new purpose-built offices to suit the more nimble occupier.

Co-owned by DEXUS Property Group, GPT and the Lendlease managed Australian Prime Property Fund Commercial, the premium office asset is now best-positioned to meet the needs of the new market, improve vacancy rates and attract new clients.

Schiavello Construction was engaged by the co-owners to create a design brief and new office product for level 27. Schiavello worked closely with leasing team Cadigal, to create a brief that was reflective of current market trends and tenant requirements. The result was a floor plan split into six separate, uniquely designed tenancies, ranging from 120m2 to 255m2 that focus on adaptability, flexibility and durability.

Constructed by Schiavello, each tenancy features all the essentials of a custom-designed office. All tenancies come with a reception, boardroom, meeting room, private offices, kitchen, breakout area, open plan and collaborative work spaces, and utility storage areas. Quality finishes and joinery were executed to the exacting standards required of the premium building. In addition, the project entailed base building works.

Schiavello also customised furniture solutions to complement the individual, flexible and contemporary identity of each tenancy. Krossi workstations and Marina meeting tables were powder coated in black and white, blonde timber Toro stools were supplied for the break out areas, and planter boxes were integrated into tambour storage units for their productivity encouraging attributes.





Tango.

A light and elegant table,
developed by Schiavello in Australia,
designed by Ivan Woods.

SCHIAVELLO.COM/TANGO

AUSTRALIA NEW ZEALAND CHINA SINGAPORE UAE

50
1966-2016
schiavello

DETAILS TALKS ABOUT THE HAPPENINGS
IN & AROUND THE SCHIAVELLO GROUP,
& THEIR INVOLVEMENT IN THE INDUSTRY

DETAILS
NEWS



PROPOSED
ONE QUEENSBRIDGE
UNVEILED

Schiavello and joint venture partner Crown Resorts have announced that British firm Wilkinson Eyre has been appointed as principal architect for the proposed One Queensbridge development in Southbank.

Planning review is underway for the proposed tallest building in Australia, which at 90-storeys high will comprise a new 6-star, 388 room luxury hotel and 708 luxury, high-end residences, in addition to a rooftop bar, upgrades to Queensbridge Square and sculptural pedestrian link.

The development is poised to become a truly significant building for Melbourne and will contribute to the city's evolution as a world-class tourism destination.

INVESTING IN EMERGING
QUT DESIGN TALENT

An innovative office design created by a Queensland University of Technology (QUT) Design School student is about to become a reality in a Queen Street Central Plaza building with two industry leaders investing \$350,000 to showcase the work.

Third year student Anna Carter won a design competition run by Central Plaza owner ISPT and Schiavello in Queensland. Now she is working in the real world to bring her design to life at ISPT's premium office tower. Once complete, ISPT will invite existing and future customers to trial the 500m² space. It will also look to partner with industry groups to host events and functions to showcase the space.



PRIMA TOWER
UNLOCKED

Back by popular demand, Prima Tower will once again open its doors for Open House Melbourne across the weekend of 30-31 July.

After tours for the Schiavello and PDG development sold out in record time in 2015, the invitation to participate for a second year running is testament to the building's already-found iconic status.

With Melbourne's population predicted to reach 6 million people by 2032, the demand for multi-residential housing is only strengthening. Visiting Prima Tower is a great opportunity for anyone wanting to explore one of the finest examples of multi-residential living in Melbourne.

In its ninth year, Open House Melbourne is a free event which aims to connect anyone with an interest in design with some of the city's finest buildings and architecture. More than 100,000 people are expected to visit 140 buildings across the weekend.

For more information, visit:
www.openhousemelbourne.org



THAT'S
A WRAP

DENFAIR, Australia's most exclusive design trade event, has again inspired the design community with a three-day curated event held across 2-4 June at the Melbourne Exhibition Centre.

Showcasing the latest in furniture and design, lighting, and textiles from over 300 brands, the premier exhibition presented a strong focus on emerging and established Australian design talent.

Schiavello design house MAP International, debuted the new RIB chair at a standout display. The 'technical' themed stand focused on the exceptional design, manufacturing quality and engineering strength of the elegant and lightweight stackable chair. In addition, visitors had the opportunity to get up close and personal with designer Chris Connell.

A jam-packed program also saw Schiavello Principle of People and Culture, Ketí Malkoski, join Gavin Harris of futerspace and Bradford Gorman of Gorman/Birrell for 'Workspace Beyond 2016: A panel discussion on the future of workplace'. The insightful discussion examined the challenges and strengths of the future workplace and delved into topics such as technology, people and employee wellness.

Doubling in size since launching last year, DENFAIR continues to provide an unprecedented platform for the interior and design industry to connect.

2016 IDEA
GOLD MEDAL

Schiavello is the official sponsor of the 2016 Interior Design Excellence Awards (IDEA) Gold Medal. The event's most prestigious award, the IDEA Gold Medal recognises the achievements of an individual who has made a significant and lasting contribution to the Australian design landscape.

The partnership reinforces Schiavello's long-standing commitment to Australian designed and manufactured furniture. The winner will be announced at the IDEA Gala in November.

ASIA
EXPANSIONS

Schiavello's exclusive partnership with Bene has now extended to South East Asia. After successfully partnering in Australia and New Zealand in 2015, the expansion offers Asia clients the unique opportunity to experience a leading range of innovative products and concepts.

Schiavello is also pleased to announce dealer partnerships have been established with Aijesda in Hong Kong and Inscape Design in Seoul.

As advocates of design excellence, quality, and a service-orientated delivery network, the expanding presence solidifies our commitment to better support global clients throughout Asia.

For contact details, visit:
schiavello.com/about/location/

TOUR DE
SOUTH
AUSTRALIA

Inspired by their involvement with the Department of Environment, Water and Natural Resources (DEWNR) on their new, 6 Star Green Star workspace in Adelaide, Schiavello South Australia is launching its own in-house Green Star initiatives.

Over the coming months, staff and contractors will don the Lcyra and hit the streets of Adelaide on brand new Schiavello bicycles.

The more sustainable means of inner city transport will aid Schiavello South Australia in substantially reducing its carbon footprint whilst encouraging better health and wellbeing practices.



TAKE A LOOK AT THE LATEST PRODUCTS
YOU NEED TO KNOW ABOUT, FROM
YOUR HOME TO THE OFFICE

PRODUCT NEWS

SCHIAVELLO TALKS

FOCUS

Focus is a curated selection of soft barriers and booths that provides a quiet refuge for a private conversation or to reflect. Lack of private areas is a key shortcoming of many activity-based workplaces. Providing a place for easy communication or retreat and relaxation, Focus creates an ideal working space for concentration, even within high traffic open plan areas.

Empowering the user to choose the space they need, the units come equipped with power and data connections and an expanding range of accessories including signage blade, coat and bag hook and a splash back available in a variety of finishes such as leather or pinable board. An innovation in the furniture sector, Krossi height adjustable tables brings sit-stand work surfaces to Focus

Formed using an engineered cross-laminated timber process, the refined forms of Focus helps organisations to optimise their real estate by delivering a streamlined workspace. Available in a variety of intelligent configurations and appealing finishes, Focus transforms under-utilised in-between spaces into desirable destinations.

Available through Schiavello, visit: schiavello.com/Focus



VERTICAL GARDEN

The contemporary and environmentally conscious Vertical Garden, designed by Joost Bakker for Schiavello, has been developed to improve workplace performance and culture. Extremely space efficient, Vertical Garden is a grid system that allows numerous potted plants and objects to be arranged in freestanding columns or walls, dramatically transforming any space. Infusing an industrial sculpture with living plants, Vertical Garden is an architectural highlight that creates a raw and organic feature for corporate, residential, retail, hospitality and event environments.

Available through Schiavello, visit: schiavello.com/Verticalgarden



KARO

Karo is an honest ottoman range, designed by Ivan Woods for Schiavello. Karo's subtle angles and candid functionality is suited to living and working environments. Available in round, square or rectangular and a range of sizes, Karo is complete with a top stitch detail creating a tailored look.

Available through Schiavello, visit: schiavello.com/Karo

OMVIVO TALKS

C DESIGN

Originally designed in collaboration with Carr Design, the C Design expands its collection with a wall hung basin offering in 2016.

An uncomplicated and flexible design, the C Design wall hung basin will suit any modern bathroom. The Micro 485 compact size is highly adaptable and ideal for small powder rooms, while the 1330 double & 1620 double configurations provide optimal flexibility that are suitable for all bathroom types from residential to commercial projects.

Manufactured from solid surface, all designs have a smooth matt finish that is exceptionally hard wearing, durable and are also available with softskin options.

All configurations can be wall mounted or installed with the corresponding CDesign furniture with wall or hob mounted taps. For ultimate flexibility, they can be supplied with or without tap or fixing holes and are supplied with polished chrome pop up plug and wastes and wall basin fixing bolts.

Available through Omvivo, visit: omvivo.com



TANGO

Light and elegant, Tango's angled leg frame and slender tops define its airy aesthetic and sense of movement. Proudly made in Australia, Tango features a slender 5 mm thin aluminium top coupled with a 8 mm wire base that uses minimal material while retaining strength.

Available through Schiavello, visit: schiavello.com/Tango





Vertical Garden.

A decorative garden wall,
developed by Schiavello in Australia,
designed by Joost Bakker.

SCHIABELLO.COM/VERTICALGARDEN



AUSTRALIA NEW ZEALAND CHINA SINGAPORE UAE

