RP1009:

# CLOSING THE LOOP

# INFLUENCES ON TENANTS TO IMPROVE PERFORMANCE IN LOW CARBON, HIGH PERFORMANCE BUILDINGS?

This study evaluates the environmental potential of office buildings on employees' performance, establishing how they will perform under ideal circumstances based on design information and management processes.

### 1. RESEARCH GAPS

Investment in the triple bottom line





-Professor Vivian Loftness

### 2. WHAT ARE WE DOING?

To analyse building occupants sustainability-related attitudes and behaviours

To explore the design specific attributes that enhance occupants' satisfaction and productivity

To understand whether workers are utilising the green features of the building to its full capacity

### 4. METHODOLOGY:

# **Systematic Review**

Explored the gaps between theory, research and implementation to gather evidence through Systematic Review as well as enquire what works and what does not for managers' influences in low carbon high performance buildings



#### The need for Systematic Review

• There is a lack of clarity around the rigour of existing studies in the area of management's interventions in low carbon building

3. RESEARCH ?

"What is the impact of low carbon, high performance buildings on employees' productivity and well-being?"

Focuses on:



Social, organisational, psychological, behavioural improvements to green building design

5. SR **STEPS** 

Define problem, question

Gather internal evidence to check relevance

Check and appraise external evidence

Consider the views of stakeholders

Making a decison integrating the rest steps

### 7. CONTRIBUTION

- Theoretical: Applying TPB in low carbon, high performance buildings
- Methodological: Customising Systematic Review method for behavioural studies
- Practical: Managers role to improve occupants' performance

**Performance** 

**Outcomes** 

## 8. Next steps...

#### **Linking organisational research and Post Occupancy Evaluation**

- How much of the performance improvements attributed to green building are actually green building related versus those due to organisational culture/workplace design
- •What are the potential performance gains to be made from better integrating green building design with workplace design and organisational culture at the outset of design?
- •What kinds of demands will this integration place on owners, designers, managers and users in future office buildings?
- What changes are necessary in post occupancy evaluation to explicitly take into consideration cultural and contextual factors?

## 6. RESULTS

Attraction and retention

Leadershi

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Training

and Awareness

Employee Engagement

Commit

Feed

back

Employee Economic Performance

Employee

Environmental

Performance

**Organisational functions** influencing employees'

A research initiative by:

Our Industry Partners:

behaviours

**Brand** Image

Green Teams

and Benefits

For more information or to participate in the research, contact:

### Subha Parida

**Curtin Business School** E: subhadarsiniparida@curtin.edu.au It's no longer enough to design and build a project but to understand whether it works as intended!

The business case of low carbon, high performance office buildings : Not how green the building is - it's how you make it green!!!

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