



How to Support Return-to-Office With Nature-Based Solutions



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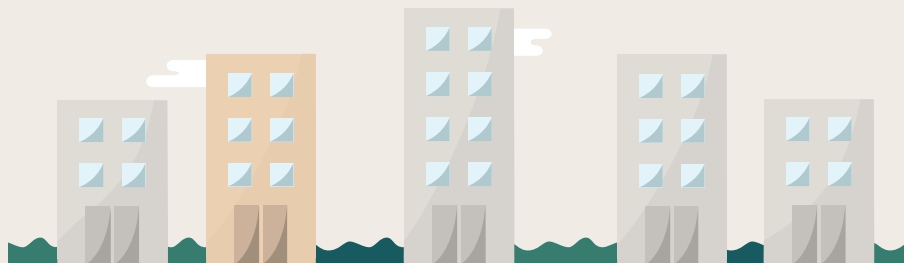
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Creating the kind of office employees *want* to return to

The world has changed. Just a few years ago, remote work was a novel concept. In the time since employees have been forced to work remotely, many of them have seen its advantages. Many are asking themselves, “if I can do my job effectively at home, why would I go back to the office?”. According to Forbes, 97% of employees don’t want to return to the office full time, highlighting how important it is to create an attractive work environment for employees.



Therein lies the challenge. **As an asset manager or employer, how can you drive that desire to come back to the office?** What can you offer to employees that they wouldn’t be able to get at home? How can you rebuild a strong **office culture**, support **work-life balance**, and prioritize **wellbeing**?

This guide will:

- Introduce the concept of nature-based solutions and their advantages
- Share some of the top factors employees are looking for in a workplace and the ways nature-based solutions can meet these needs
- Highlight two properties that have benefited from implementing nature-based solutions

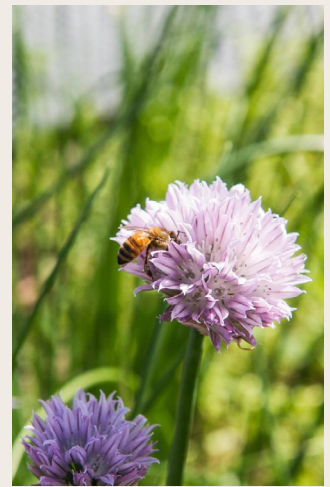
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What are nature-based solutions?

Nature-based solutions (NBS) are defined as actions to protect, sustainably manage, or restore natural ecosystems, to the benefit of biodiversity and human wellbeing.

Examples include:

- Green roofs
- Sustainable landscaping
- Tree planting
- Coastal habitat restoration



What are the advantages of adopting these solutions?

NBS can **support biodiversity**, **keep cities cooler** by fighting the heat island effect, and promote the **health and wellbeing** of city dwellers. There are many opportunities for property managers to benefit and drive value from NBS. Many solutions put **tenant wellness** at the forefront, making the building more attractive to current and future tenants. Stakeholders are increasingly expecting proof of a property's actions on **nature preservation**, which means implementing these solutions can open up **greater access to venture capital** and additional revenue streams.

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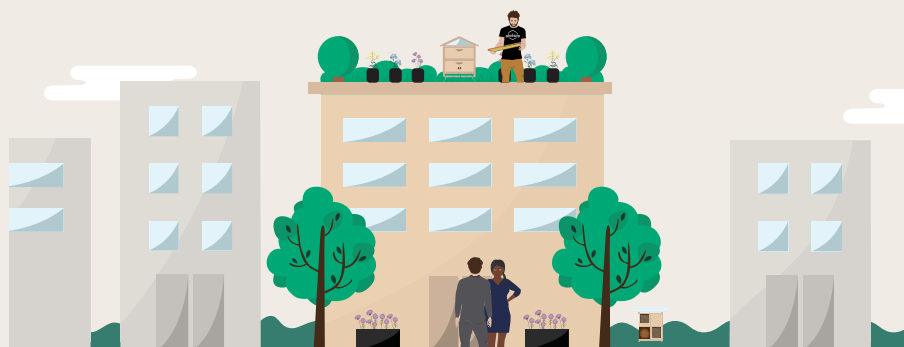
What makes an attractive office?

Now that many employees have the tools they need to perform their roles remotely, going into the office each day is no longer a necessity. To promote the return to the office, employers and property management teams need to do more to create an engaging work environment where employees see value in going.

Top factors employees look for in a workplace

- Social interaction
- Learning opportunities
- Health and wellbeing amenities
- ESG (Environmental, Social, Governance) transparency
- Work-life balance

Employees who report high levels of wellbeing are 2.5x more likely to say they can do their best work.



Nature's solution

Nature-based amenities can play an important role in creating an experiential workplace. Some of the most successful amenities include those that serve the following purposes: activate spaces for experience and socialization, support ESG and wellness, and incorporate technology such as tenant experience apps.

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7 ways to drive tenant engagement and wellness with nature-based amenities

Over 95% of Alvéole clients say their program has increased tenant engagement. (Source: Alvéole Customer Survey, August 2022)

1. Prioritize health and wellbeing

Access to urban green spaces and connection to nature are proven to positively impact human wellbeing. In an office setting, they've even been found to improve productivity.

*“A study in the UK found that employees working in offices with natural greenery saw a **15% rise in productivity** over a three month period, compared to those working with no natural elements in their environment.*

— [HUMAN SPACES: The Global Impact of Biophilic Design in the Workplace](#)

2. Build team spirit

Nature-focused team building activities get people talking, asking questions, and caring about their workplace on a deeper level.

“People have a natural curiosity about bees. It creates a sense of wonderment. From an engagement perspective, it means the world. It's a way for us to connect with our tenants, tell a story, gain interest, and make them feel that they're part of a community.

— Meirav Even-Har, National Manager of Wellness & Healthy Buildings, QuadReal Property Group (Alvéole client)

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3. Offer learning opportunities

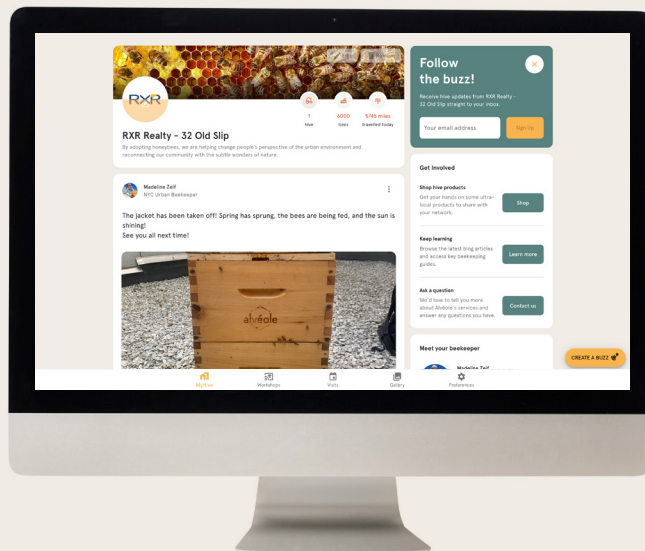
Educational workshops offering a peek into subjects like beekeeping, gardening, or flower arranging give employees a unique opportunity to try something new and expand their knowledge.

4. Foster a sense of connection to the building and greater community

Bringing nature into the workplace creates a new way for communities to connect and collaborate. Those who spend time in the building feel a greater curiosity for the way their workplace fits into the larger ecosystem.

5. Integrate the program with your existing tenant portal

Integrating your nature-based solution with your existing tenant portal is an effective way to keep tenants in the loop and engaged.



MyHive is an all-in-one interactive platform for Alvéole clients. Each client receives a dedicated account, a key tenant experience and engagement tool. Through this tool, tenants can follow updates about their building's bees, RSVP for special events, and connect with their team.

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6. Showcase dedication to ESG

Employees want to know that their workplace is making a positive impact. More than ever, stakeholders are looking for transparency when it comes to ESG and sustainability performance.

Over 95% of Alvéole clients say their program brings awareness to their organization's sustainability efforts. (Source: Alvéole Customer Survey, August 2022)



7. Show appreciation with unique gifts

No one needs another branded mug. Memorable and useful gifts like locally produced honey or an organic veggie harvest will make stakeholders feel truly appreciated and certainly won't be left to collect dust.

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Case study

How Post Montgomery Center engages tenants through ESG initiatives – *Post Montgomery Center, JLL San Francisco, CA*

Post Montgomery Center, managed by JLL, is a Class A building in the heart of San Francisco's financial district. The property hosts a range of tenants from retail stores, to legal, financial, and tech firms. The property management team is always aiming to exceed expectations by offering a top class experience to all who visit the property.



The challenge

During the pandemic, the financial district as a whole saw a significant decrease in foot traffic. The property team wanted to implement an amenity that would respond to their tenants' needs and make the building a more attractive place to be.

Many tenants have their own ESG targets and place great importance on Post Montgomery Center's ESG initiatives. The team also recognized that amenities benefiting mental and physical wellbeing are now among the top things employees are seeking in the workplace. To respond to both of these needs, the team decided to implement an **urban beekeeping program**.

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Hear more from Brandon Lee, Assistant Property Manager at Post Montgomery Center, about his experience bringing bees to his building.

[Watch the webinar](#)



The results

- **Increased foot traffic**

The property reported increased foot traffic since the installation of their beehive. With plans to host more frequent workshops, the team is optimistic this number will continue to rise.

- **More engaged tenants**

Through workshops, educational signage, information kiosks, and gifted honey, the team was able to connect with tenants and build interest around their ESG initiatives.

- **Green building certifications**

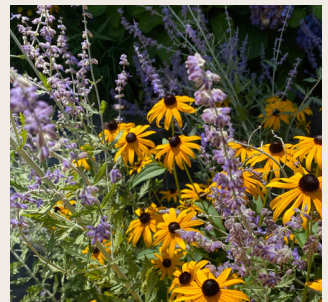
Post Montgomery Center earned additional points towards their LEED Platinum and Fitwel certifications, thanks to their bee program.

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Case study

How Nuveen prioritizes tenant wellness with urban agriculture – 730 Third Avenue, Nuveen – New York City, NY

730 Third Avenue, managed by Nuveen, is a first-in-class development located in midtown Manhattan. Outfitted with thoughtful building amenities and certified LEED Gold and Fitwel, Nuveen is dedicated to the wellbeing of their tenants as well as their sustainability efforts.



The challenge

Nuveen wanted to implement a new amenity to engage their tenants and encourage them to return to the office. To achieve this, they chose to implement two nature-based amenities: an **urban beekeeping program** with Alvéole and a **rooftop garden** with Green City Growers.

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The results

- **Connection to nature**

A fully landscaped terrace offers tenants a place to work, socialize, or relax while enjoying 360-degree views of the city.

- **Unique learning opportunities**

Tenants can take part in various workshops including intro to beekeeping, candle making, cooking, and crafting.

- **High engagement**

Both amenities are accessible to tenants and integrated with the tenant app. Workshops commonly draw crowds of 100+, with an overall building-wide engagement rate of 30%-40%.

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Make Alvéole your partner in building greener and more connected communities

Alvéole is a social company cultivating greener cities and more connected communities in over 40 cities worldwide. As a certified B Corp and 1% for the Planet business member, we bring nature-based solutions such as **honey bee hives**, **wild bee homes**, and **bee-friendly gardens** to buildings in cities.

More than 2500 organizations have used our solutions to engage with their communities, meet their ESG (Environmental, Social, Governance) goals, and become agents of positive environmental and social change.

Now that you've seen the value nature-based solutions can generate, let's talk about how they could look on your own property. Join the 2500+ organizations who use Alvéole's solutions to increase tenant engagement and retention, improve ESG performance, and boost the visibility and marketability of their properties.

[Talk to a specialist](#)



CONNECTING PEOPLE TO NATURE

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