



360 NEWS & VIEWS SEPTEMBER 2017

Grateful List & Comic Relief

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We Are Grateful.

This month we are extra grateful for:

- ◆ 23 years of marriage to my wife and business partner
- ◆ Our daughters, Dylan and Shelbie
- ◆ Limited damage for our friends, family, and business partners with the Tropical Storms this month
- ◆ The Great doctors at Northside Hospital helping our family this and last month
- ◆ Our Partner CWI, making us look great in the eyes of our clients for decommission and installation projects - Fernando, Winston, and team
- ◆ Our Chamber team at Gwinnett Chamber and The Chairman's Cub for welcoming us to a great Gwinnett County organization for growth
- ◆ Mike Violet at Coca-Cola and all his support with their transitioning project
- ◆ Our baby's ERA and batting average, seeing the results of her hard work
- ◆ The Mountain View Athletic Department and our partnership with Coach Cason and team
- ◆ Our clients at Wallace, Fitzgerald, Coca-Cola, Remax, Mark Spain, and others - Thank you for your business!

Comic Relief.



Catching Up With BT360.

Each month we are faced with many client challenges to furnish spaces while saving money, creating branded environments, getting rid of depreciated assets, designing spaces, moving offices, and project managing the entire process. We believe an illustration and narrative of how much we really save clients or what their needed return on investment can be is a "compelling" proposition for you. Here's an example of two projects in process and how clients benefitted:

Coca Cola Decommission - This project flourished through the elimination of 2 floors of furniture saving client approximately \$40,000 in removal cost, while saving the buyer of this same furniture \$120,000 on their new office furniture and design project. They mixed gently used with new furniture saving \$120,000.

Fitzgerald Decommission and Repurpose Project - BT360 acquired furniture products from a previous seller/client, while eliminating their decommission and broom-sweep cost, utilizing professional, highly-insured decommission managers. We Saved this client approximately \$23,000.

This furniture is being repurposed to 4 clients as part of a new furniture/used furniture mix project. The savings to clients on both ends was due to minimal movement and storage of the assets, protecting the care of the furniture in the process. Clients are saving \$1950 per seat based on the office or station sets they are buying.

This is an achievable outcome for you or your clients when reaching out 6 to 9 months before your lease termination date.



Workplace Wellness.

If you review our newsletter each month, you know by now we preach and write a lot about how to manage and reduce workplace stress. We go so far as to invite you to inquire if you want or need a copy of the book we use for reference written by Laura Putnam. On page 161 of her book, Laura discusses Behavioral Change in the workplace and how critical it is for workplace wellness. Examples of behavioral change solutions include campaigns, team challenges, health coaching, gamification platforms, weight loss competition, and, of course, incentives. She states from research that behavioral change is easy! The real issue is sustaining the behavior. In her view, the lack of sustainability comes down to motivation and how to stay motivated over time. Michele Segar of No Sweat, explains it this way, Lasting Motivation, she proposes, starts with finding the "right why" - a why that is personally meaningful to each individual. Just as you established your personal why in step 1 of your program for wellness change, shift your mindset from Expert to Agent of Change, your task will be to empower employees to do the same.

Our experience with our own workplace is to separate work from pleasure. When you create and grow a family business over time, as many know, separating the business from the personal life or as we call it "shutting down" each day can be difficult, then spills over to the next day without any real rest. We establish ground rules for conversations after normal business hours. You have to qualify the conversation with whether it can wait until the next day or is relevant to serving a client or meeting an obligation for a client right now, meaning the client will suffer, be disappointed, or we will fail to meet an expectation. Our campaign for ending a business day with a healthy alternative like walking, exercising, having dinner as a family, praying as a family, or simply reading a book helps manage the stress of owning your own business.



We believe our need to be a stress free work environment and business model is a Talk we Must Walk for the buyers, employees and business leaders we meet to assist with a very challenging and stressful period - transitioning, relocating, designing, and furnishing a new office. Bringing the stress level down for the team or individual who is charged with the business change event has to be paramount to creating a great plan, budget, and process to ensure the relocation project manager for the company is, in fact, the hero and doesn't lose his or her mind (metaphorically speaking) during the transitional events.

When faced with this challenge, one of our action items for the leader is "find out what employees value." A survey can be an effective way to do this. Another way is to simply ask or form a focus group. It can be as simple as "what can we do during the transition process that will help you?" Seems basic, yet you'd be surprised at how companies fail to communicate a change event and the level of stress it can create, not to mention the productivity gaps and even employee exits due to lack of information. Get the Book or call us for a copy today!

Office Trends.

Five office design trends to watch in 2017, according to inc.com:

1. Conversions to cloud-based filing to reduce the office space necessary for filing, printing, and copying
2. The incorporation of more ergonomically sound office furniture
3. The incorporation of collaborative furniture options
4. A vast variety of seating options
5. The incorporation of mother nature related materials such as wood, water features, and living plants

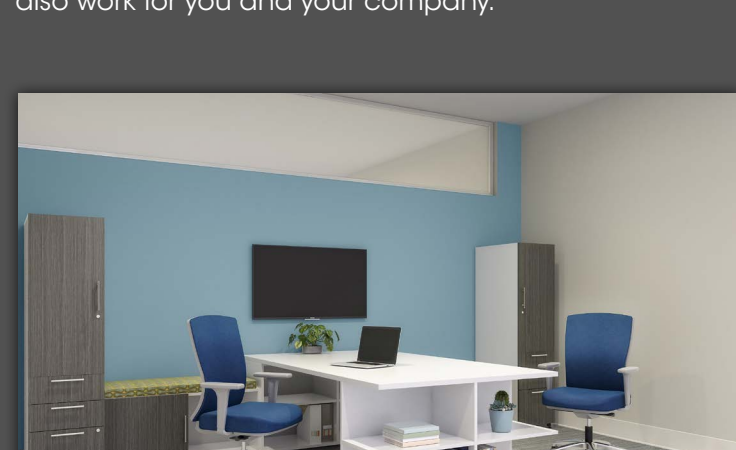


Planning Your Next Office.

At BT360, we take our role as Trusted Advisor and Furniture Expert very seriously. If we fail to stay current with office trends, facility services, ergonomics, and the real estate market, we will not succeed or sustain our business objectives and goals. To achieve this overall initiative and maintain a "New and Improved" mindset, we need to complete these tasks daily, weekly, and monthly.

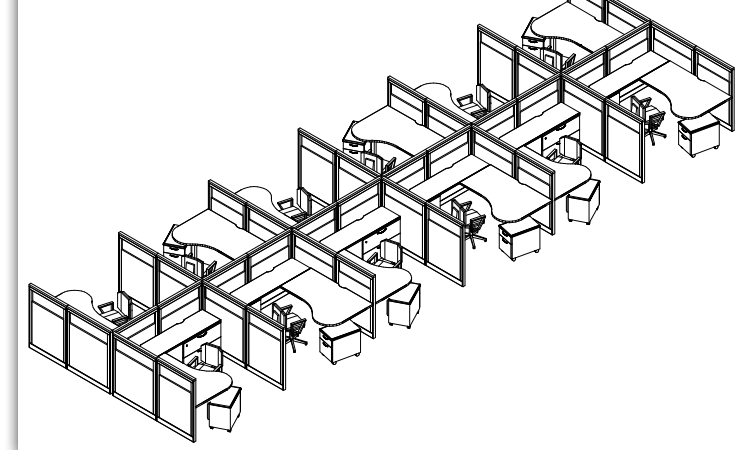
1. Listen intently without judgment.
2. Apologize for mistakes and improve our processes.
3. Stay focused on our charities and giving back initiatives.
4. Create and improve technology that helps our clients with office and facility efficiencies.
5. Be teachable.
6. Educate our team and provide needed resources for them to excel in their projects and client projects.
7. Learn from our clients.
8. Empathize with our clients.
9. Reward our partners and sub-contractors for their efforts and quality delivered.
10. Find the best furniture solutions (new or used) that help our clients financially, functionally, and favorably. Yes, we do have ergonomic devices!

When you are ready to plan your next furniture or transition project, consider us a company that may not always be the best fit for you. However, our experience is that we can provide intelligence, design, and space planning ideas and budgets that help you choose the right provider with a budget and financial terms that also work for you and your company.



Deal Of The Month.

Beautiful, functional 360 has been busy finding beautiful, functional furniture solutions with clients either transitioning, adding staff, moving, or renovating their spaces. Think "one man's junk is another man's treasure." The difference is many of the furniture inventories we find are newer in condition or we simply recover, paint, recondition, or mix with new and used to create awesome work environments that save our clients thousands of dollars.



Instead of spending \$2500 to \$3000 for a workstation lightly used in some office environments, you invested in the lobby, lounge, and conferencing areas where you make your money with creativity. Moral of the story - use your workplace for recruiting, retaining, and profitability.



Our experience has been to help clients create unique environment or neighborhoods within their offices (as in picture shown) that give employees a place to relax using branding colors and comfortable seating to get creative. While this may be new, and a little more pricey, you can then add stations (such as the stations pictured below) for their workspaces in the \$750-per-station price range.



Our Mission & Purpose.

Our Purpose and Mission: Serve clients, partners and suppliers in an honorable, integrity-driven way using our God-given gifts to provide creative, ergonomically safe work environments to help clients recruit and retain great employees and clients.

We hope to serve clients that share our spirit of giving back using retiring business assets to help charities by donating or reselling assets on behalf of our clients with the providing our single source solutions. Our Newsletter and social media platforms are created to provide monthly content and ideas to become a trusted advisor in the facility and furniture solutions industry.



ADD US TO YOUR NETWORK, WE'LL SHOW YOU A NEW SOLUTION.

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Become an Office Angel

Defuse Workplace Stress

Browse Our Inventory

See Financing Options

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