

COLLECTION OF CASE STUDIES

I am delighted to introduce our 4th edition of the COS case studies collection that includes many of the inspiring offices that we have created for our clients.

For me, an inspirational office means a workplace where people have the ability to be functional, creative, collaborative and, above all, happy at their place of work. Listening to our customer's over the last 20 years has enabled COS to truly deliver excellence as well as meeting the ever changing needs and trends in workplace performance.

A special thanks goes to all of our customers as, without their courage and pioneering spirit, we would not have been able to help Romania continue to become the choice of investors looking for spirited and dedicated talent and to create workspaces that definitely help in attracting and retaining the most vital asset of any organisation, its people.

Please enjoy this special collection of offices which, I hope, will inspire you to choose COS as partner in the near future.
Kind regards

Christophe Weller
Managing Partner



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WorkLab

the next step in the concept
of Open Space

Present on the Romanian market for 19 years, COS has been involved together with its clients in more than 7500 projects, transforming their workplaces. When it came to redecorating its own office in Victoria Business Park, the architect Corina Măxim created a leading-edge concept, allowing people to adapt the space for their undergoing activities, all for an exquisite experience at work.



The 1000 sq. space has been restructured in the Hot Desking area and assigned desks area, completed by an open space of 173 sq., including a zone for meetings with the clients, a mini-café and a Living Room for relaxation. In this multifunctional space, situated in the core of the WorkLab, COS employees have the possibility to work individually, collaborate and discuss with colleagues or clients in alternative ways.

The COS Sales representatives spend approximately a third of their time at the office, therefore the architect opted for the Hot Desking system. The people who do not have allocated desks have the freedom to pick the right spot depending on their type of activity.

They can use not only the high benches from Steelcase, but also the Café, the Living Room or any other desk from the other departments too. Thus, the chances to interact with their colleagues increase and the final result is an improved communication on the projects.

Creation Room is a concept inspired by Steelcase, world leader in office furniture. This is an open space dedicated to meetings with clients, which offer the sales team the possibility to create the premises of a future project in an informal environment. The meeting table is surrounded by samples from all COS suppliers, which can be tested and matched on the white furniture spots around.

Café is a mini coffee spot inspired by the design of the famous American coffee shops, preferred by business people for meetings. Located right in the heart of the WorkLab, this is an alternative place where COS employees can work individually and invite their clients for talks over a cup of coffee.

Breaks are important to keep the productivity up and the positive mindset through working hours, which is why the Living Room was created. This is an intimate space where employees can retreat at any time, in order to recharge their batteries and feel at home. Thus, WorkLab represents the next step in the development of the concept of open space.





Kellogg's

The Vivid Workplace

CLIENT: Kellogg's

INDUSTRY: FMCG

COMPANY PROFILE: American multinational food manufacturing company

SIZE: 2500 sq. m

PROJECT COMPLETION DATE: 2014

LOCATION: Floreasca Park, Bucharest

SCOPE OF WORK: TURNKEY PROJECT including concept design, M&E reconfiguration, architectural technical project, fit-out, carpet, furniture, interior decorations

CONSTRUCTIONS: MC Construct Installations in collaboration with the building designers

ARCHITECTURE & DESIGN: arch. Andrei Angelescu & designer Dragoş Miler, COS

NO. OF WORKSTATIONS: 250



Kellogg's wanted to open their first support center office in Romania and this wasn't a simple task at all. They wanted a well organized and cheerful environment where employees are encouraged to follow their passions and feel part of the brand. They are extremely diversified both social and cultural, but they are lucky enough to work in a fresh organization that encourage people to always look for more and feel comfortable at their everyday job.

In the first phase, the company headquartered in the United States had to decide between 4 potential offices. Therefore, we offered our support, knowledge and experience to find the best solution for them. We simulated 4 space plannings, one for each building. Finally, they chose a place with a lot of potential: the 4th floor and part of the 3rd floor in Floreasca Park. The place was perfect for Kellogg's and their employees for its accessibility, modern design and premiumness. The location offers lots of areas to have a lunch break or socialize with the other colleagues, but also lots of restaurants and shops in the surroundings.

The next steps were on us, from coordinating all the specialties to finding smart ways to get a contemporary workplace and inspiring relaxation areas. Always having in mind their American style and strong culture, we managed to adapt the space to the local culture.

Our solution: From the very beginning, when Kellogg's addressed us, we did some research on their amazing history and took a closer look back to their roots trying to find out what things define them best.

Kellogg's is cereal and convenience foods producer focused on offering quality and natural products to their clients, so we got inspired by the company itself and brought nature into their offices. We wanted a very friendly and exciting place to be for their employees.

Our approach: Vivid colors and large open spaces defined by modularity, fulfilling most of the employee's needs (secure meeting & training rooms, desk configuration and relaxation areas).



The winning concept was chosen quickly, with almost no changes.

One of the most challenging parts of the project was to meet the strict scrutiny regarding brand identity so typical to American companies. We followed strict guidelines for wall graphics, color palettes, product prints and texts. Special requirements were asked for the meeting rooms, equipped with high end video conference technology with a superior security degree.

Employees are always on the first place, being an important piece of their core business, so we pampered them with a colored office, large wallpapers with natural landscapes, colored palettes and cereals, private meeting rooms, dry & normal cafeteria, desks especially designed for laptop use, equipped with Kensington lock, a system that secures the laptop on the desk. Also, some areas were left empty in order to be customized as desired.

According to the client feedback, we wouldn't be high and mighty by saying we successfully found the solutions to reconstruct the place into a hospitable and exciting place to be, engaging and stimulating office leading to performance.



“We greatly appreciated COS close attention to detail and the flexibility demonstrated in ensuring all of our requirements were achieved. The final product is an office that is both comfortable and professional.”

ROGER NESTI – Director of International Real Estate, Kellogg’s



8X8 Research and Innovation

The Idea Factory

CLIENT: 8X8 Research and Innovation

INDUSTRY: R&D

COMPANY PROFILE: Trusted provider of secure and reliable enterprise cloud communications solutions to more than 40,000 businesses operating in over 100 countries across six continents.

SCOPE OF WORKS: TURNKEY PROJECT including architectural fit-out, HVAC, electrical installations, concept design, furniture supply

SIZE: 1645 sq.m

PROJECT COMPLETION DATE: 2016

LOCATION: The Office, Cluj-Napoca

ARCHITECTURE & DESIGN: arch. Voicu Bozac, MCUB

CONSTRUCTIONS: COS

NO. OF WORKSTATIONS: 190

RESEARCH & INNOVATIONS



The ideaL client is 8X8 Research and Innovations, an international company that proves once again that Cluj Napoca is a strong tech oasis and an innovation wonderland.

To scale it up, 8x8 is the trusted provider of secure and reliable enterprise cloud communications solutions to more than 40,000 businesses operating in over 100 countries across six continents. Their out-of-the-box cloud solutions replace traditional on-premises PBX hardware and software-based systems with a flexible and scalable Software as a Service (SaaS) alternative, encompassing cloud business phone service, contact center solutions, and conferencing. Most importantly, the 8x8 Philosophy is **"We play to Win"**.

It was both impressive and flattering to be the ones to build an everyday place for such bright minds. So, we simply called them the idea Factory. **The ideaLconcept** emerged right from the core of the company. We knew we needed to build a place that represented the ideation process and that stated out loud the fact that 8X8 is all about innovative thinking.



The ideaL space distribution:

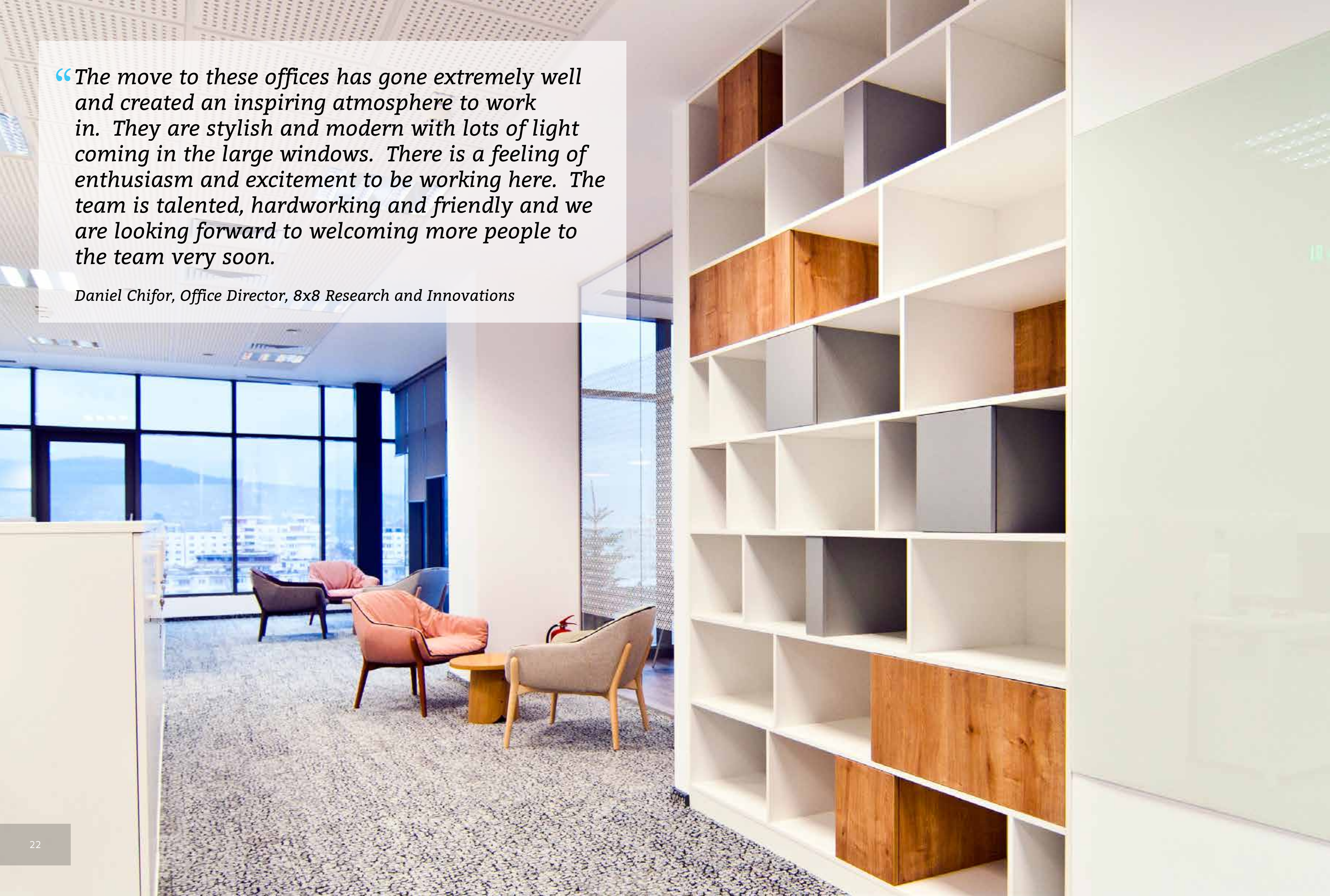
We created 6 meeting rooms, 3 of which are named after the cities where 8x8 offices are located: San Jose CA, London UK and Cluj Napoca – Romania. We are prepared to add more rooms if needed, once the company grows at an international level. The blue sky inspiration is brought by a spacious terrace of over 53 sq.m and a good relaxation zone is at the cafeteria (over 66 sq.m). Two wide open spaces that bring together free minds.

As a brainstorming can pop up everywhere, the collaborative space was of utmost importance. For example, breakfast meetings are now very popular in the company.

The whole space has a relaxed feel to it, thanks to the café area and the terraces.

“The move to these offices has gone extremely well and created an inspiring atmosphere to work in. They are stylish and modern with lots of light coming in the large windows. There is a feeling of enthusiasm and excitement to be working here. The team is talented, hardworking and friendly and we are looking forward to welcoming more people to the team very soon.

Daniel Chifor, Office Director, 8x8 Research and Innovations





AbbVie

Mirroring Life

CLIENT: AbbVie

INDUSTRY: Pharmaceutical

COMPANY PROFILE: Pharmaceutical company that discovers, develops, and markets both biopharmaceuticals and small molecule drugs. It originated in 2013 as a spin-off of Abbott Laboratories.

SCOPE OF WORKS: TURNKEY PROJECT

SIZE: 1100 sq.m

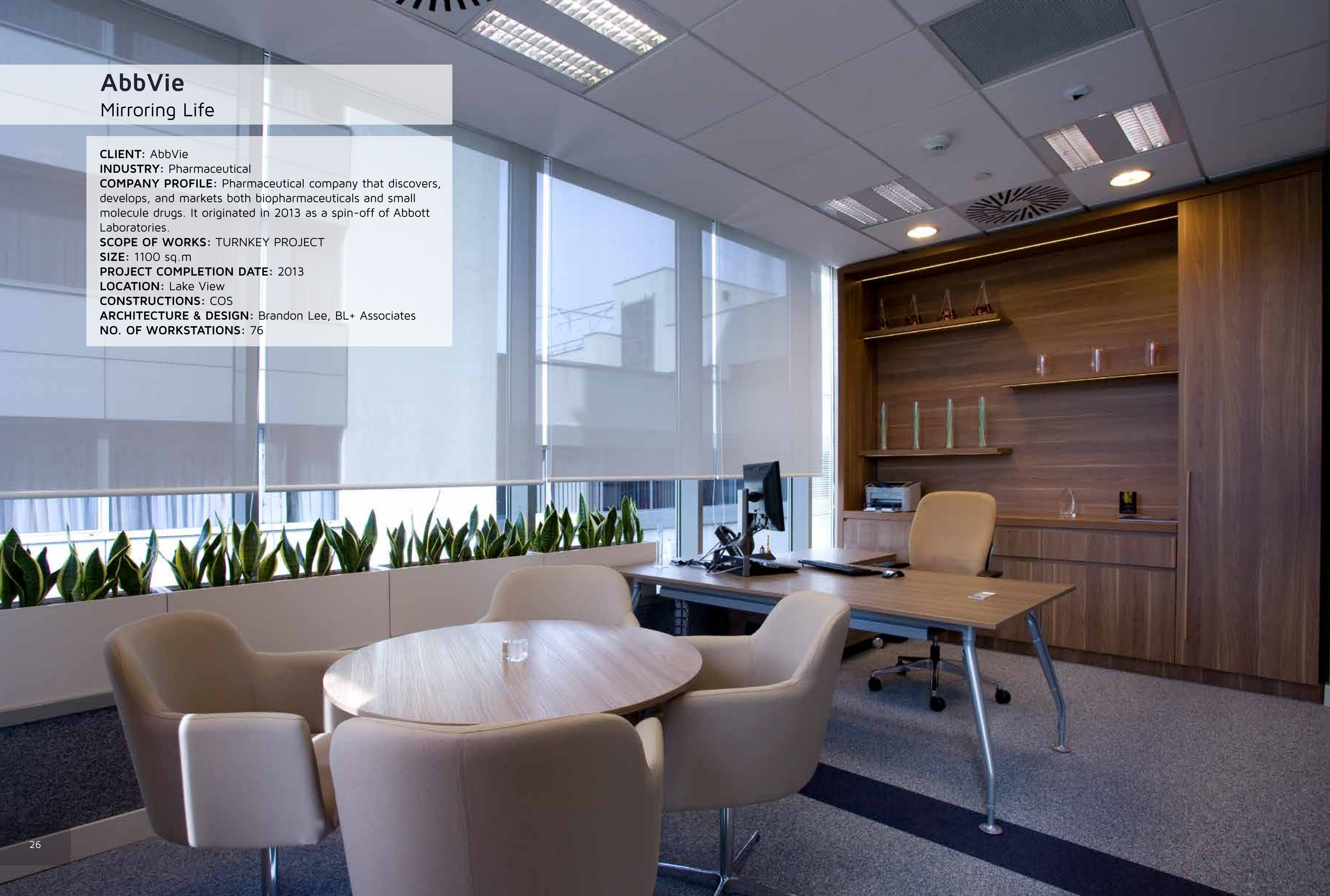
PROJECT COMPLETION DATE: 2013

LOCATION: Lake View

CONSTRUCTIONS: COS

ARCHITECTURE & DESIGN: Brandon Lee, BL+ Associates

NO. OF WORKSTATIONS: 76





The context: On January 1, 2013, the pharmaceutical company Abbott separated into two publicly traded companies: Abbott (diversified medical products including medical devices and medical tests) and AbbVie, Inc. (specialized in research-based pharmaceuticals). This separation involved, also in the Romanian affiliate in 2014, the physical separation of the office spaces. Aiming High: We are always inspired by our clients, by their goals and values when we start a project. So, when global biopharmaceutical player AbbVie was in search for a new office, we took a closer look on what their business meant. Their DNA is a blend between the expertise of a proven pharmaceutical leader and the focus and passion of an entrepreneur and innovator. So, the result is something rare in health care today.

The brief: The client asked for a space fostering collaboration and innovation, creating a living & working space within the AbbVie brand and values, that shows adaptability & functionality, work-life balance. Our challenges: we had to work on a very tight time schedule and support the transition from closed office pharmaceutical model to an open office one. All and all, together with the architect, we had to mark clearly the individuality of the new company. Design of choice: modern, green, user-friendly, special

The biophilic concept: To show that the new offices truly represented the spirit of the company, 18 representatives brainstormed for ideas. COS observed the whole process and architect Brandon Lee turned the ideas into a real plan. People needed more space, more light, more socializing zones. So, the concept talked about openness, about being free and mobile just like bio elements.





The living space: The biophilic philosophy is visible starting with office spaces. The desks are separated by flower pots. This offers the place a more airy feeling.

The reception: The front desk is modernly decorated with symbolic test tubes. Our challenge here was the lack of light, solved with custom-made furniture and decorative shelves.

Interface carpet: The Urban Retreat range bring unexpected shifts of pattern and eccentric textures which create a wonderful natural landscape.

Meeting halls: 3 quiet rooms, 7 meeting rooms, 1 tele-conference room.

Nomad zones: Because of the nomad way of work of a great part of the employees, we created nomad zones: The Library & the medium term working spaces.

THIRD PLACE CAFETERIA – Implementing a new concept custom-made for employees needs

A great part of the employees' cafeteria simulates a third place. Relaxing, more open, without the constraints of a fixed office place, inspiring creativity. But, with all the benefits of an owned place: drains for all devices, comfy chair for all employees who want to join good coffee and free WiFi, integrating work and life.

When you search for a real home, you expect to find or even create something that speaks for you and to you. We think we managed this successfully for AbbVie, giving voice and solutions to employees' needs and by creating a space that mirrors them.



Arval

The headquarters of professionals,
the cozy place for a family-like team

CLIENT: Arval Romania | BNP Paribas Group

INDUSTRY: Automobile Leasing

COMPANY PROFILE: Global leader in full service vehicle leasing, specialized in innovative and tailored fleet solutions.

SCOPE OF WORKS: Relocation & office design

SIZE: 1000 sq. m

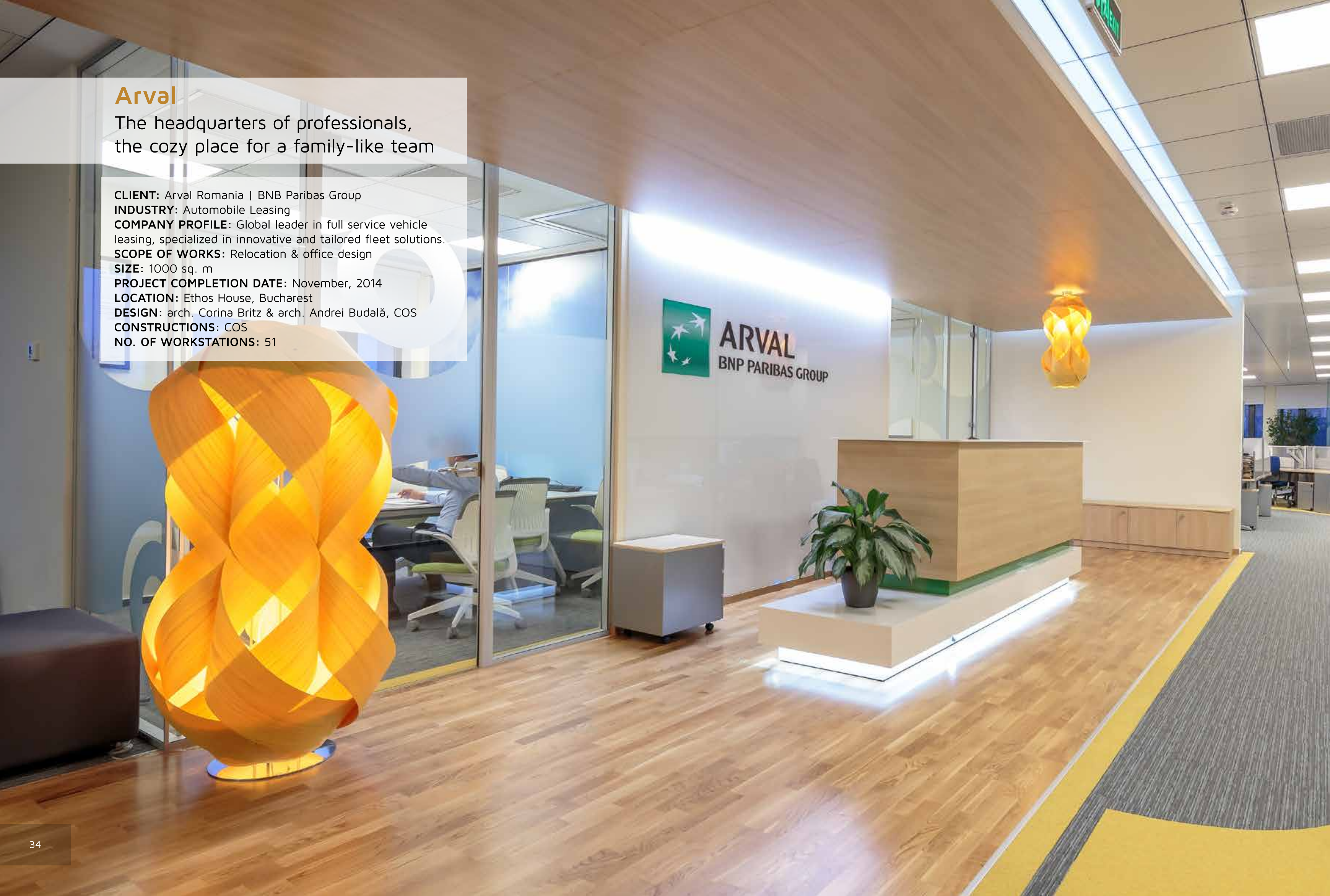
PROJECT COMPLETION DATE: November, 2014

LOCATION: Ethos House, Bucharest

DESIGN: arch. Corina Britz & arch. Andrei Budală, COS

CONSTRUCTIONS: COS

NO. OF WORKSTATIONS: 51





Founded in 1989 and fully owned by BNP Paribas, Arval specializes in full service vehicle leasing and is present in almost 25 countries with over 4000 employees. With a growing business and a larger and larger number of employees, Arval Romania pushed the refresh button: a new headquarter to meet the new need of the team.

So, what made the Romanian team special? We took a closer look to understand them. We were inspired by their free spirit and their real connection with clients, their humor and outstanding professionalism, their continuous innovation and their pure personal connection. We found out that the 51 employees are a real family and we built around this discovery in their new homey offices at Ethos House.

The interior design concept was influenced by the specific needs of this type of business, but also by the needs of each employee. We put first their comfort, following three strategic levels: physical comfort, cognitive comfort and emotional comfort. Our higher purpose in this particular project: the wellbeing of the Arval Romania Employees. Were we to sum it up in one word that would be WELLBEING.

A warm infusion of colors, a pastel of forms that intertwine, elegant elements that merge into functional objects, informal relaxing spaces build up an office for a real family. We quenched the socializing need and also offered reliable office solutions. On the one hand, the Arval headquarters boasts of 3 conference rooms, 2 quiet rooms and 2 informal meeting points in an open space. On the other hand, the new office came with an additional relaxing area with armchairs, Wii and a library.

A growing business, inspiring people and a new It office space in town – these were our challenges. We agreed on delivering the most efficient way to balance relaxing areas with working spaces and created a homey workplace.





“We used colors that impressed calmness and a cozy homely spirit; there are many nature inspired elements, integrated in personalized objects.

Andrei Budală – COS Architect

TSS YONDER

Passion for Work from Passions of Life

CLIENT: TSS YONDER, Cluj-Napoca

INDUSTRY: IT

COMPANY PROFILE: Strategic partner for software development providing solutions for standard software based on market demand according to the latest innovations and technologies.

SCOPE OF WORKS: Architectural project, fit-out, M&E

SIZE: 1800 sq. m

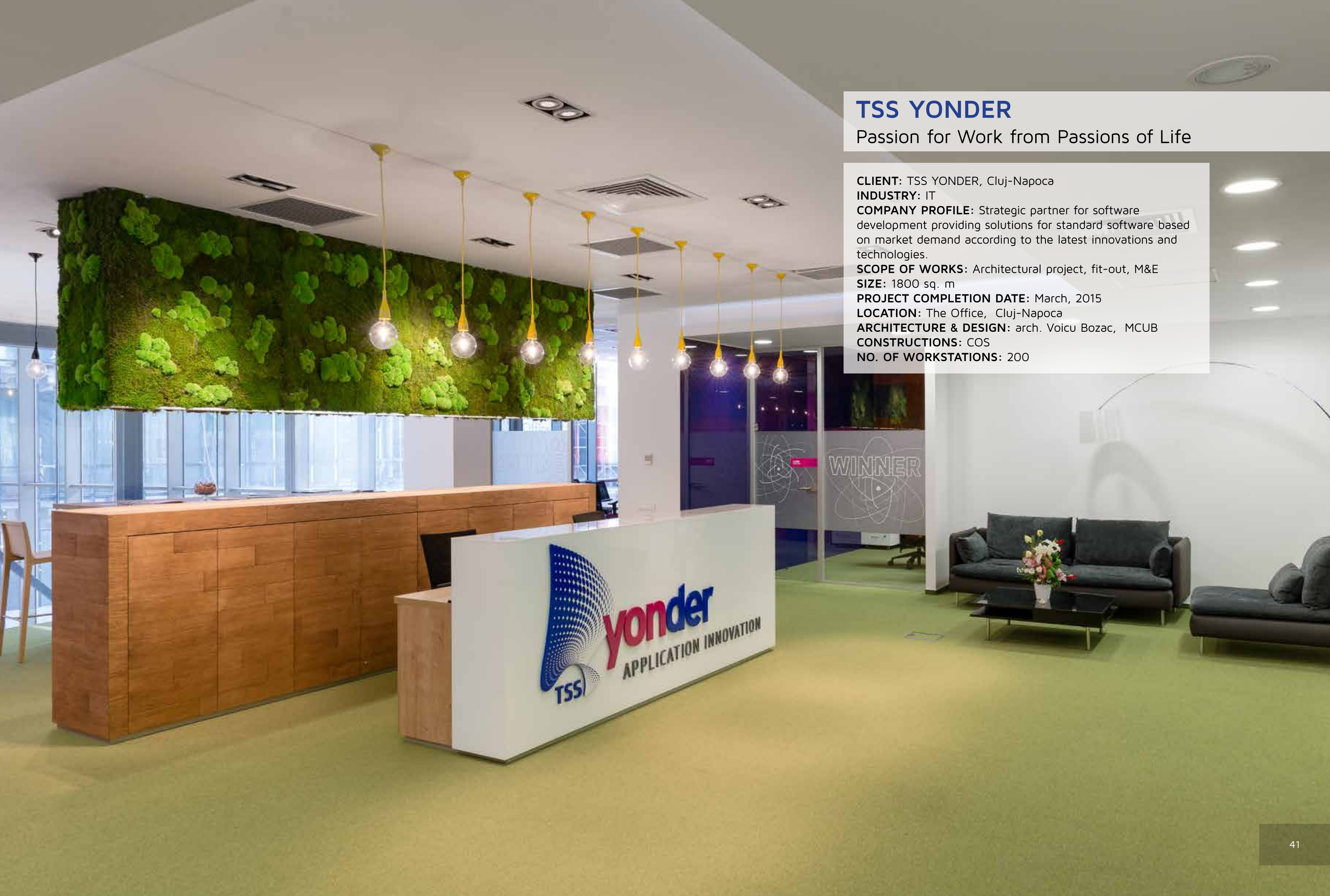
PROJECT COMPLETION DATE: March, 2015

LOCATION: The Office, Cluj-Napoca

ARCHITECTURE & DESIGN: arch. Voicu Bozac, MCUB

CONSTRUCTIONS: COS

NO. OF WORKSTATIONS: 200





TSS Yonder is a software development outsourcing and innovation partner who believes its work is a co-creation power. The company is driven by innovation and high performance based on the applicability of upcoming technologies for tomorrow's software.

TSS Yonder changed both headquarters at the same time and really wanted to keep the same aesthetic approach and spirit on both of them.

The first office designed marked a premiere for the company - having the whole team under the same roof, for the first time. This is why the first solution we had to find was ensuring unity for 200 persons and also a way to put people benefits first, make them feel as comfortable as possible.

TSS Yonder has always been focused on people satisfaction. Now more than ever it was crystal clear that employees' comfort was the key to success in designing this office.

To start with, we wanted every employee to feel as he is part of the company, feel like it's his company as well.

The key concept was personalizing an entire wall with things related to their hobbies, things they love or care about. The contrast between every different kind of objects brought by them made the team members feel more comfortable and acted like an icebreaker for the team cohesion.

Through creative design solutions, we ensured both environments stimulating creativity, efficiency and recreational spaces that basically offered employees any facility and solution they could ever need at a certain moment. From cosy armchairs, loose and comfortable sofas in the library area, multiple private spaces, conference rooms with video-calling systems to a generous relaxing space where the new generation of games met the classic ones (ping-pong, foosball or chess).

The meeting rooms have their own story bonded to the company values - Innovation & Inspiration. Each conference room was named after appreciated innovators and reflected their unique contribution.



“We have each employee’s personality on the walls: the skis and the scooter belonged to a colleague, the chess piece was brought by a colleague whose hobby is chess. It’s our custom office, the place where, some way or another, each one of us left a mark that speaks about us, about our passions.”

Mihaela Roșca, Brand Manager Yonder



A modern office interior featuring a grey carpet with red rectangular stripes. In the foreground, there are two red armchairs with black frames and a round glass table with a chrome base. To the left, there is a long wooden shelf with several small decorative items. In the background, a glass door with a large circular logo leads to another room. A black shelving unit with potted plants is on the right wall, and a framed picture hangs above it.

French Chamber of Commerce and Industry in Romania

BREF, Flexibility and Brightness

CLIENT: French Chamber of Commerce and Industry in Romania

INDUSTRY: Business Organizations

COMPANY PROFILE: The business community founded on the basis of the French savoir-faire; business leader & binder involved in the sustainable development of people, societies and Romania

SCOPE OF WORKS: TURNKEY PROJECT including architectural fit-out, HVAC, electrical installations, concept design, furniture supply

SIZE: 400 sq. m

PROJECT COMPLETION DATE: May, 2015

LOCATION: Ethos House, Bucharest

DESIGN: Mădălina Maria Movileanu, COS

CONSTRUCTIONS: COS

NO. OF WORKSTATIONS: Flexible (10-30)



The French Chamber of Commerce and Industry in Romania (CCIFER) was founded in 1996 and has reached a membership of over 400 companies. While bringing together some of the greatest French investors here in Romania (like Dacia Renault, Orange, Alcatel, BRD-Groupe Société Générale, Veolia, Michelin or Lafarge), 60% of its members are small and medium-sized enterprises.

What CCIFER wanted was to relocate and refresh its offices in a manner that answered its varied types of partnerships, but also that would show the elegant French style. Allez, au travail!

To start with, we had a look at the CCIFER work flow. Their activity demanded flexibility of capacity. The 10 people in the permanent team with their 2 interns were to be accommodated, but also we had to consider the external public visiting the regular CCIFER incubator workshops. The organization main focus on promising French start-ups needed to be also taken into account.

What we did?

We developed a framework concept: CCIFER brings together tradition build on thoroughness and innovation based on volable spark. Our objective was to focus on efficiency, and create a premium design that will adapt to different needs, while holding together one common image of the hosting organization. Equally important was to keep the brightness and generosity of space and have rooms large enough to make the CCIFER offices the French locus primus in Romania.

We used the space efficiently: The design key was a balance of 1/3 between closed space and open space; creating the training room that accommodates up to 30 people, the incubator space, 2 meeting rooms for 8 people, one cafeteria and a dedicated relaxation zone with a sofa and armchairs in the work area. All this, using ergonomic Steelcase premium furniture.

We searched for brightness: We achieved more flexibility by installing a mobile wall with a writable surface which separates the space into two smaller meeting rooms for 12 and 14 people. Bonus: Transparency through glass partitions allows the natural light to enter the office space and gives a feeling of trust.

We focused on key details to build the perfect adaptable workplace: The carpet mimics a natural pebbled road offering a complete sensorial experience, born in nature via a truly organic nonlinear pattern. The unique technology used to obtain this result is part of the Human Nature carpet range from Interface, showing an exquisite attention to details and to design excellence. This also turned the reception (the first contact of any visitor) into an extension of the outside - a rock solid foundation for a rock solid workplace. In a concrete world that never sleeps, it was our way of bringing nature into the office space.



“First, the relocation idea came from a practical need of space, a more functional and well-organized space. Secondly, we needed a larger place in order to accommodate more services and to open our gates to more members. Our activity implies flexibility when it comes to the number of people working in our workplace.

Adriana Record, Executive Director CCIFER



Johnson & Johnson

The Flex Transition

CLIENT: JOHNSON & JOHNSON

INDUSTRY: Three-sector health care company

COMPANY PROFILE: American multinational medical devices, pharmaceutical and consumer packaged goods manufacturer founded in 1886

SCOPE OF WORKS: Complete fit-out, furniture supply & installation, project management

SIZE: 1700 sq.m

PROJECT COMPLETION DATE: July, 2016

LOCATION: Tipografilor Street, No 11-15, Building S-PARK, A2, 5th Floor

CONSTRUCTIONS: COS

ARCHITECTURE & DESIGN: AMA DESIGN

NO. OF WORKSTATIONS: 80 / Flex space



The context: Caring for the world, one person at a time... inspires and unites the people of Johnson & Johnson. Caring for the company, each employee at a time inspired COS in creating the Johnson & Johnson workplace. We truly admire clients who aim high, so when partnering with this company we wanted to give back a little to the ones constantly preoccupied by the wellbeing of the people.

The Concept: Due to a business consolidation move, The Janssen Pharmaceutical and Johnson & Johnson embarked in a journey together and needed new offices for the employees of the two divisions. This also meant a new change: the new workplace concept of FLEX SPACE proving mobility for employees. The only 2 offices with a fixed place: HR & Finance. Concept Insights: The architect followed the global branding guide, but enriched it with a local approach.

The space is divided into 3 areas: Working Area 1, Working Area 2, Working Area 3. In addition to this, employees can use relaxing rooms, a spacious training room, and 12 focus rooms. The result is a flexible space that allows the integration of both individual work and team work.

Each zone has its own credo inspired from brand vision.

The front desk was the statement for the entire workplace. We all believe it always should be love at first sight and this was the way to prove this.

The lamps, the lamellar wooden ceiling bring a homey atmosphere to the entire place. The light arrangements say Welcome in the entire scenery. Each zone is visually delimited by the carpet. According to the type of team that works in the area, the floor has nuances of red or yellow. Our choice for drapes instead of blinds was the fine touch to complete the visual mix of a hospitable ambient.

Healthy Air: The ventilation system was implemented having in mind the health of the employees – it constantly supplements fresh air into the rooms. The system itself is a very complex and heavy structure that needed specialized know-how to be calibrated.

Natural Light: The lighting is obtained via sustainable LEDs for functional purpose, but also via custom made lamps as decorating items.

Eco-Life: The 6 printing zones are specially equipped with sorting recycle bins.

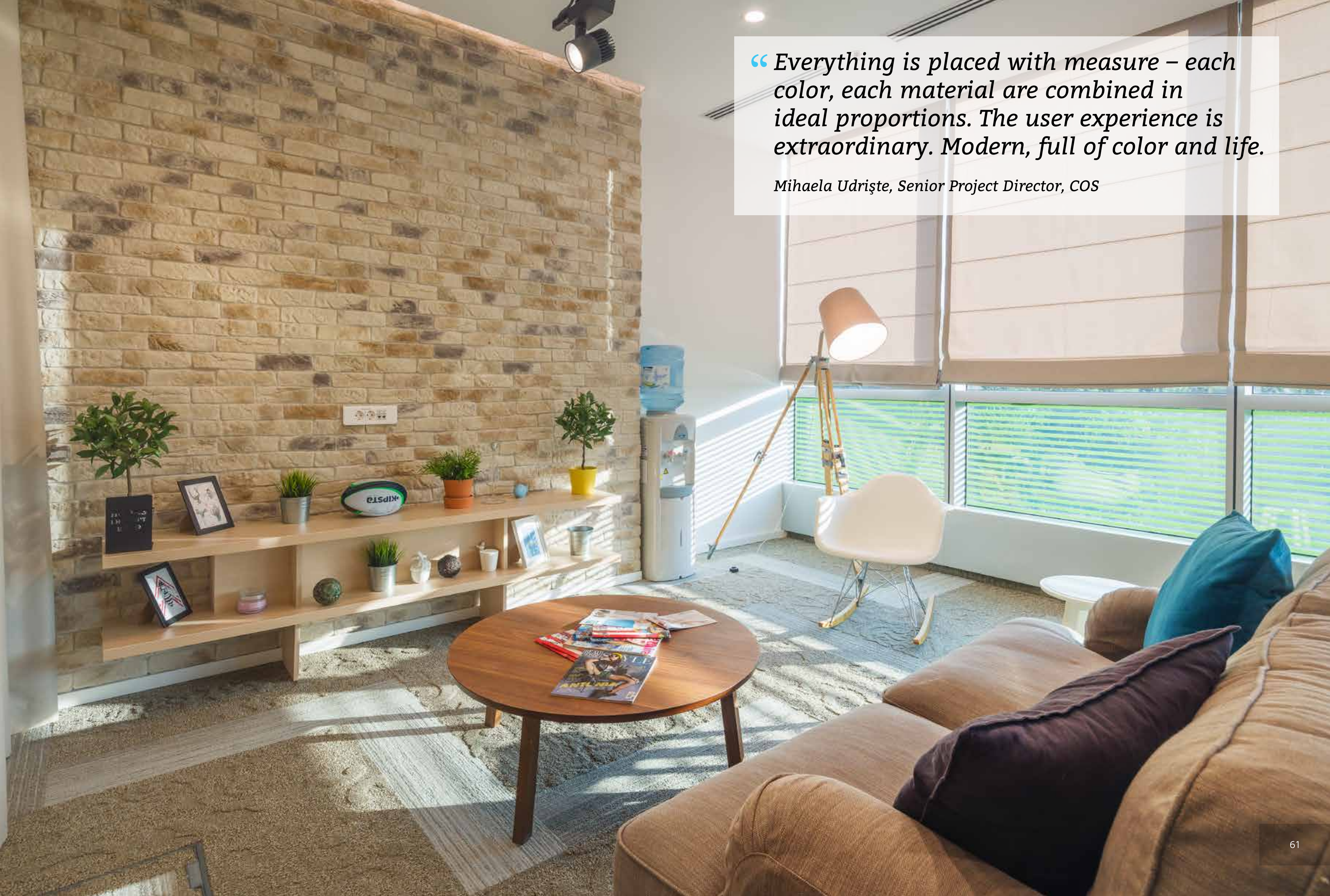
The very tight deadline did not stay between us and a very elaborate project. The result was a very satisfied client and a great transition towards a new flex way of working.





“Everything is placed with measure – each color, each material are combined in ideal proportions. The user experience is extraordinary. Modern, full of color and life.

Mihaela Udriște, Senior Project Director, COS



A modern office reception area for National Instruments. The space features a large, dark wood reception desk with a curved front. Behind the desk, a large wall is covered in light-colored wood paneling, prominently displaying the National Instruments logo in blue and silver. To the left of the desk, there is a built-in display case with several small framed items. A bright yellow chair is visible behind the desk. The background shows a glass-walled office area with a city skyline graphic on the glass. The floor is covered in a dark, patterned carpet.

National Instruments

Evolution Equals Sustainability

CLIENT: National Instruments
INDUSTRY: Technology
COMPANY PROFILE: American multinational producing automated test equipment and virtual instrumentation software
SIZE: 1800 sq. m
PROJECT COMPLETION DATE: December, 2014
LOCATION: The Office, 2nd floor, Cluj-Napoca
SCOPE OF WORK: TURNKEY PROJECT Including construction, fit-out, architecture & M&E
CONSTRUCTIONS: COS
ARCHITECTURE & DESIGN: arch. Voicu Bozac & arch. Melania Lipan, MCUB, arch. Bogdan Fodor, Atelier FKM
NO. OF WORKSTATIONS: 120



National Instruments is provider of powerful, flexible technology solutions that accelerate productivity and drive rapid innovation. This company mindset reflects both in their products as well as in their organizational culture. Being in a constant growth, they moved from an old building to one that offered more possibilities.

Our brief was to create a functional modern space, using one of the most sustainable products available on the market. "Evolution equals sustainability" was the winning concept on which we have been working hard to transpose it in each and every tiny detail.

For the beginning, the reception designing was given a special attention, being one of the elements in which the client has invested the most. As it is one of the first elements to greet people, it was essential to be impressive and to express their identity. The desk is made out of an L-shaped stone plaque weighing more than 200 kg, surrounded by false ceilings and veneered plywood where they exposed measuring instruments - distinctive elements for the business.

The open space was visually divided by introducing areas for informal discussions (meeting rooms and quiet cells named by cities around the world).

The company had very specific standards for materials and products to be used that will keep their premium aspect for a long time. Most of them were imported which made the process even more pressing. For example, the mobile walls were brought from England and the reception plaque from Italy. Moreover, we used a specific type of vinyl, even the adhesives were based on organic solvents and the carpet - from Interface - also sustainable.

One of the main aspects that made it a great collaboration was working tightly with the company's architect, a valuable partner, a very focused on details person. She came up with the design theme and became our main interlocutor during the project designing and execution.

At the end, all the efforts paid back when employees showed their excitement. It was a delight to see them all adapt so quickly to the new environment. They even have a favorite place - the impressive cafeteria, a large and colorful place to spend some quality time all together.



A wide-angle photograph of a modern office space. The foreground shows several cubicles with light-colored walls and blue horizontal accents. Desks are equipped with computers and office chairs. In the background, there are large windows and prominent orange cylindrical pillars. The ceiling has a grid of recessed lights.

“

Having the client's precious input and its international experience at each step of the project was inspiring and without any doubt added great value to the local knowledge.

Marius Mârza, Senior Project Director - Transylvania area manager



Federal Mogul Romania

The Swiss Clockwork-ing place

CLIENT: Federal-Mogul Friction Services

INDUSTRY: Automotive

COMPANY PROFILE: American developer, manufacturer and supplier of powertrain and vehicle safety products

SCOPE OF WORKS: TURNKEY PROJECT including architectural fit-out, HVAC, electrical installations, concept design, furniture supply

SIZE: 1500 sq.m

PROJECT COMPLETION DATE: 2015

LOCATION: Calea Floreasca 169A, Bucharest

ARCHITECTURE & DESIGN: arch. Andrei Angelescu, arch. Laura Dragomir & designer Dragoş Miler, COS

CONSTRUCTIONS: COS

NO. OF WORKSTATIONS: 178



The Clockwork: The Federal-Mogul Friction Services Team moved in the new headquarters in October 2014. That was a key moment for the company as it meant the opening of its EMEA Operation Center. Together with this center, the company was present in Romania through two other factories in Ploiesti – one manufacturing friction pads, and the other windshield cleaners. Summing up, the company meant over 500 Romanian employees, a team that was continuously growing.

The Swissness: “When we designed the Federal Mogul concept, we inspired from the company activity – the technological reflection in human nature, a theme recurrent in the visuals applied literally on the walls of the spaces, and creatively in the premiumness of the integrated furniture. The spatial compartmentalization is minimalist, the whole set-up is made in neutral colors, opened, with subtle accents and nuances that build up a modern and agreeable ambient.” deciphers Andrei Angelescu, COS Architect.

Our approach: Together with the architect we took a closer look at the needs of Federal Mogul and understood that a service center needs flexibility. So everything revolved around this necessity and embraced one main function: people meeting people. We built a modular conference room that can be divided into smaller compartments, but we also built an open space for corporate events or for relaxing time.



The 6 smaller meeting rooms offer a more intimate alternative for meetings, in an elegant and practical environment. Each room has its own personality, yet together they form a perfect contrivance.

Detail: Magnetic glass boards offer a modern and efficient solution for meetings and workshops.

Team mechanics & space flow: The open spaces preponderate in the company headquarters simply as a consequence of two main company values: open communication and continuous communication. Full open spaces both in workplaces and in relaxing rooms facilitate a better collaboration among company employees. They can socialize in the small breaks they take and can co-create when they need each other to complete a task. It’s all about bringing people together. Helping them to work together in a greater clockwork.

Open spaces, relaxing places, an imagery that combines wild life with tech life – this is a glimpse of the Federal Mogul Office in Bucharest. An office functional and beautiful like a Swiss Clockwork.



“We wanted a space that combined the company values with the needs of the members of our team. We focused on the easing of communication, on the creation of open spaces for working and relaxing, on graphics inspired of our daily activities. The concept of the design combines our products in an artful imagery bringing strong animals as a symbol of dynamism in all working spaces. We added colors with the help of the green areas with flowers that are being taken care of by all the employees.

Alexandru Crețu, Marketing Coordinator Federal Mogul





Telus Romania

The Feel Good Workplace

CLIENT: TELUS International Europe Romania

INDUSTRY: Technology

COMPANY PROFILE: Premium European provider of multilingual contact center and business process outsourcing solutions

SCOPE OF WORKS: TURNKEY PROJECT including project management, architectural fit-out, flooring, architectural lighting & electrical works, furniture and carpet supply

SIZE: 10,500 sq. m (3 phases)

PROJECT COMPLETION DATE: 2016

LOCATION: AFI PARK 3, Bucharest

ARCHITECTURE & DESIGN: arch. Anda Manu, AMA DESIGN

CONSTRUCTIONS: COS

NO. OF WORKSTATIONS: 970



For some companies it's all about the people, about making them feel part of one big family. This is the case of TELUS International - a multilingual customer interaction and BPO provider meeting the customer care needs of some of the world's largest and most respected brands - and this is not big talk; they wanted to walk the talk in every floor of total of five, in their Bucharest building.

The architect's solution: Press Play and Engage – a fantasy workplace where pandas and butterflies meet the Star Wars universe, bright colors and smiles. With over 55% of the space dedicated to employee relaxation, meetings and networking, the TELUS International office in Bucharest could be nominated for the most fun workplace we have helped creating in the past years.

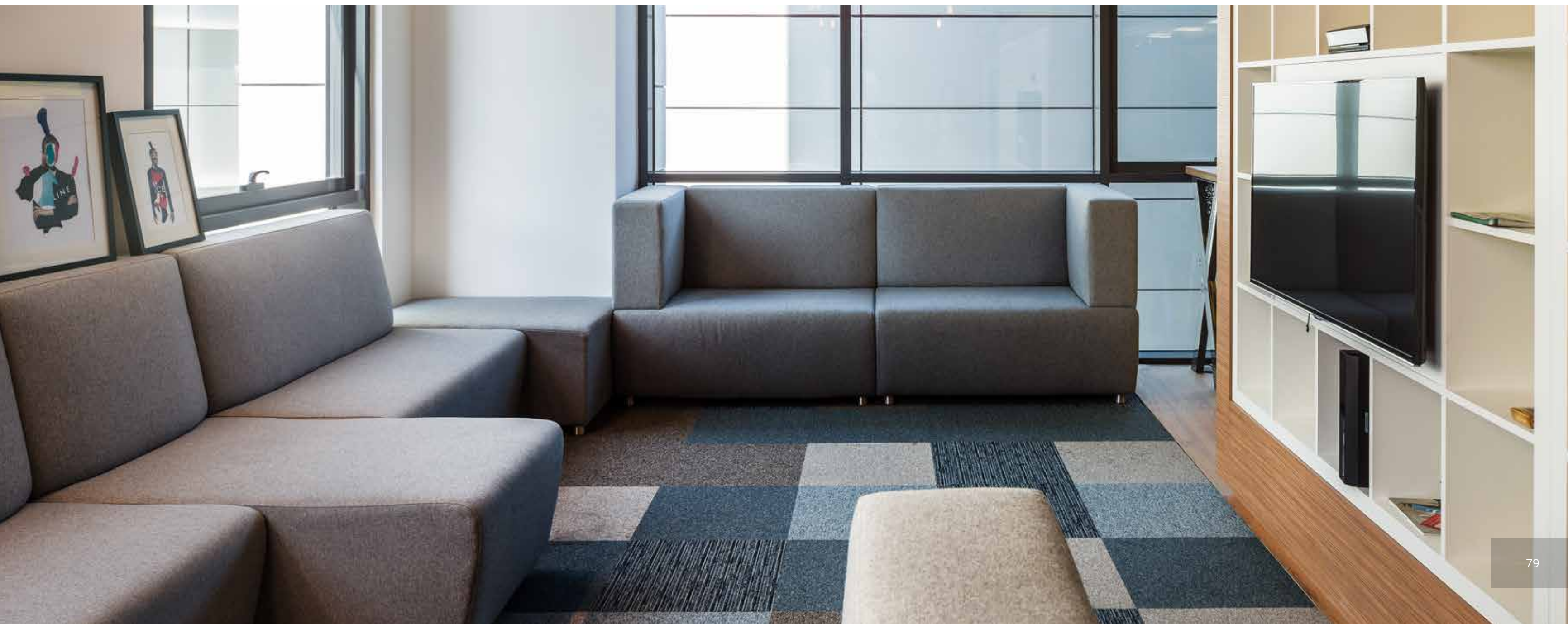
Our approach: We needed to adapt as well to the fast growing pace of the client (+150%/year). They needed a complex design to answer the needs and nurture the beautiful spirit of both the support team (more tech-savvy and geeky) and the costumer support team (more social and beauty oriented). So our game was simple: turn the 10,500 sq. m into a place that meets great expectations via 3 building phases.

Fun is no ordinary commodity: right from the start the architect established that in order to make a stand and show people that TELUS International put them first; we needed to be generous in the relaxing spaces. From the video games area to the pool table, we know that people who work hard deserve to have fun.

The workspace: As the team is very young, with an average age of 25, the design reflects their youth. We used color codes for orientation in a playful spirit.

The design concept is based on an association with the animal totems; the corporate identity associates human personality types to various animals, fish, flowers and butterflies.

The unconventional space offers employees many choices when it comes to work, relaxation, as well as formal and informal interaction:



The First floor include functional spaces:

The Welcome Desk & the lobby area – are distinguished through unusual, dynamic shape of the reception desk. The visuals of the area are also disruptive: wood-coated with an embedded matte glass panel and oversized spotlight ceiling fixtures

CEO's Offices

The Boardroom

The Financial Department

The HR Department

The Security Room

The Interview Room

The Server Room

2-5 Floors are identical in structure and include:

Open space ~ 600 sq. m

Locker space ~ 50 sq. m

Cafeteria – kitchen & relaxing space; each floor has its own cafeteria theme

Lounge area

Brainstorming Area with 2 Focus Rooms

One-to-one meeting Areas with Silent Rooms

2 Training Rooms – 20 people ~ 50 sq. m each

Managers offices – 2-5 people

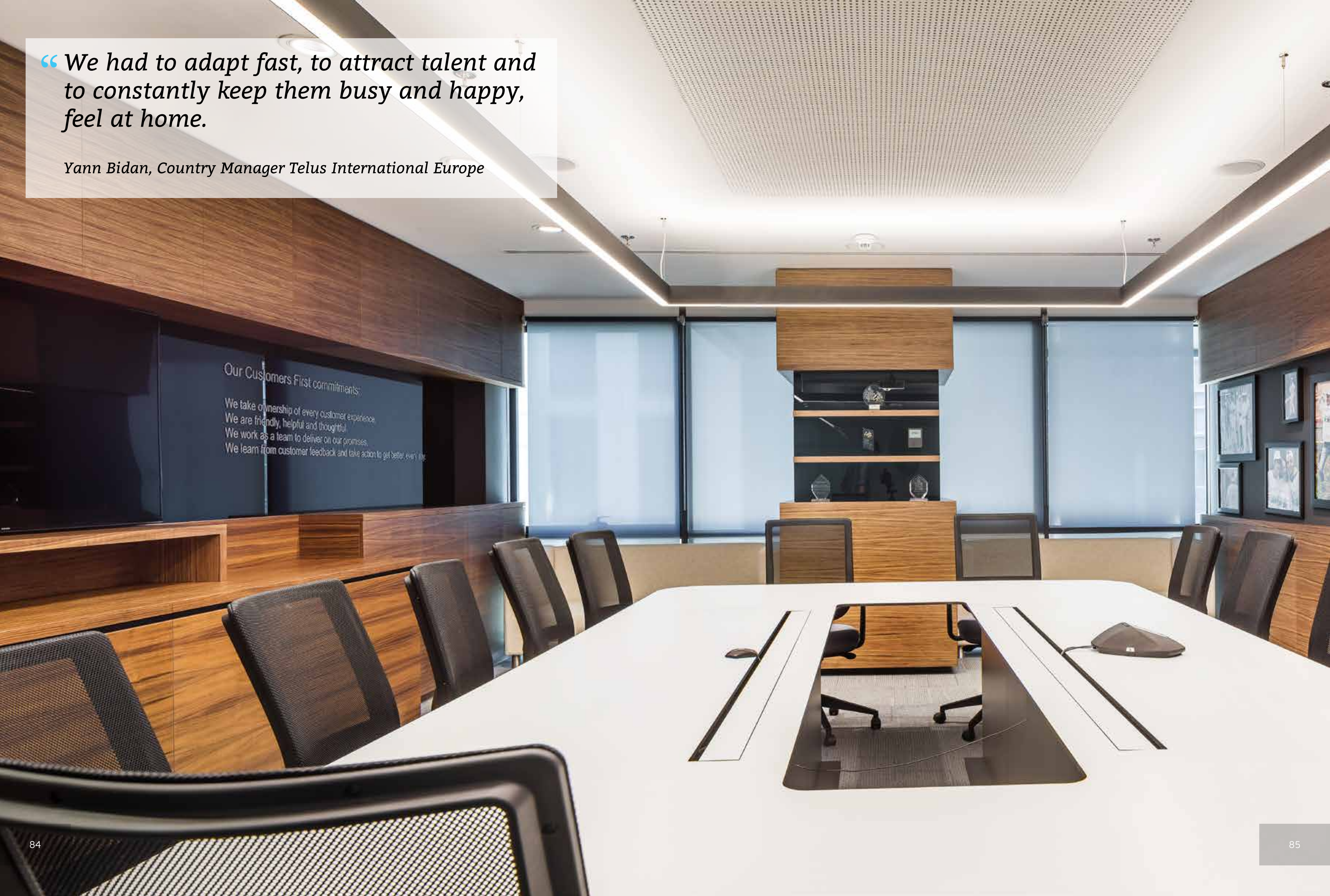
Feel Good Employer Branding: Together with TELUS and the architect, we have built an interview area to suit the company needs for expansion. From Wi-Fi, to coffee and free sodas, to bright happy colors, everything talks about their openness to create new business relationships and find positive people to join the team.





“ We had to adapt fast, to attract talent and to constantly keep them busy and happy, feel at home.

Yann Bidan, Country Manager Telus International Europe





Steelcase Romania

The Happiness Laboratory

CLIENT: Steelcase Romania

INDUSTRY: Furnishing Solutions

COMPANY PROFILE: World leader in office furnishing solutions more than 100 y.o. experience in developing modern workplaces.

SCOPE OF WORKS: TURNKEY SOLUTION

SIZE: 2500 sq. m

PROJECT COMPLETION DATE:

First phase: October, 2011

Second phase: July, 2014

Third Phase: February, 2015

LOCATION: Maestro Business Center, floors 3rd, 6th, 7th floors, Cluj-Napoca

ARCHITECTURE & DESIGN: arch. Corina Britz & arch. Andrei Angelescu, COS

CONSTRUCTIONS: COS



Once in a while, you have all the pieces of the puzzle and you have to find actual artistry to put them together in a creative way. This is the case of designing the workplace of Steelcase Romania, our trusted partner in many other projects. Steelcase Inc. is a worldwide leader in office furnishing, with 100 year old experience in building workplaces via its network of distributors and of Global Service Centers. Our task: the Global Service Center in Cluj-Napoca, Romania.

Employees' happiness comes first: With more than 200 employees working here every day, the Steelcase headquarters in Cluj highlight the idea of cooperation. We opted for a minimalist approach in an optimized use of space that allows employees to bring their personality forward and make the place theirs. What else would serve better a company that has invested 100 years in discovering how to reach full professional potential with the help of environmental factors?

Our challenges: We always aim high when it comes to quality, but this time we truly managed to outdone ourselves. The old building came with a classical touch, but also with a few limitations (for example, the fixed scenery brought by the wall which we were not allowed to demount).

The main request from Steelcase was that even though the employees worked in an open space, they should have a comfortable feeling of intimacy. So our focus moved on dividing the space and forming a living ecosystem with different zones that answered to varied needs. We were much motivated and honored to work with one of our best consultants so far, John Small, Director of Design at Steelcase.

Make the space theirs: The headquarters is built on 3 levels, and comes with 4 big conference rooms, 8 medium sized rooms for video-meetings, and 12 quiet rooms that give employees the possibility of maximum concentration when needed. The remaining space is divided in areas dedicated to each working team, addressing their particular needs with the help of tech solutions.

With predominant open spaces (75%) we supported teamwork, creativity and cooperation. Without blinking an eye, we used Steelcase premium elegant furniture – the right furniture for the right people; walking the talk when choosing the best solution. A Steelcase furnishing concept, the Workcafe is also present at each floor. The space is a relaxing oasis, but also a place with good vibes that can offer inspiration when working.





“The interior design of the Global Business Center Steelcase in Cluj was, of course, a result of office furnishing studies, design trends, and the specifics of our business. Our masterpiece – an innovative dynamic space, used in the most efficient way that supports employee cooperation & the work of employees who are in different geographical areas.

Mihaela Olteanu, Managing Director Steelcase



IPSO AGRICULTURĂ

Communication and transparency

CLIENT: IPSO Agricultură

INDUSTRY: Agriculture

COMPANY PROFILE: Importer and distributor of agricultural equipment and machinery

SCOPE OF WORKS: Concept design, furniture supply, custom-made furniture, visual communication & presentation solutions, video wall and audio-video systems

SIZE: Headquarters 1500 sq.m & Training Center 200 sq.m

PROJECT COMPLETION DATE: 2015

LOCATION: Mogoșoaia

ARCHITECTURE: ALU DESIGN

DESIGN: arch. Ioana Stănescu & designer Dragoș Miler, COS

NO. OF WORKSTATIONS: 140

With 20 years of experience in agriculture and hundreds of employees, IPSO Agricultura is the number 1 provider of agricultural machinery in Romania and the sole authorized importer of John Deere vehicles and machinery. The company provides integrated solutions for agricultural producers, spare parts, field service and operator training.

IPSO Agricultura is collaborating with Steelcase/COS since the year of the company foundation, 1996. The company wanted us to design their new office as well, and contacted us when the building was almost finished.

The building in Mogoșoaia included the headquarters, with a capacity of 140 workstations, and a training center distributed on 2 floors. Since the very beginning, one of the biggest challenges of the project was finding the solutions to make it look and feel warm and comfortable.

The building was designed with plenty of glass, both on the outside and on the inside. Understanding that communication and transparency are key messages for the brand was essential, yet the indoor glass partition raised some technical issues that could have affected the comfort and space utility.

One aspect of dealing with lots of glass was finding intelligent solutions to protect the offices against sunlight and to provide the privacy needed in the meeting rooms for video wall projections. That's why the smart blinds installed on windows offered privacy depending on the sun positioning.

The "all glass issue" also reflected on furnishing the rooms, finding ourselves in front of another real challenge to position the cabinets on the glass walls. That's why each of the 7 offices (with a capacity of 1-12 people, depending on departments) was individually designed in order to find the proper places for cabinets, boards and documents.

We provided Steelcase and Narbutas premium furniture following a classic design style, sprinkled with modern elements. The cold sensation given by the glass was softened by soothing warm colors and wooden finishes. Along with the furniture and floor made out of veneer imitation, the space was converted into a cozy and welcoming place to be.

Each floor has its own cafeteria with custom made furniture, a bar and individual tables where employees can enjoy a good coffee while having a chat, working or simply watching the TV. All the tables have access to cables, plugs, a TV screen and they are equipped properly to securely receive inside information. One of the most inspiring places in the building is the inner courtyard, a perfect place to socialize with the other colleagues, as it is accessible from all the meeting rooms and cafeterias.

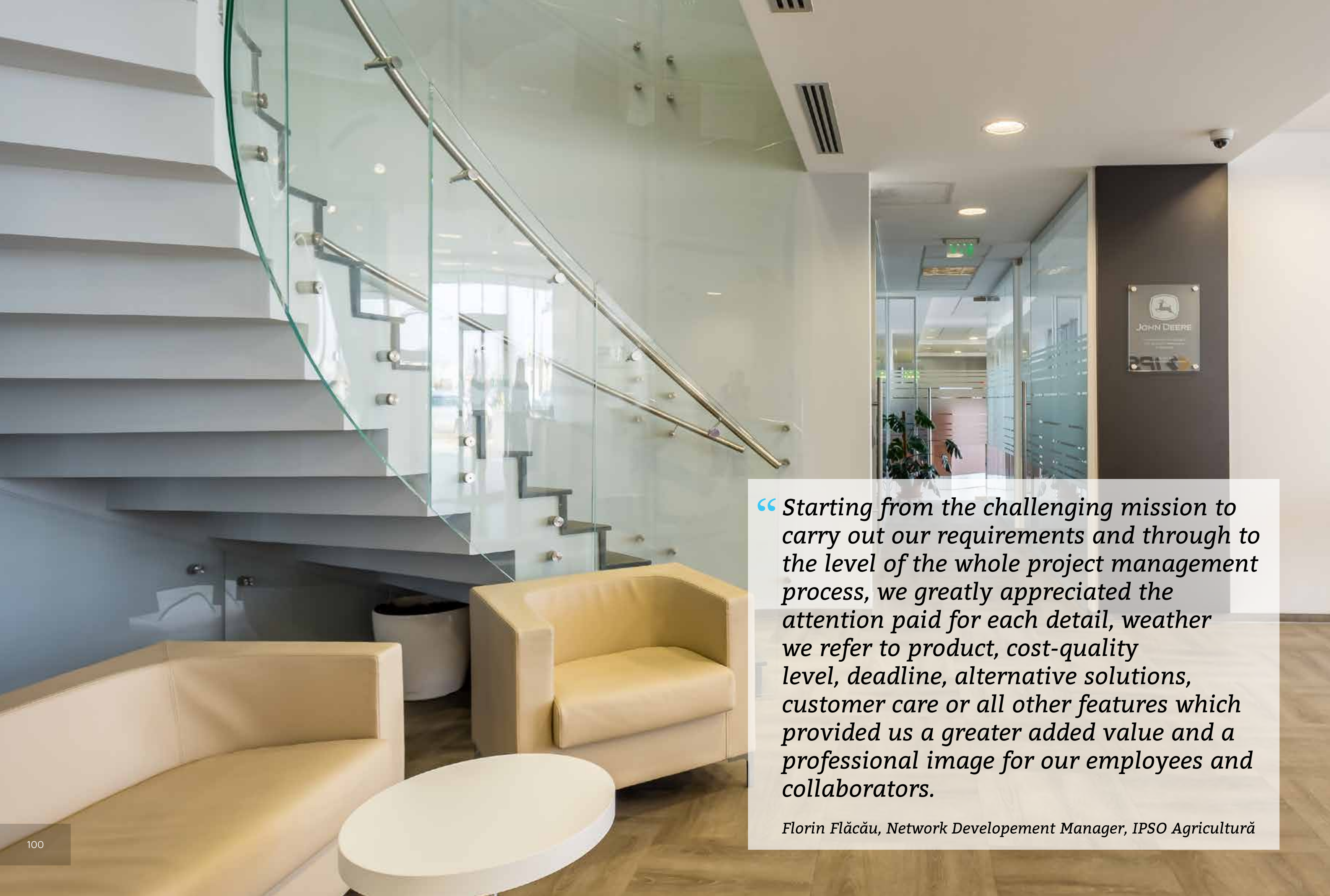
Particular attention was given to the training rooms which stretched over 2 floors in the Training Center. It was very important for the company to provide all the technical support and utilities for their trainees in order to assimilate as quickly as possible the sophisticated information they needed to know before working on machines. The training center included a space with lockers, Steelcase premium modular furniture with sockets and desks for teachers.

The sustainability and functionality of the project were two of the main purposes in making this project. We tried to bring inspiration to the employees through an environment as pleasant and welcoming as possible and, at the same time, which provided both utility and functionality.

The project offered premium quality at a reasonable cost for the client. Having a great communication and a deep understanding of the business helped us reach some great results we can be proud of.







“Starting from the challenging mission to carry out our requirements and through to the level of the whole project management process, we greatly appreciated the attention paid for each detail, whether we refer to product, cost-quality level, deadline, alternative solutions, customer care or all other features which provided us a greater added value and a professional image for our employees and collaborators.

Florin Flăcău, Network Development Manager, IPSO Agricultură

Schneider Electric Romania

Biophilic Design for a Sustainability

CLIENT: Schneider Electric Romania

INDUSTRY: Energy

COMPANY PROFILE: (Green) Energy Solutions Supplier

SCOPE OF WORKS: Furniture supply & custom made elements, design & space planning

SIZE: 3500 sq. m

PROJECT COMPLETION DATE: September, 2015

LOCATION: Green Court Bucharest

DESIGN: Mădălina Maria Movileanu, COS

CONSTRUCTIONS: Green Court - Skanska

NO. OF WORKSTATIONS: 230

Schneider
Electric

When you're a worldwide expert in the energy & automatization management, it is only logical to want your employees to work in a building you took part in building. Consequently, for its Bucharest offices, Schneider played a double role: both supplier and client in the Green Court Building. So, the company took the role of promoter of energy saving and helped building one of the greenest workplaces in Bucharest. Our part was to meet the expectations and deliver a design concept that perfectly suited our clients work principles.

Natural and illustrative, our concept was Biophilia, and we decided to describe graphically the innate relationship between humans and nature. An increasing research base has identified the positive benefits of biophilic design in supporting multiple organizational outcomes, including well-being, performance and creativity. So, the effects of providing this connection to nature went much deeper than simple employee satisfaction. The visual identity of the office followed the intimate integration one can find only in natural places, delivering a feeling of safety, of serendipity. Each room has its own personality, its own life; so the whole space is an employee centric ecosystem.





The Nature Hall

Once again we had the chance to show our commitment to delivering a concept with thoroughness and attention to details. The guest hall is a symbolic place where nature is in charge. One can observe the biophilic accents – in the graphics, in the combining of textures and colors, and in the pure natural elements. For example, the customized flower pot wears the On/Off symbols – important recurrent branding elements.

The star colors: GREEN, orange, natural beige, and red formed a modern natural mix. All these dressed elegant premium, yet comfortable furniture.

The natural use of space: 30% closed space complementary to 70% open space – the perfect ratio to promote organic relationships among the Schneider employees. The result: 12 meeting halls (from one person spaces to 20 people video conference rooms), mobile walls to personalize the space according to punctual needs, 2 laboratory like rooms equipped with testing materials, two kitchens to energize the employees.

Activity Based Working: We provided a variety of workplace settings and integrated technology that supports mobility. This allows people to locate according to the activity to be undertaken; from focused work to impromptu open and informal meetings. The allocation of dedicated workstations was limited and determined according to job function, with flexible and nomadic staff to share desks. The final goal: streamline the working processes via a working symbiosis.

All in all the concept is fully integrated in the workplace design and embodies the whole Schneider Electric philosophy: a Biophilic Design for a Sustainability Champion



“Each idea that helped creating our headquarters represents us as a company, but mostly highlights the principles that guide our employees and promote a friendly and energy efficient lifestyle. Also, we enjoy a workplace built at high standards with a high level of comfort, where sustainability is a key word.

Alina Roșu, Field Marketing Manager, Schneider Electric



POPOVICI NIȚU STOICA & ASOCIAȚII

The Common Law of Discretion

CLIENT: POPOVICI NIȚU STOICA & ASOCIAȚII

INDUSTRY: LEGAL

COMPANY PROFILE: Leading Romanian law firm and one of the first incorporated professional partnerships in Romania

SCOPE OF WORKS: Customer area reshape, fit-out, project management

SIZE: 400 sq. m

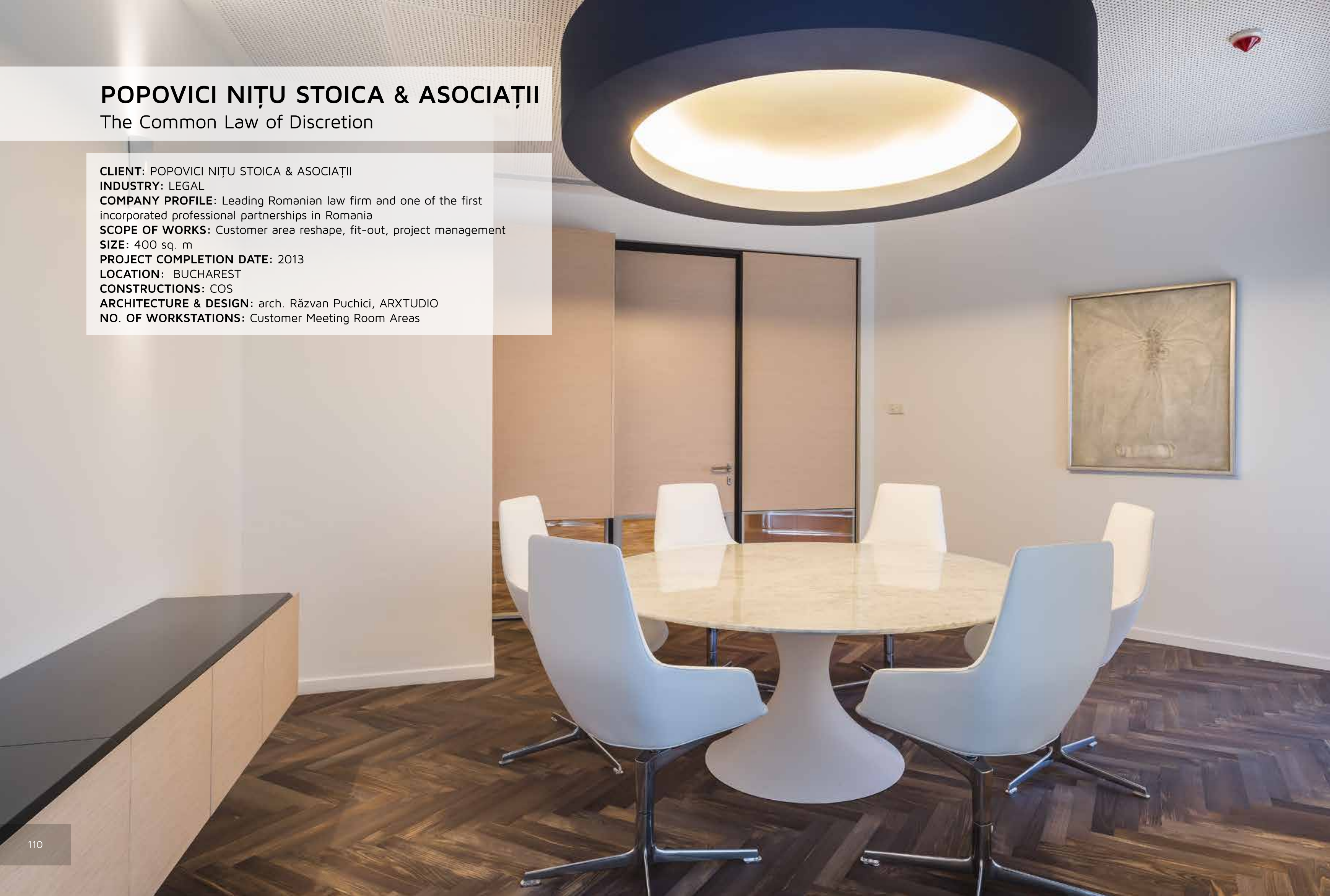
PROJECT COMPLETION DATE: 2013

LOCATION: BUCHAREST

CONSTRUCTIONS: COS

ARCHITECTURE & DESIGN: arch. Răzvan Puchici, ARXTUDIO

NO. OF WORKSTATIONS: Customer Meeting Room Areas



When dealing everyday with high confidential information, you need to create a trustworthy space where clients are encouraged to confide. Discretion, elegance and safety – these were the words from the brief so we laid down the law of inspired design. Popovici Nițu Stoica & Asociații has a high quality professional expertise in the law field, so we were proud to help them help more clients.

The necessity was to create a series of interconnected spaces, to surpass the looks of a classic, closed, opaque law office. So the architect needed to negotiate the space between closed and open zones.

The welcome desk says the first hello and the client wanted that hello to be calm, yet firm; homey, yet professional; open, yet confiding. The solution was to build in glass walls. Transparency says it all.

There is actually an entire layer of transparency that continues discretely towards the areas intended for client talks. There we played a little with transparency and opaqueness to ensure coherency with the use of the FECO partitions. We combined hard flooring (marble) with wooden partitions and carpet inspired from nature. The red ceiling and the elegant finishes liven up the spaces without compromising the unity, all this under equilibrated geometrical lights.

We delivered high quality materials and astonishing design within a tight schedule and without stopping the client activity in the space. Their wish for providing customers the perfect experience, showing care was solved via an elegant modern office design. The workplace from Popovici Nițu Stoica & Asociații is a COS jewel in matters of furnishing.





lenovo FOR
THOSE
WHO DO.

Lenovo Romania

Tech to the Core

CLIENT: LENOVO ROMANIA

INDUSTRY: Technology

COMPANY PROFILE: Personal technology company and the world's largest PC vendor

SCOPE: TURNKEY PROJECT including architectural fit-out, HVAC, electrical installations, concept design, furniture supply

SIZE: 2000 sq. m.

PROJECT COMPLETION DATE: August, 2015

LOCATION: Calea Floreasca 169A, Bucharest

ARCHITECTURE & DESIGN: arch. Andrei Angelescu & designer Dragoş Miler, COS

CONSTRUCTIONS: COS

NO. OF WORKSTATIONS: 160



The tech hero in these pages is Lenovo Romania, the biggest PC producer worldwide, one of the most important players in the mobile equipment market and an important presence in the IT servers and stocking stations. As a growing business, Lenovo took over the x 86 server divisions and a research center from IBM, consequently growing its team in Romania. So, the 12 Lenovo employees and their new 148 colleagues needed a new workplace, a tech haven to spend their working day in full harmony.

The tech concept: Together with the architects we built the new headquarters with a strong tech core for a rather complex client in cooperation with other partners. The concept was stirred by the specifics of the client and followed a route of connectivity, of integration. The tech core in our design proposal fit perfectly in the lives of the 160 people and will serve as encouragement for their future creativity and tech exploration scope.

The tech approach: the futuristic overview brings all the best in our tech theme. The new Lenovo offices are all about the geek universe, almost as if or inspiration was the Enterprise ship. The headquarters present new technologized rooms and sectors, perfectly adjusted for the IT minds. Even the floor resembles a connected system making them feel that each step is a step towards a new discovery.

The right place: The relocation was a challenge in terms of finding the right place for the whole team and for the whole data center. Also, as tech and the natural world go hand in hand our goal was to find a green place with modern architecture to support the team's innovative spirit. The Floreasca Business Park became the host for the workspace, meeting rooms, and recreation places of the Lenovo employees. Also, to stir their creativity everybody can work in an unusual and surprising workplace: a high chair & stand up zone.

The tech use of space: 3 conceptual rooms were combined in a perfect mix of daily life and technology: the urban plaza, the pioneer space and the mood room. By defining these spaces we underlined the essence of innovation: its natural interference in everyday life.

1. The Urban Plaza is situated in the reception area and brings together the outside and the inside, making it more friendly for the company guests. The urbanization of the interior transforms the space: concrete-like materials combine with soft textures in a unique way.

BUZZIVILLE: Privacy within the open space

By furnishing the urban plaza with fine pieces from BUZZI SPACE we combined aesthetics and noise reduction, thanks to the sound-absorbing eco-felt used in the designs.

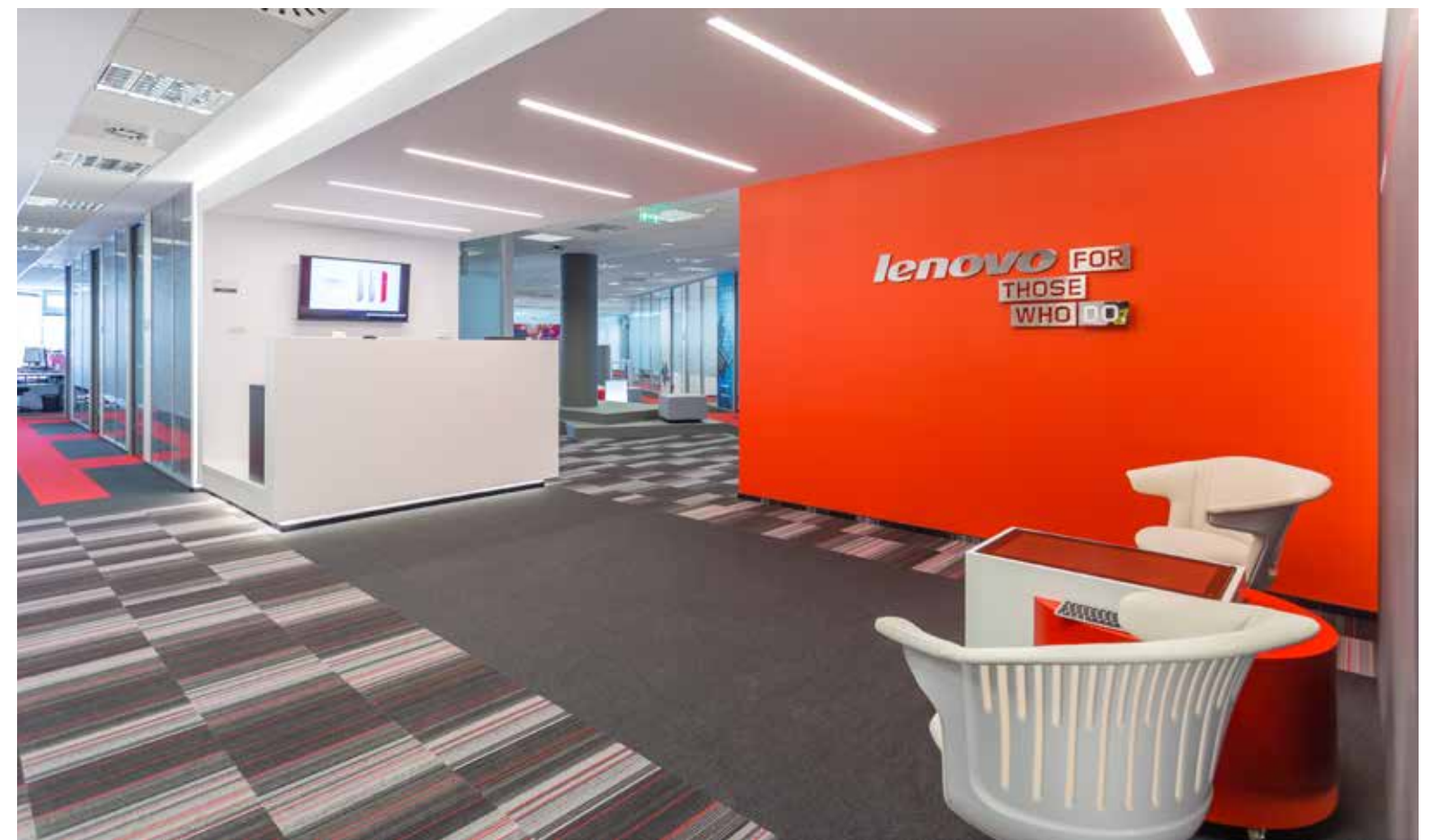
2. The Pioneer Space brought innovation right in the meeting rooms. Full of inspiring corners, this space is now perfect for trainings and recreation.

3. The Mood Room is there to rebalance your thoughts and relax your mind. It suits perfectly for relaxation moments.

All in all, the moving day was a great day for science and for the wellbeing of 160 people who now enjoy their 100%tech workplace that puts their rich minds and their healthy bodies first.







“The new Lenovo headquarter is located in a green building with plenty natural light, that offers a more spacious workplace to the employees than the previous scanty HQ and also a series of new facilities that aim to inspire creativity.

Adrian Ursulean, Real Estate Project EMEA, Lenovo Romania

Yardi Romania

Technology comes natural to us

CLIENT: Yardi Romania

INDUSTRY: IT&C

COMPANY PROFILE: Software development

SCOPE OF WORKS: TURNKEY PROJECT including concept design, M&E reconfiguration, architectural technical project, fit-out, carpet, furniture, interior decorations

SIZE:

- On the first phase: 3000 sq. m (one floor section)
- On the second phase: 2700 sq. m (extended on the entire floor)

PROJECT COMPLETION DATE: 2014 (1st phase) and 2016 (2nd phase)

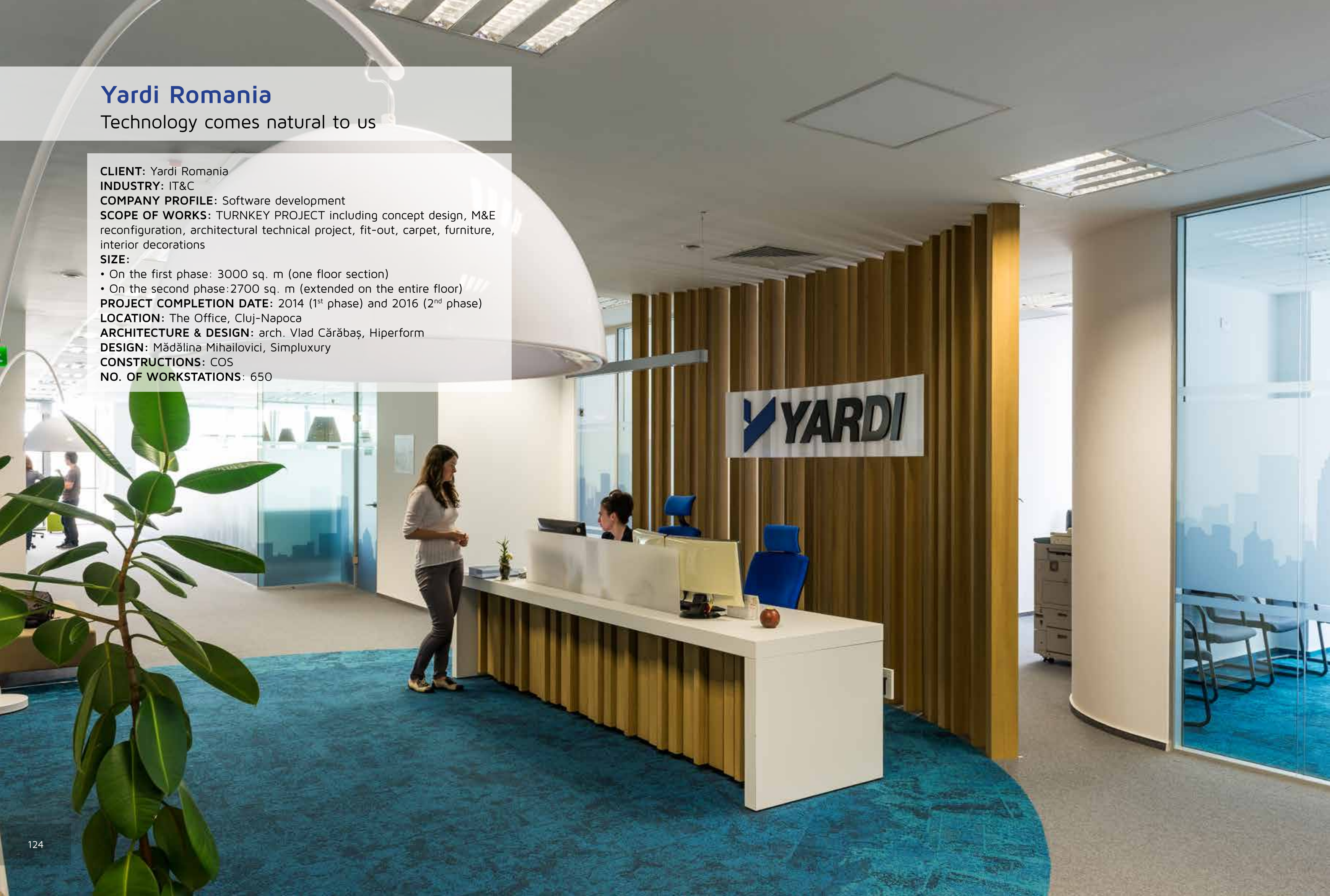
LOCATION: The Office, Cluj-Napoca

ARCHITECTURE & DESIGN: arch. Vlad Cărăbaș, Hiperform

DESIGN: Mădălina Mihailovici, Simpluxury

CONSTRUCTIONS: COS

NO. OF WORKSTATIONS: 650





Yardi Romania, global leader in providing software solutions dedicated to the real estate market with over 30 year experience, wanted to open their second office in Cluj-Napoca. They chose The Office Cluj building and started working with us in a two phased project. In the first phase, we handled the fit-out and the construction, plus the architectural design of the first 3,000 sq. m.

The building had the capacity to accommodate more than 600 people and gave them the possibility for future expansion, on the second phase.

The project already brought us a challenging situation: Making feel comfortable many different people in a friendly place was not an easy thing at all. Finding a common ground between them was our main challenge.

The thing they had in common was quite surprising: **GAME OF THRONES!** The book and the series have lots of fans among management and employees.

So, there was the concept putting together THE FUN & THE WORK! Game of Thrones castles, bright colors and a mini meadow terrace with bushes and benches - that's how Yardi's employees are welcomed at work every day.

Thus, all meeting rooms tell their own stories. The rooms were named after famous castles in Game of Thrones: Winterfell, Casterly Rock, Dragonstone and so on. Two extra modular meeting rooms with a capacity of 100 people complete the whole picture.

The real challenge was to accommodate such a large number of employees without making them feel crowded. In fact, we managed to keep open spaces for more than 60% of the entire surface.

The relaxation areas were furnished with sofas and armchairs; there are 3 reading corners, a game room with a ping-pong table and a large modern dining room.



On the second phase of the project, Yardi representatives relied on us to redesign other 2,700 sq. m. and expand the project to the entire floor.

We worked with another talented architect from Simluxury who tried to bring a unitary concept of the space. That's how we expelled the wall in between the two areas and converted that space into an intern hub for meetings designed as canopies houses. We have also integrated booths, 12 quiet cells designed as houses and added another cafeteria.

In the remaining space we chose a restful color palette inspired by items and natural elements found in a city: concrete (gray), wood (brown and yellow), parks (in the green area) and fountains (the blue area); we avoided bright colors and strong contrasts which could have made the space look crowded. The walls were beautified with prints of specific details for each area (leaves, wood, water bubbles, stone etc.).

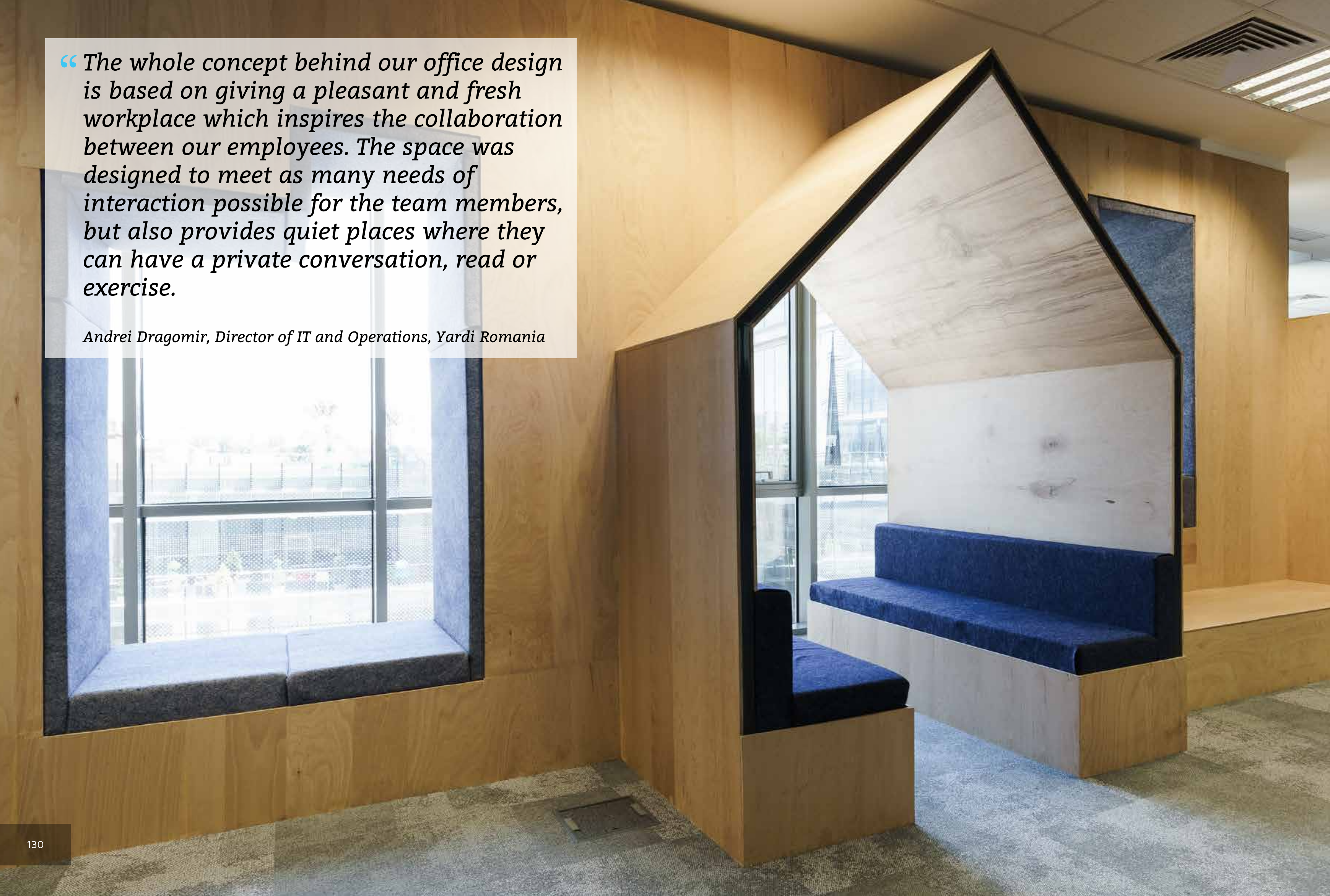
The coffee points were designed as discrete cafes in a stylish town, while the kitchens were projected as picnic places with benches.

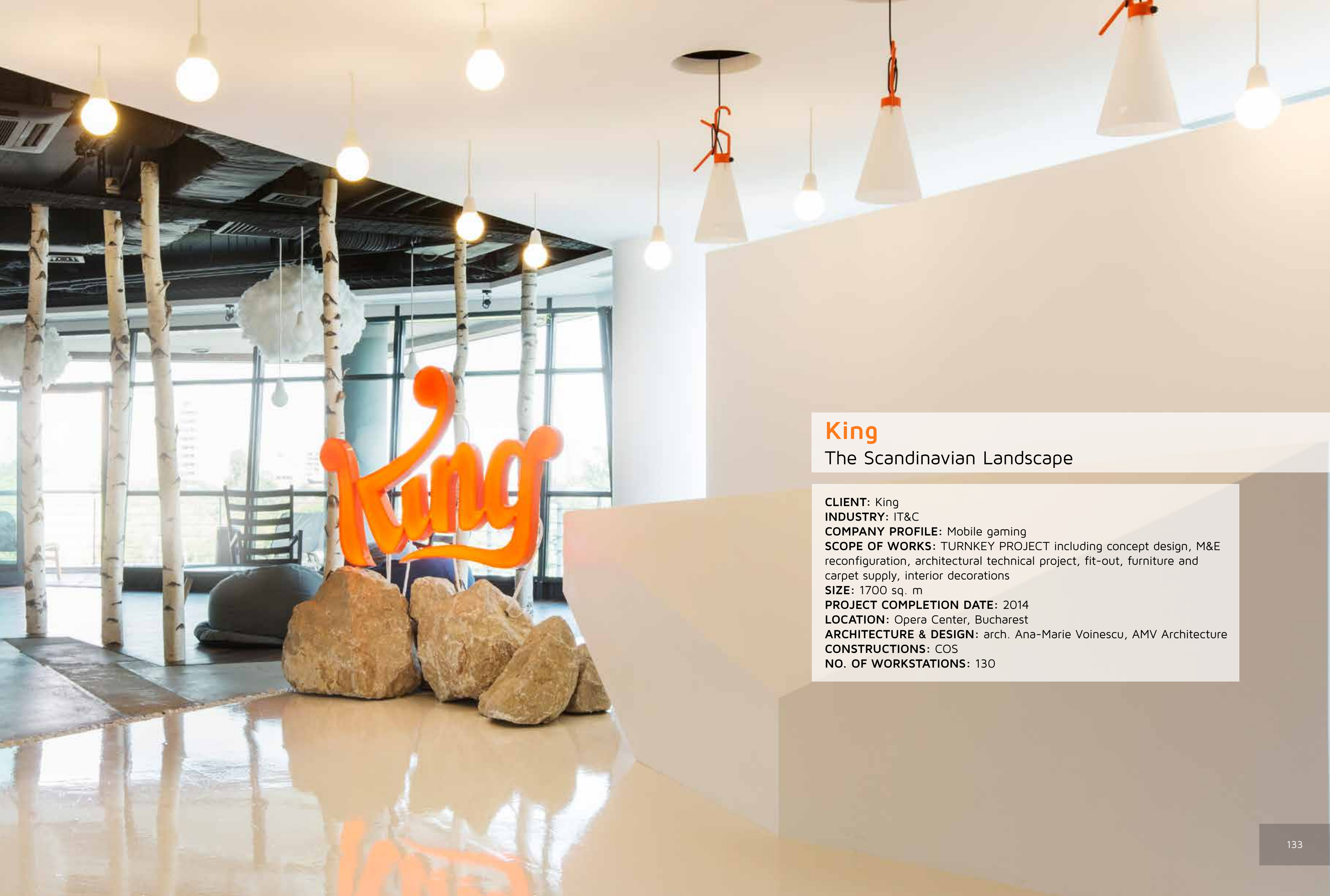
One of the things we are very proud to have successfully implemented is the office setup which allows the natural light to make its way through. Designing Yardi offices allowed us to show the experience we have in building contemporary and functional spaces to our potential partners. And we can proudly say that through our work we contributed in making Yardi Romania an amazing place to work and grow; a clean place with a story behind it.



“The whole concept behind our office design is based on giving a pleasant and fresh workplace which inspires the collaboration between our employees. The space was designed to meet as many needs of interaction possible for the team members, but also provides quiet places where they can have a private conversation, read or exercise.

Andrei Dragomir, Director of IT and Operations, Yardi Romania





King

The Scandinavian Landscape

CLIENT: King

INDUSTRY: IT&C

COMPANY PROFILE: Mobile gaming

SCOPE OF WORKS: TURNKEY PROJECT including concept design, M&E reconfiguration, architectural technical project, fit-out, furniture and carpet supply, interior decorations

SIZE: 1700 sq. m

PROJECT COMPLETION DATE: 2014

LOCATION: Opera Center, Bucharest

ARCHITECTURE & DESIGN: arch. Ana-Marie Voinescu, AMV Architecture

CONSTRUCTIONS: COS

NO. OF WORKSTATIONS: 130



King, an interactive entertainment company from Sweden, wanted to open a new creative office in Romania, Bucharest, but at a closer look we may say that together we opened one of THE most creative offices of all. We're talking about an office designed like a Scandinavian kingdom, with natural elements and original design pieces.

We started building around the idea of recreating Nordic stories and mysterious realms. Then, the architect shaped the concept: **the northern kingdom**.

The architect had the complete freedom to create a fantasy world where elements, both peculiar and functional, were brought together. Miniature rocks at the reception area are a reference to the wildest areas in the North. A curtain of birches emphasizes the natural, while the angular shape of the reception desk, made of white Corian, perfectly recreates a snowy northern landscape.

The offices were divided into departments, each team being provided spaces for short discussion and blackboards at their fingertips.

The meeting rooms define certain areas, creating a sort of maze so employees shouldn't feel they are in a warehouse-like building. These spaces were designed as independent buildings made out of poplar plywood set on a steel structure. They have an inner height lower than the height of the entire floor in order to create the feeling of entering in a kingdom house. Moreover, employees named each meeting room accordingly: "King's landing", "The Bat Cave", "We need to talk", "Shadow realm" or "Love nest".

A design element that defines all King studios - an orange strip - surrounds the whole studio. It was creatively included to create a link between the reception area and other areas of the office. It's just like a route through game levels, as being an element found in the games created by them.

Designing the concrete floor as the architect wanted was one of the biggest challenges of the project. The solution was to be polished and sealed with polyurethane which made it look spectacular.

The relaxation area surrounded by trees has a lovely swing and a carpet imitating green meadow. Employees can enjoy sitting on Poufs above which hang lovely wadding clouds sustained by a metal structure.

The reading area comes with comfortable sofas and a wall clad in wood which also makes it look like being in a kingdom.

On the kingdom map, six other wooden houses padded with colored felt are being used as soundproof booths for private conversations.

Small islands with white gravel delicately shape the space along with small trees shaped by people specialized in movie sceneries.

Employees can enjoy dining in a huge kitchen with views on the Opera Square. The room was separated from the rest of the office by a glass wall on a black metal structure, enhancing the industrial air of the building. **The kitchen** is also designed to be used as a game area (with a foosball and ping-pong table), as well as a meeting room with all the employees (it's equipped with a video projector).

The ceiling coffers were demounted so that the ceiling and the tubes were left exposed, while a matte black paint creates a uniform background which highlight the beauty of the space.

Designing King's studio was a real challenge both from a creative and technical perspective, but the result enriches the space and offers inspiration to the employees who can now proudly say they work in one of the most creative offices in Romania.



CBRE Romania

The Green Thunder

CLIENT: CBRE Romania

INDUSTRY: Real Estate

COMPANY PROFILE: World's largest commercial real estate service company

SIZE: 377 sq. m

PROJECT COMPLETION DATE: 2016

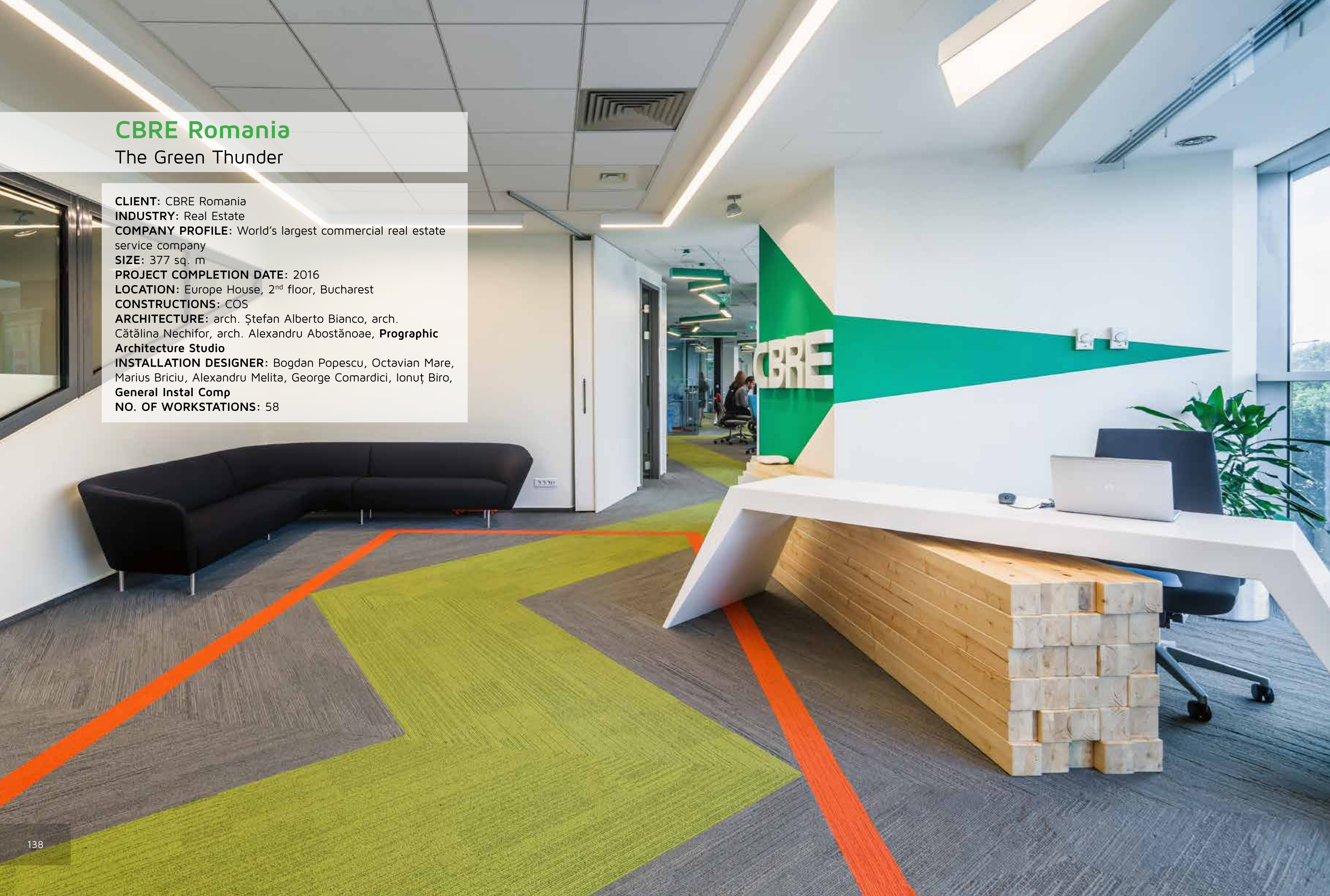
LOCATION: Europe House, 2nd floor, Bucharest

CONSTRUCTIONS: COS

ARCHITECTURE: arch. Ștefan Alberto Bianco, arch. Cătălina Nechifor, arch. Alexandru Abostănoae, **Prographic Architecture Studio**

INSTALLATION DESIGNER: Bogdan Popescu, Octavian Mare, Marius Briciu, Alexandru Meliță, George Comardici, Ionuț Biro, **General Instal Comp**

NO. OF WORKSTATIONS: 58





CBRE Romania is one of the leading real estate service providers in the country, established in 2008.

In 2016, they changed their headquarters and called us to transform the 400 sq. m. office into an unconventional space that needed to stimulate employees to freely collaborate, but still breathing the brand characteristics.

The winning concept is based on the innovation characteristics of the brand. "The Green Thunder" concept is designed as a combination between creativity (the lightning) and the symbol of nature and customer involvement in sustainability (green). That's why the thunder became the leitmotif that binds all the spaces.

The reception area was designed as the central core, providing connection between clients and the working areas. Its configuration made it a flexible space that can be easily turned into a discussion area

The office redesigning centers around the **new concept of hot desking** assuming anyone in the company, starting with the managing director, no longer has fix desks. With a capacity of 30 workstations and one-person work pods - the intelligent furniture brings thoughtful ergonomic design to the lounge posture. Whether employees are searching for private, teamwork or brainstorming sites, there's a perfect place for anyone.

Each meeting room has its own different design and theme, whether it's one of the 4 meeting rooms for visitors, one of the 2 open space meeting rooms or one of the 5 chat rooms in the working area. Employees can also enjoy different thematic areas: an exclusive club atmosphere, a technology area, the Maps Room for evergreen explorers or the playful world of Lego.

We have used only high quality products, from carpet to office chairs. The Interface Human Nature carpet prompted people back to wildlife, reminding of the materials, textures and tones we find in the natural world.



Also, the office was equipped with Gesture chairs, declared the best in the world in 2015. It's known for the attractive design, quality, comfortability, dozens of finishing options and adjustability. In addition, we followed specific technical requirements that included: LED lighting lamps, adjustable supports for office monitors and large displays on many areas (meeting rooms and open spaces).

The redesign and configuration significantly increased interdepartmental collaboration, and created a much more attractive working environment.

CAFE





“We had an excellent collaboration with COS, an open and constructive dialogue resulted in an office space we are really proud of.



Răzvan Iorgu, Managing Director CBRE

Microsoft Timișoara

New Working Ways

CLIENT: Microsoft Romania

INDUSTRY: IT

COMPANY PROFILE: Worldwide leader in software, services, devices and solutions

SIZE: 910 sq. m

SCOPE OF WORKS: Architectural fit-out, flooring, HVAC, electrical installations, furniture supply

PROJECT COMPLETION DATE: 2015

LOCATION: Optica Business Center, Timișoara

CONSTRUCTIONS/PROJECT MANAGEMENT: COS

ARCHITECTURE & DESIGN: arch. Andrei Angelescu & designer Dragoș Miler, COS

NO. OF WORKSTATIONS: 94





Microsoft, world leading producer of computer software, purchased the company CIAO from Timisoara in 2008 and opened a support center. In 2014, they decided they had to move in a new place - a 900 sq. meters space - and wanted us to make it a fully functional office.

Our brief was to convert it into THEIR office, a brand oriented space that breathed their organizational culture and graphics.

The main challenge was to find the right designing solutions for Microsoft's flexible style. That's why we chose the umbrella concept of New working ways, that perfectly sums up the brand identity - always being on the move from activity, design, colors to materials.

The office was designed as an open space, crossed by a long rectangular area that dominates it all. In fact, this was the starting point of the process. This is where we used our creative skills at their best. The area was designed with stylized geometric shapes on cold colors, through a pattern that connects the spaces. The elements were extracted from the deconstructed logo, a creative solution that brought their identity closer in an unconventional way. In order to make the best out of it and make it more visible, we made everything around as neutral as possible. Except for a wall for which we chose a collage that simulated the display that Windows has on the mobile devices.

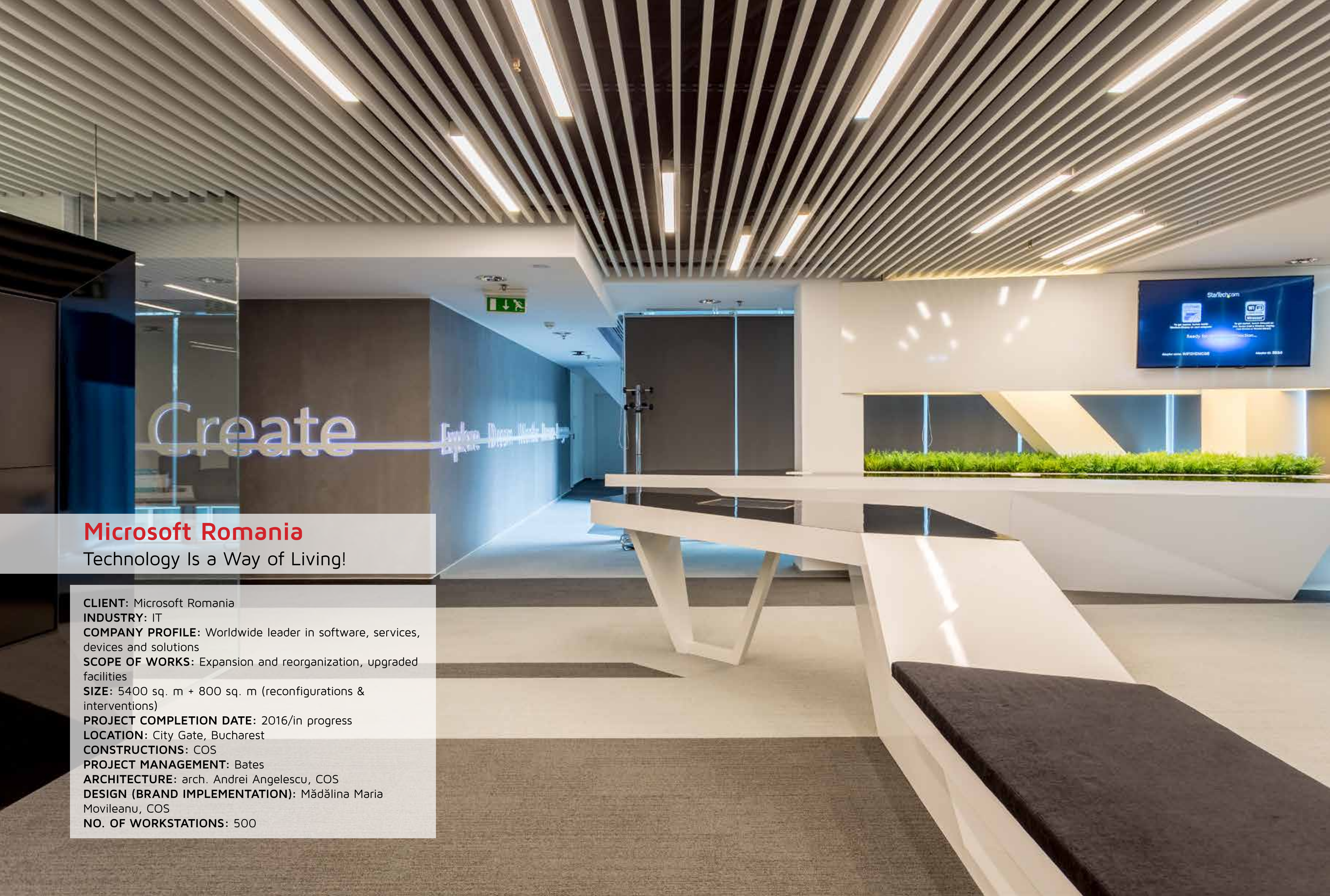
Yet, we wanted to have a familiar and warm atmosphere all around, so we designed homey offices with colored panels. The floor of the cafeteria was made out of wood and continued the colorful style of the offices.

For the relaxing area we chose a familiar theme turned unconventional - the library - having a table with books as main element. At the same time, we offered to the employees a lounge room where they can enjoy natural light and silence. The reception is very small so we have made good use of simple and clean cuts.

A big advantage for the project and for the collaboration itself was working with the client, on the go. This lead to better results and a greater satisfaction for the employees.







Microsoft Romania

Technology Is a Way of Living!

CLIENT: Microsoft Romania

INDUSTRY: IT

COMPANY PROFILE: Worldwide leader in software, services, devices and solutions

SCOPE OF WORKS: Expansion and reorganization, upgraded facilities

SIZE: 5400 sq. m + 800 sq. m (reconfigurations & interventions)

PROJECT COMPLETION DATE: 2016/in progress

LOCATION: City Gate, Bucharest

CONSTRUCTIONS: COS

PROJECT MANAGEMENT: Bates

ARCHITECTURE: arch. Andrei Angelescu, COS

DESIGN (BRAND IMPLEMENTATION): Mădălina Maria Movileanu, COS

NO. OF WORKSTATIONS: 500



Microsoft, world's leading producer of computer software, requested our expertise once more, after successfully implementing a project back in 2010. At that time, they had recently moved on the second floor of the building - that today is their headquarters - and we had provided furniture solutions.

Few years later, Microsoft decided to bring all the business in the same building and expand the offices, as part of a long term business consolidation process. They had to accommodate the Support Engineering Department, therefore the existing floor was completed by 4 more.

Our brief was to find a unitary concept, but also to create beautiful and functional spaces that encourage engineers to become more creative and willing to collaborate one to another.

The task wasn't easy at all taking into account the huge space to settle, but also the short deadline given. Our main challenge was to finish all details of the 6,200 sq. meters of the building in less than one month for each floor. Moreover, the employees were already on the spot, so it was a mass effort for everybody involved. We had many extra hours working, mostly on weekends and late night.

Regardless the challenges of the project, our mission were to bring a contemporary, friendly and sustainable design with focus on the employees and on the company profile. The winning concept combines futuristic elements with friendly colorful touches.

The headquarters remained at the second floor, but partial interventions and reconfigurations were required. The entire floor was offered a fresh change by adding custom made furniture, seating areas and a customer area for client presentations where employees can show their capabilities and solutions through technology.

The other floors, summing 5,400 sq.m., were adapted to the support engineering team needs. We think it's essential to stimulate performance and happiness in consuming jobs like support engineering. So we did everything we could to make them leave the office fresh and pleased at the end of any working day.



In order to support our promise, we focused on designing the cafeteria and the relaxing areas as places where employees not only better collaborate, but also have the means of enhancing networking. As well, people can retire in small inspiring rooms where they can better focus on their tasks, but still have instant access to technology.

Branding is also very visible and present to give people the feeling of being part of a strong organization and feel proud of their affiliation.

Judging by the client's feedback, we expect employees to feel comfortable and free minded while working in Microsoft offices. For us, it's been a privilege to work with such dedicated and talented people, both architects and client.





“ We think it’s essential to stimulate performance and happiness in consuming jobs like support engineering. So we did everything we could to make the employees leave the office fresh and pleased at the end of any working day.

Florin Grama, Director Support Engineering Management, Microsoft Romania

SIEMENS

Fresh, Comfortable & Flexible

CLIENT: Siemens, Cluj-Napoca

INDUSTRY: IT

COMPANY PROFILE: Technology

SCOPE OF WORKS: Fit-out, flooring, furniture supply

SIZE: 3000 sq. m

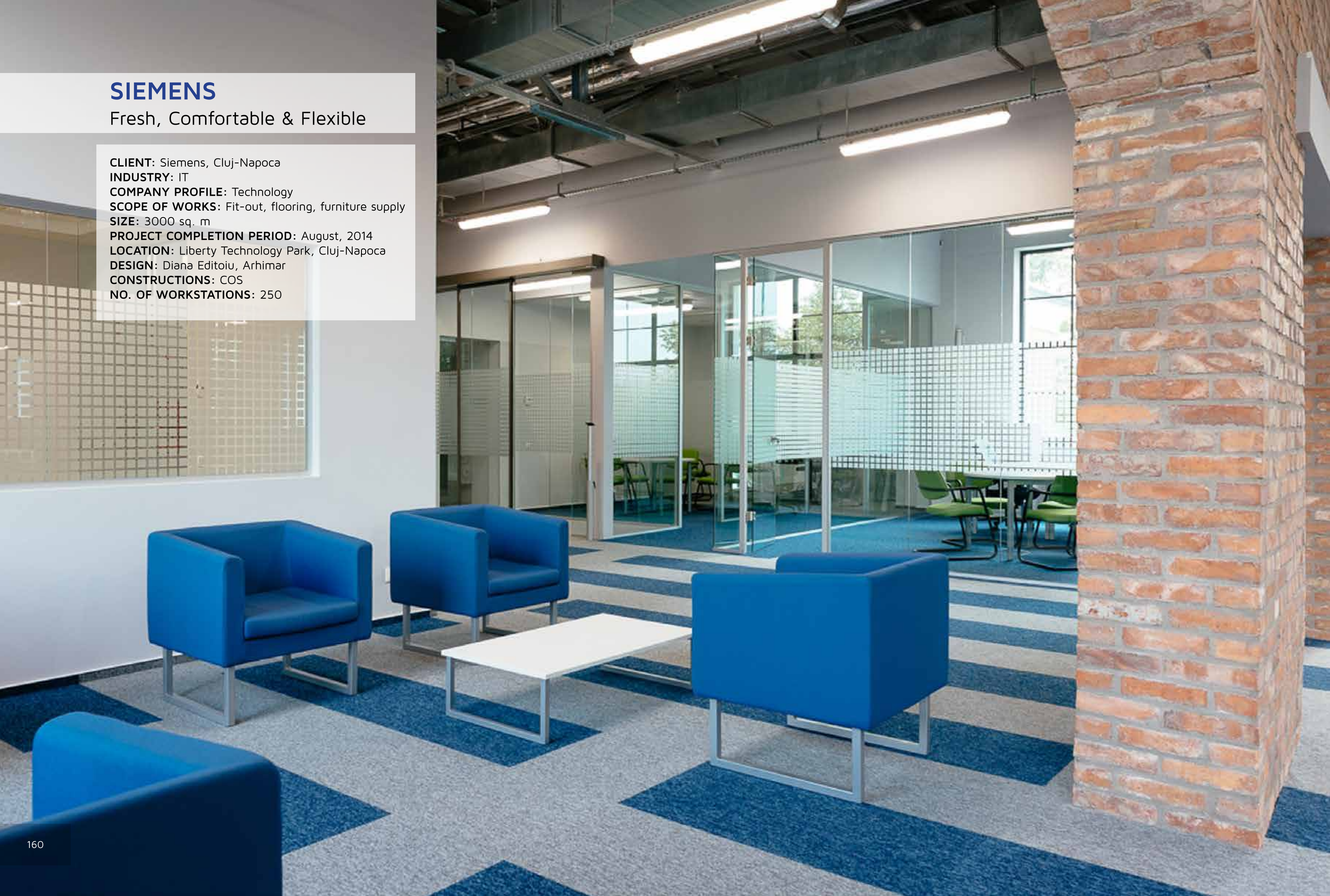
PROJECT COMPLETION PERIOD: August, 2014

LOCATION: Liberty Technology Park, Cluj-Napoca

DESIGN: Diana Editoiu, Arhimar

CONSTRUCTIONS: COS

NO. OF WORKSTATIONS: 250





Siemens, one of the biggest players in the global IT industry, has recently opened a new office in Cluj-Napoca, under subsidiary company brand of Evosoft. By the end of 2017, the company plans to employ over 200 of the best software developers and testers in the area.

The project of redesigning the place started based on a great collaboration between us and the company (we had previously developed a project in Bucharest) and also with the landlord of Liberty Technology Park.

The new headquarters occupies an entire building of Liberty Technology Park Cluj, a 150 years old construction with an industrial design we all wanted to keep as much as possible. At the same time, Siemens wanted to ensure a feeling of flexibility and comfortability to the existing and upcoming employees, so we came to meet their expectations by introducing new solutions and modern office spaces.

These are the main reasons the architecture company, Arhimar, came up with the idea of turning 80% of the new office into an open space. The offices and meeting rooms were separated with glass partitions and carpet - a minimalist approach that didn't affect the industrial and ancient appearance of the building.

Moreover, LIKO-s, the glass partition producers have found innovative ways of creating superstructures that allowed a non-intrusive fastening system. This setting ensured modular solutions for different kind of usage - from fewer to larger numbers of employees to customized structures depending on each department needs.

Aiming to bring together the building history, innovation and efficiency, we have also highlighted one of the strengths the company representatives appreciated the most at this building - large windows and natural light, as well as the old brick walls and the high ceilings of the former industrial factory.

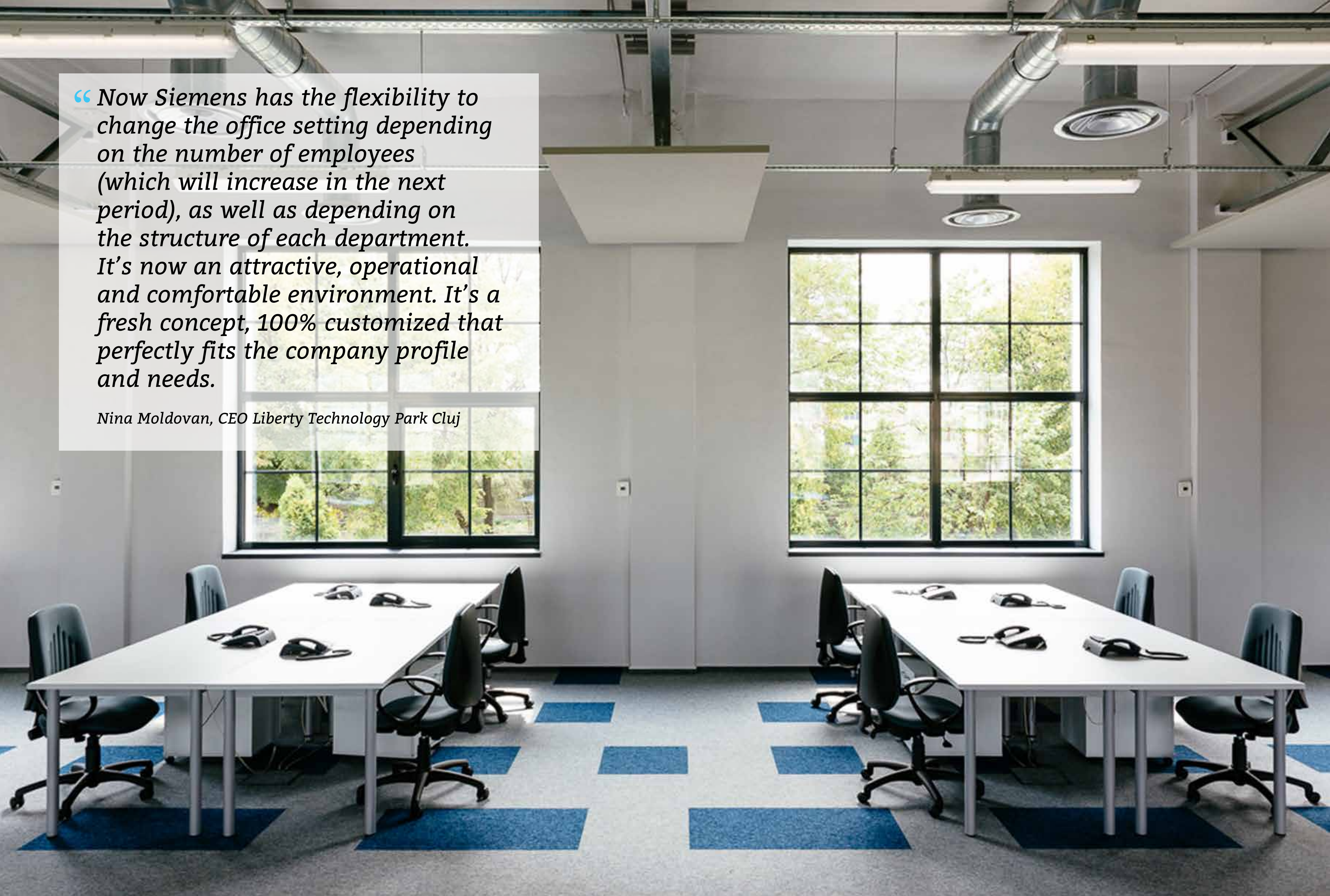
Therefore, we have designed large and flexible spaces suitable for various kinds of activities: 5 conference rooms used both as meeting rooms and as individual workspaces, 4 lounge and recreation areas, 4 kitchens, 2 large terraces suitable for relaxation as well and a ground floor restaurant.

We wanted to instill serenity to employees whenever they may need it and to give them a boost of energy during the working process. We wanted them to feel happy, valued and inspired.

Although the project came with lots of challenges, we managed to finish all details of the 3,000 sq. m space in only 2 months, with the help of a great execution team, ingenuity and smart solutions.

“Now Siemens has the flexibility to change the office setting depending on the number of employees (which will increase in the next period), as well as depending on the structure of each department. It's now an attractive, operational and comfortable environment. It's a fresh concept, 100% customized that perfectly fits the company profile and needs.

Nina Moldovan, CEO Liberty Technology Park Cluj



Veeam Software

Veeam Is About You

CLIENT: Veeam Software

INDUSTRY: Technology

COMPANY PROFILE: A company that develops backup, disaster recovery and virtualization management software

SCOPE OF WORKS: Concept design, reconfiguration, furniture, interior decorations, logistics

SIZE: 2300 sq. m

PROJECT COMPLETION DATE: February, 2016

LOCATION: AFI Park, Bucharest

CONSTRUCTIONS / PROJECT MANAGEMENT: Veeam

ARCHITECTURE & DESIGN: arch. Anda Manu, Ama Design

NO. OF WORKSTATIONS: 250





Veeam Software, provider of solutions, backup and data restore services, with more than 2,200 people worldwide, wanted to extend their team in Romania by relocating employees from Ukraine and Russia and by employing new ones, reaching up to 250 people.

The client wanted a contemporary workplace that could satisfy the needs of a diversified team both in terms of culture and socially. At this point of the project, we realized that all our efforts should focus on putting the employees first and also on bringing the brand in the center of all, as a binder of people relationships.

Veeam Software opted again for Steelcase furniture designs they have previously chosen at their other offices and made them feel happy about it. The client wanted a functional place especially designed for employees that could offer them the possibility to work both as a team and as individuals, a place where they can feel appreciated, comfortable and positive.

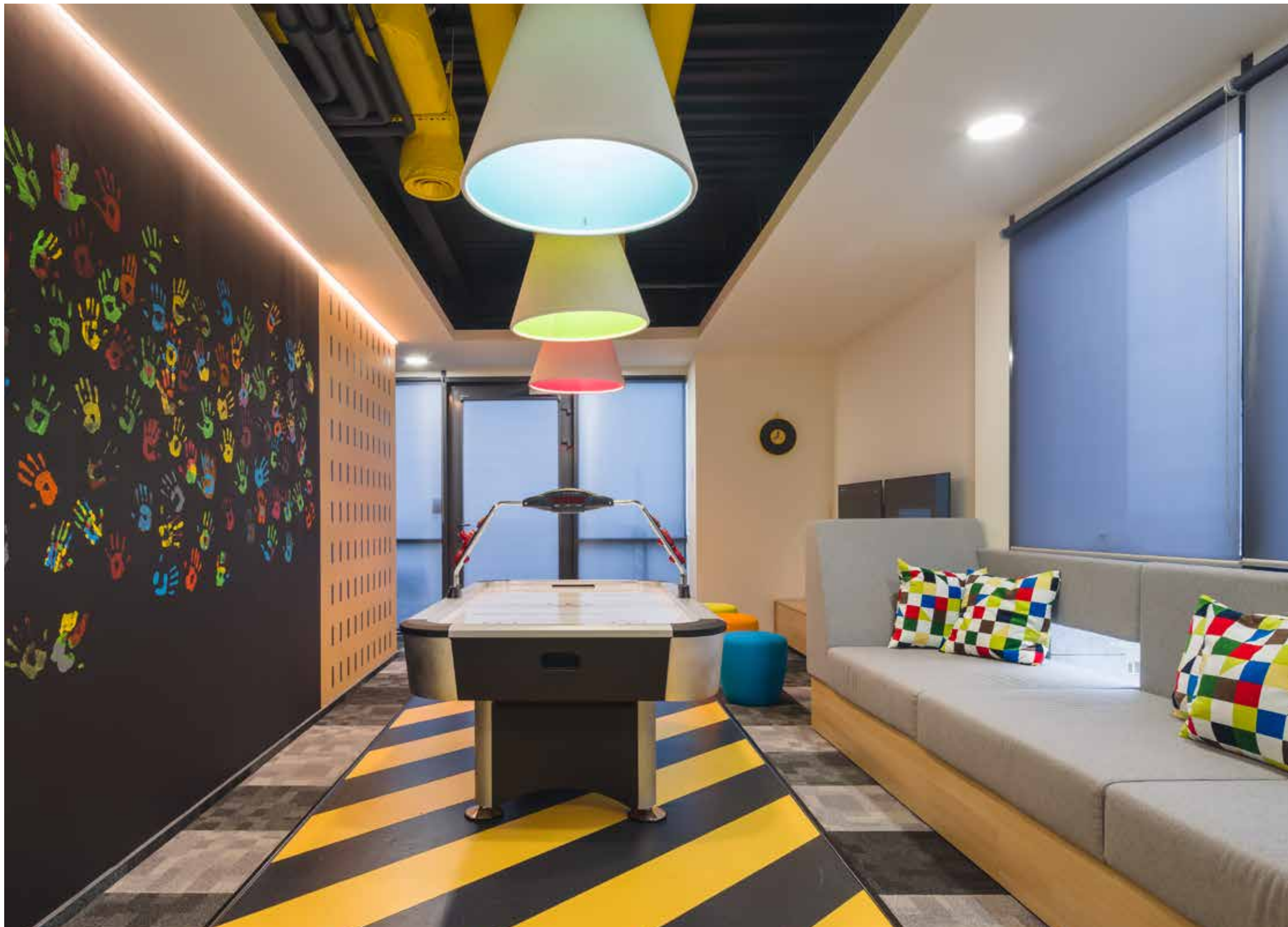
That's why the architect came up with a space configuration that included many small meeting rooms, each with a unique design and color palette. It was a particular aspect of the project that needed special attention and expertise. Once again, the space set-up brought us an important challenge - the size of the project that included a great palette of furniture ensembles and logistic procedures (everything from ordering to shipping and assembling).

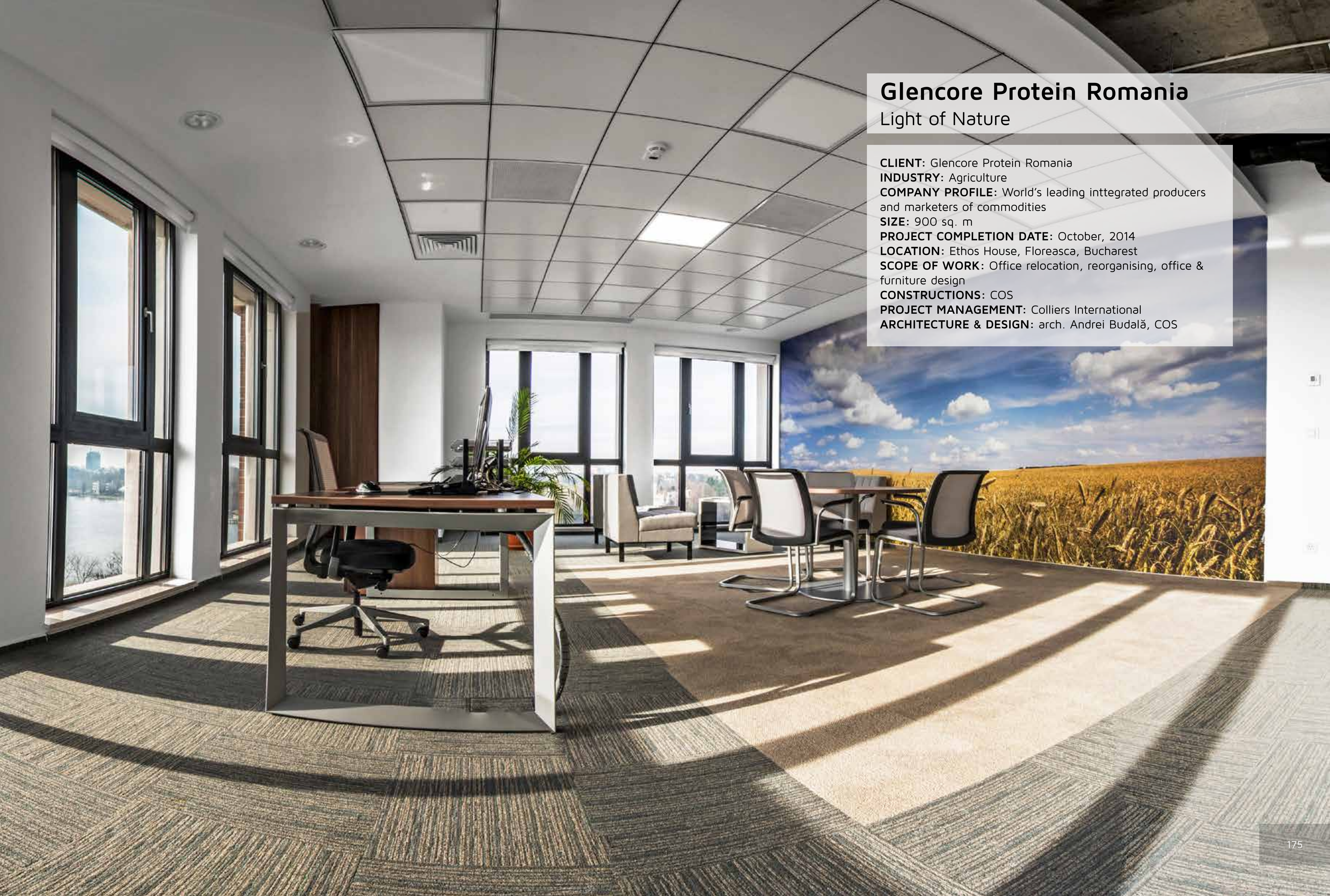
The structure was built on a large open space, having the meeting areas and a generous cafeteria in the middle.

This efficient collaboration between us and the company brought very positive reactions among employees who appreciate the place they now work in every day.

“All our efforts focused on putting the employees first and also on bringing the brand in the center of all, as a binder of people relationships.

Andrei Romanescu, CEO Veeam



A wide-angle photograph of a modern office space. The room features a high ceiling with a grid of square acoustic tiles and recessed lighting. Large windows on the left and back walls provide ample natural light. In the foreground, a long wooden desk with a white metal base is positioned. A black office chair is tucked under the desk. To the right, a meeting area with a round table and four chairs is visible. A large mural on the right wall depicts a golden wheat field under a blue sky with white clouds. The floor is covered with a patterned carpet tile.

Glencore Protein Romania

Light of Nature

CLIENT: Glencore Protein Romania

INDUSTRY: Agriculture

COMPANY PROFILE: World's leading integrated producers and marketers of commodities

SIZE: 900 sq. m

PROJECT COMPLETION DATE: October, 2014

LOCATION: Ethos House, Floreasca, Bucharest

SCOPE OF WORK: Office relocation, reorganising, office & furniture design

CONSTRUCTIONS: COS

PROJECT MANAGEMENT: Colliers International

ARCHITECTURE & DESIGN: arch. Andrei Budală, COS

Glencore Protein Romania was founded in 1994 and it's now one of the most important players in the local market of cereal trading. When they contacted us in 2014, they were already in a rebranding process and wanted us to redesign and reorganize the headquarters accordingly.

The company already had a great advantage to run their business in a building with a special architecture on the outside, but it still needed creative solutions on the inside as they wanted to make it an inspirational and motivational space for the employees.

Our brief was to make it a modern vivid workplace, where colors bring joy and warmth, but at the same time keeping conservative classic design lines. The company wanted high quality products and project delivery within a budget which brought us some real **challenges**.

Therefore, we kept it as simple as possible and took advantage of the natural lightning. In fact, this was a key element of the **concept**.

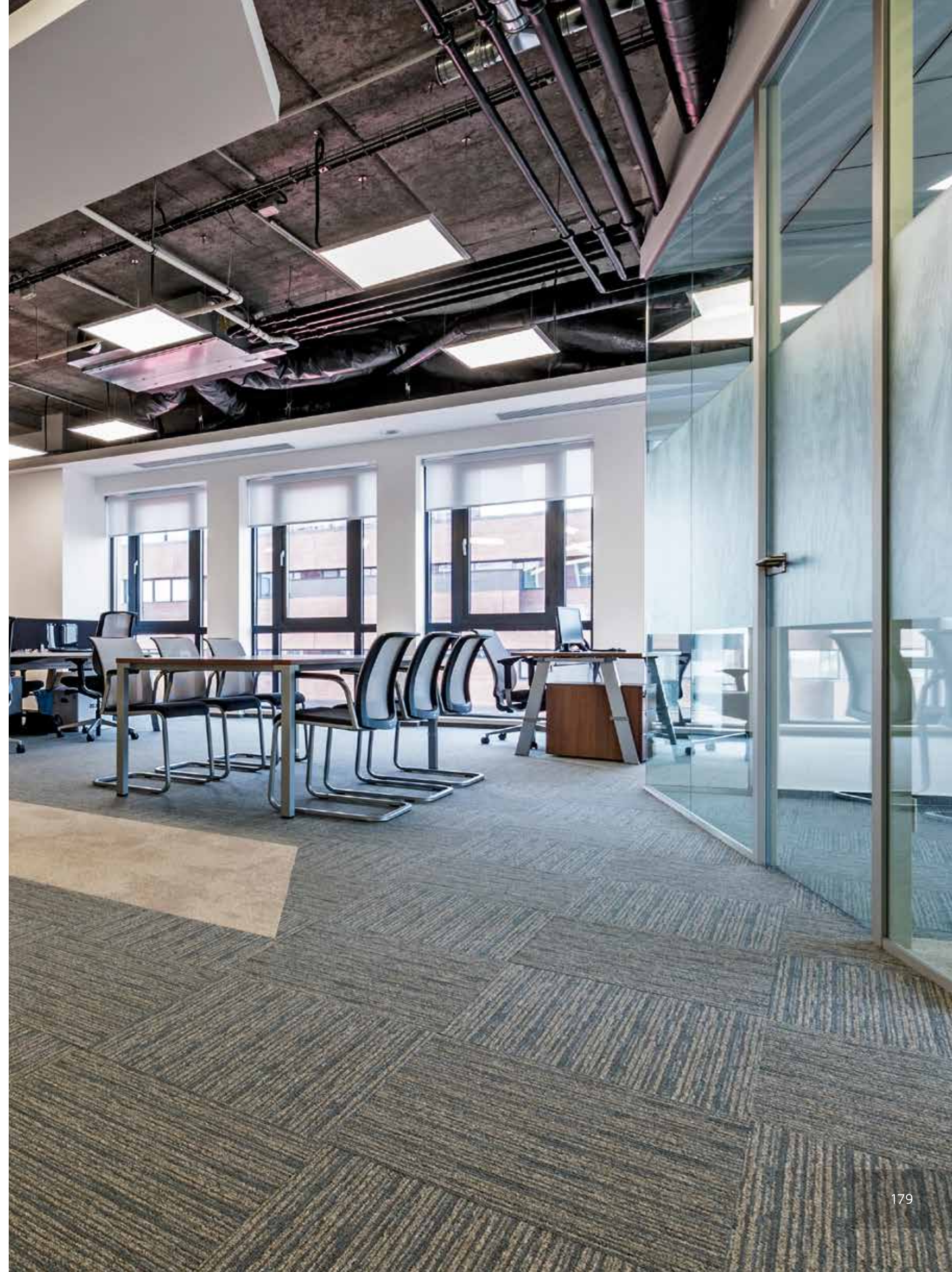
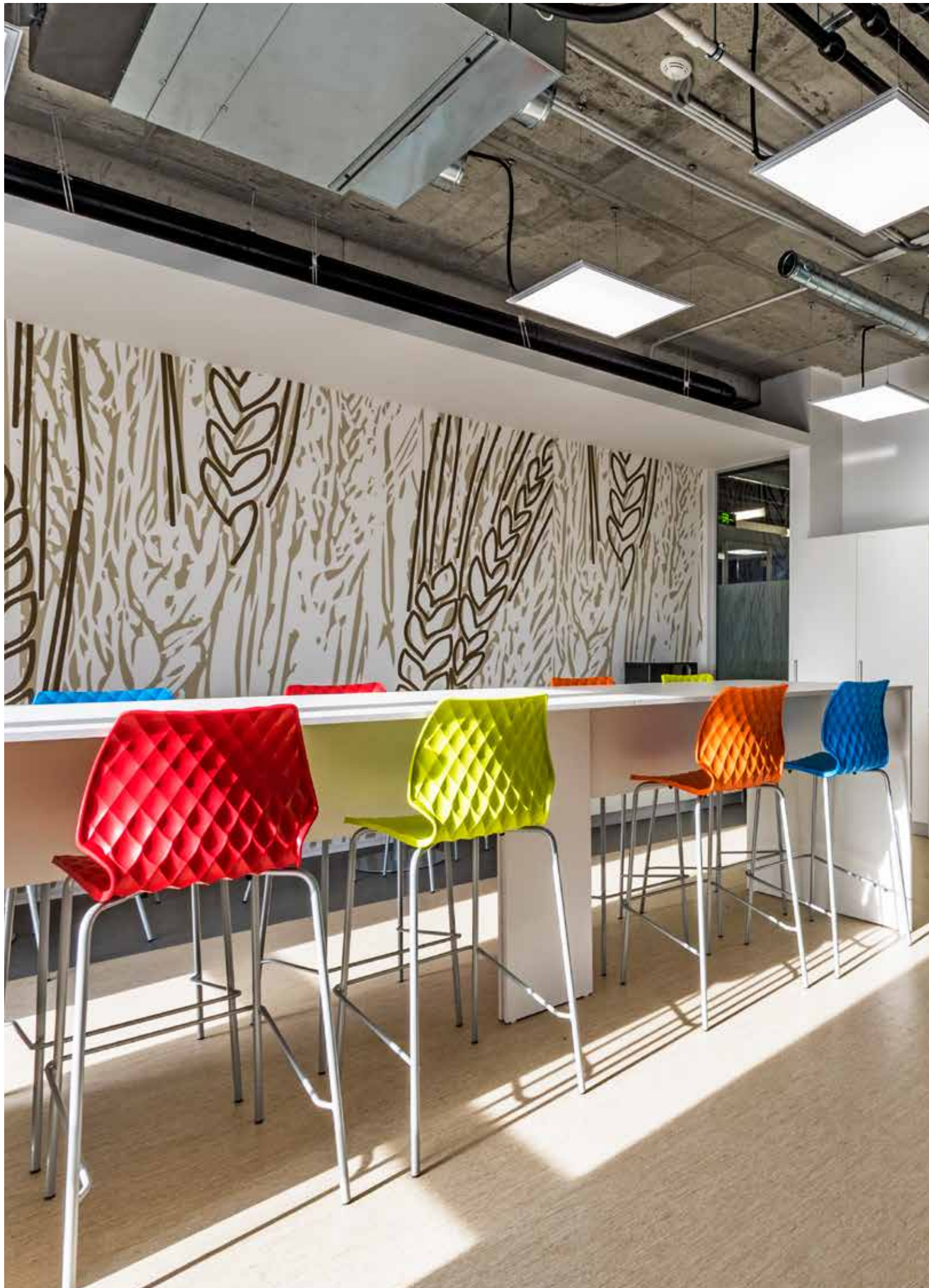
Our architects successfully managed to change all the enclosed spaces to a completely open space office, brightened with prints of inspiring natural landscapes on the walls.

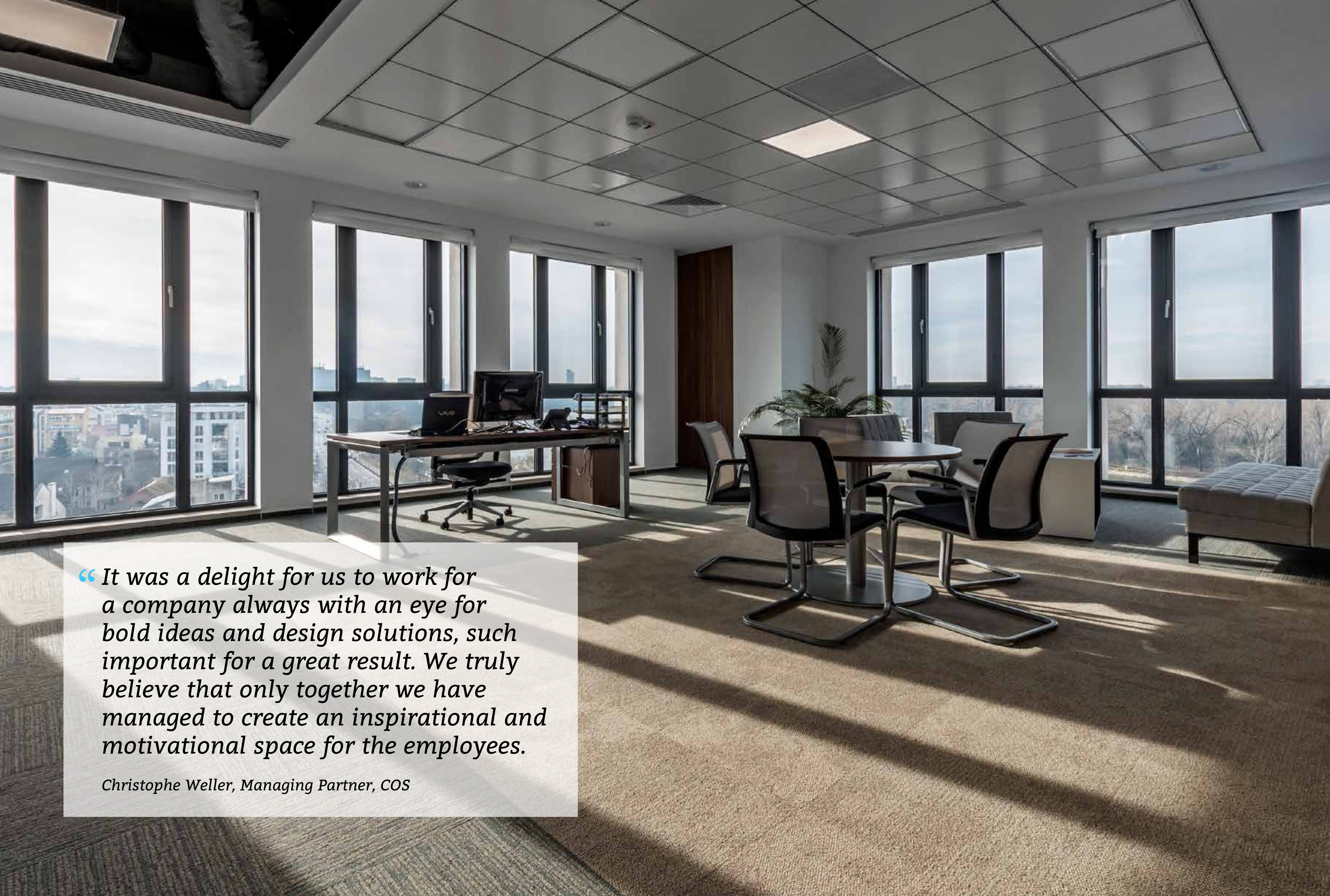
A special attention was given to color palette selection and the Interface carpet, the only elements to define the main areas of the office. At the same time, a big amount of effort was invested in furniture designing. For break room areas we combined a complete Steelcase furniture program with Italian design products.

Employees are now enjoying a brighter and joyful environment, equipped with higher quality products, declaring themselves happy to adapt to a totally different way of working.

Last, but not least, the client showed a high level of satisfaction for delivering a high quality project in the targeted budget and timeframe.





A wide-angle photograph of a modern office space. The room features large floor-to-ceiling windows on the left and right sides, providing a view of a city skyline. In the center-left, there is a long wooden desk with a computer monitor and a black office chair. To the right of the desk, there is a round wooden table with four black office chairs. A potted plant sits on the table. The ceiling is a grid of white acoustic tiles with a recessed light fixture. The floor is covered in a light-colored, textured carpet. The overall atmosphere is bright and professional.

“It was a delight for us to work for a company always with an eye for bold ideas and design solutions, such important for a great result. We truly believe that only together we have managed to create an inspirational and motivational space for the employees.

Christophe Weller, Managing Partner, COS

Notes

Notes

Credits

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Steelcase Interface



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