

CBRE CASE STUDY

Rolling out NES accreditation to overseas offices to deliver a truly global diversity and inclusive leadership training programme

WHAT THE CLIENT WANTED

CBRE is the world's largest commercial real estate business with a clear ambition to be a world class company that attracts the industry's best talent. In the industry, CBRE was an early champion for D&I, working globally to define an approach that accelerated their progress across a range of priorities and goals that would add value to their people, clients and shareholders. The business is a vast, complex and fast moving environment and the company recognised the value of working in partnership with a trusted advisor to help accelerate their understanding of effective leading practices.

WHAT WE DID

The first phase of engagement between CBRE and EY began with the National Equality Standard assessment. Through close partnership working, the EY assessment team provided explanation of what was required to fulfil the criteria in order to achieve the accreditation. In-depth interviews, site visits and focus groups with employees supplemented a comprehensive document review leading to CBRE being the first Real Estate Advisory firm to achieve the NES accolade. Whilst the UK business is currently preparing for the three year re-assessment to maintain its certification, the partnership with EY has developed to keep pace with the growth of the global firm's D&I ambition. In the past year the two businesses have worked together to roll out the NES assessment across the US business, conducted a cultural assessment and developed and delivered a global diversity and inclusive leadership training programme.

VALUE

As a result of the initial assessment and on-going engagement, CBRE has advanced its progress on D&I across a range of talent and business focused indicators. Leadership teams are confident advocates for D&I and data enables more dynamic inclusive talent management. The NES accolade generated a large volume of well deserved media coverage for CBRE which enhances their brand in the market as a destination for best talent in the industry.

