



CREATING AN ENVIRONMENT
FOR EXCELLENCE WITH
PEOPLE AT THE CENTRE



THE
C3 HOUSE

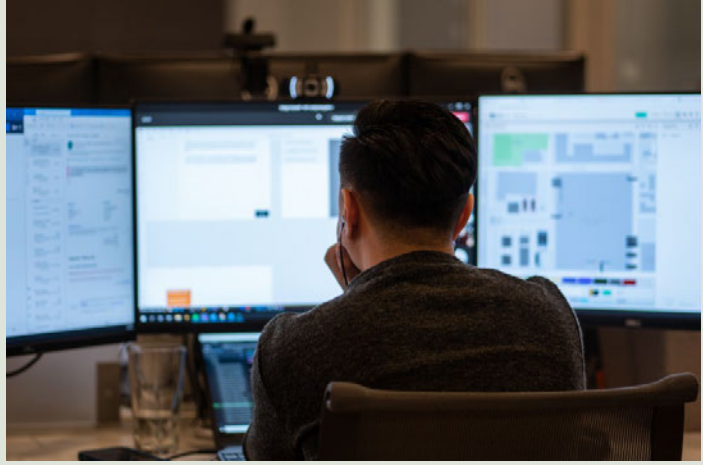
The C3 House concept revolves around a burning question brought on by a new way of life:

“How does a company where employees genuinely enjoy spending time together maintain that close relationship while embarking on a hybrid work journey?”

The answer: A passion project centered around “the people,” any company’s biggest asset!



While much of the corporate world has contented itself with “mandating” its employees’ return to the office, the C3 House got employees truly excited about coming back.



— THE BEGINNING

How, exactly, did C3 manage to create genuine excitement?

Simple. C3 used a powerful combination of empathy, planning and compelling design! The executive leadership team already had ideas for transforming the company’s traditional office space into an innovation hub built around the C3 community. But then along came the pandemic and the project got back burnered until this year.

SUPPORTING OUR CUSTOMERS

Since they qualified as “essential services” during the pandemic, many C3 clients experienced massive and unprecedented volume surges. Not supporting them due to lack of resources was never an option. C3 reviewed all active projects and implementation methods to ensure total project support remotely. Not only were there no disruptions or dips in productivity and accessibility, but project success rates were kept high, even at the most disruptive times!

SUPPORTING EMPLOYEES

This stability enabled C3 to tackle the next challenge: setting up employees’ home offices. The C3 House project truly began in everyone’s home.

How? An ergonomic designer was sent to every C3 employee’s residence. The goal was to create a fully functional home office that provided an optimal and comfortable workspace without disrupting each home’s unique style or decor.



What's more, mental and physical health surveys were carried out to uncover employees' unmet needs. Before WFH, C3 offered daily boot camps at a nearby gym. After all, the office that works out together stays together – and C3 had no intention of letting that go by the wayside!

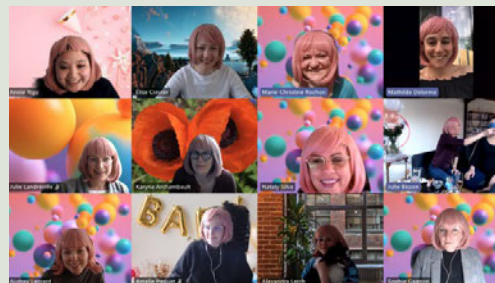
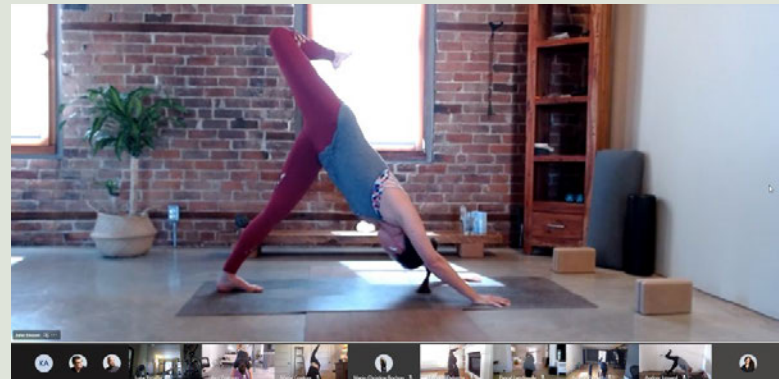
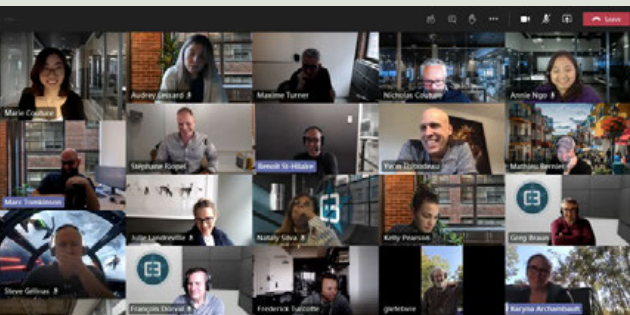
Along with zoom group lunches and 5-à-7s, C3 hosted weekly zoom yoga sessions.

GETTING THE LAY OF THE LAND

Next, the leadership team sent surveys to assess employees' individual needs, morale, and overall feelings regarding working from home. The answers came as a surprise!

While it was clear employees missed seeing one another, they enjoyed working from home and were open to adopting a hybrid approach over the long term.

So, the C3 House vision served as a way to break out of WFH isolation while still giving employees the option to return to a re-envisioned office. Hybrid approaches work well for many organizations because they provide employees with options.



ROLLING OUT THE C3 HOUSE INITIATIVE

First, the team devised a vision and objectives for the project. What would this new space look like? What would it offer employees? What feelings would it spark?

“Once we knew our employees were doing well and that our business and our clients were stable, we felt we had spent enough time adapting to the pandemic. It was time to look forward, think differently, and start redesigning the future!”

Elise Crevier,

Président, C3 Solutions



To sustain commitment among veteran and new employees alike and differentiate working at C3 from an everyday job at any company, the team focused on remaining connected as a group – that was the initiative’s driving force. Even when putting in long hours was synonymous with productivity, C3 believed instead that happy, healthy, and supported employees made for dedicated ones.

With this in mind, the executive leadership team designed a morale-boosting and business-friendly workspace that stayed true to the classic C3 vibe.



THE DREAM IS REAL

BUILDING & LAUNCHING THE C3 HOUSE

Finally, the time came to transform the vision, brainstorming sessions, and mood boards into physical reality.

C3 entrusted the task to architectural design firm [Ædifica](#).

Above all, the company wanted to keep family culture at the heart of the C3 House project, striving for an environment that would foster brainstorming, collaboration, and creativity. Human Resources developed a schedule that ensured that all teams were in the office one day a week, allowing all employees to cross paths at least once in any given week.



In addition, C3 encouraged employees to redesign their schedules to accommodate in-person meetings and brainstorming. While it would be impossible to abolish internal virtual meetings altogether, phasing most of them out became a leading goal. Next, the company implemented software that gave employees the ability and visibility to book specific workstations and know who would be in the office.

Furthermore, C3 began offering activities to all employees scheduled to work at the C3 House, further solidifying the feeling of being at home while at the office. Daily boot camps were reinstated, and the last Thursday of every month serves as an opportunity for all employees to be at the C3 House together for some good old-fashioned socializing and camaraderie.

— THE NEW C3 WAY OF LIFE

C3ers have a reputation for being a fun group. Passion and pride are front and centre in everything they do, whether that's a complex implementation, a long brainstorming session, developing and launching a new software functionality or simply putting together a fun excursion.



— By helping and encouraging employees to build the lives they need to excel, C3 removed as many complications and obstacles as possible. With small but impactful offerings like paid parking, easy ways to manage schedules, shared workstations, and group gym sessions, the C3 House accomplished precisely what it set out to do: **create an environment for excellence with people at its centre.**

DESIGN

Re-inventing the traditional office

Designing for the future

What happens when offices no longer have to follow the same traditional structure? The possibilities become endless! Gina Laquinta, Senior Workplace Designer at Aedifica, reveals her process in designing the C3 House and what set this project apart from her others.

[Watch Interview](#)



TESTIMONIALS

How Did We Do?

What the C3 Family think of the C3 House

We sat down with members of the C3 family and asked them: What does working at C3 mean to you? How did it feel to come back to the office? And, if you could choose one word to sum up C3, what would it be?

[Watch Video](#)

THE C3 RECIPE

A 10-STEP PROCESS

1

PROVIDE THE GEAR

C3 made it a priority to provide employees with everything needed to create a comfortable and effective work environment (screens, chairs, webcams, adapters...)

2

CHECK-IN WITH THE TEAM

Mental and physical health surveys were periodically dispatched to monitor how everyone was adapting to working from home

3

ENCOURAGE FUNCTIONAL HOME OFFICES

C3 provided an optional service to have ergonomic designer visit each employee's home office to consult with them on how to maximize their space for productivity and physical well-being.

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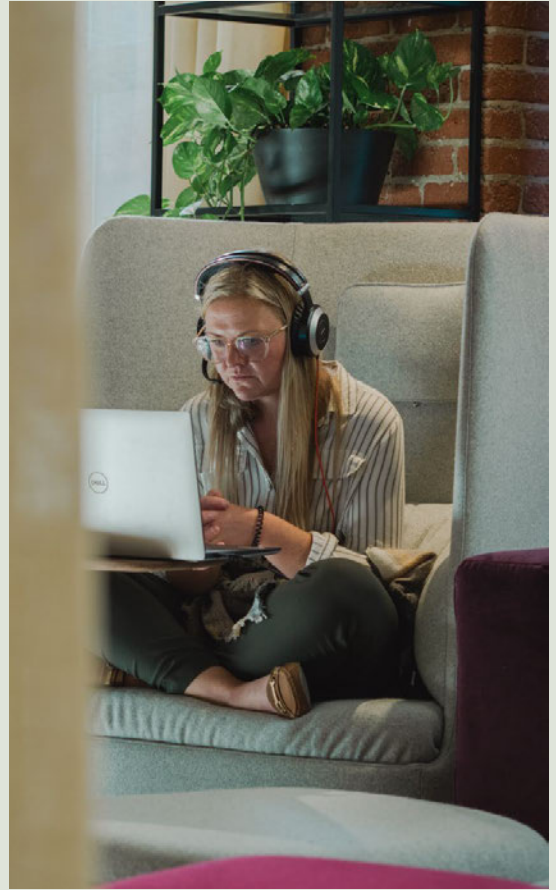
PROVIDE HEALTH RESOURCES

C3 built "help kits" to aid in navigating new daily routines, inside and outside work

5

BRAINSTORM FOR THE FUTURE

Planning for C3's next chapter kept employees and leadership excited about coming back and helped keep everyone motivated



6

DESIGN THE HOUSE

Hiring a design firm that not only understood the future of modern office spaces, but was also able to inject C3's DNA and culture into the design was of the utmost importance

7

ESTABLISH A BASELINE SCHEDULE

A baseline schedule made sure all employees saw each other regularly, helping to keep our vibrant culture intact

8

PROVIDE THE FREEDOM TO CHOOSE

C3 assigned every employee one mandatory office day a week, and the rest is at their discretion

9

IMPLEMENTING A DESK BOOKING APP

C3 uses a work stations booking application to give employees visibility on who and when teammates are checking-in

10

REUNITE WITH THE FAMILY

The last Thursday of every month is meant to be reserved for all employees to be at the office together



← The Round Table

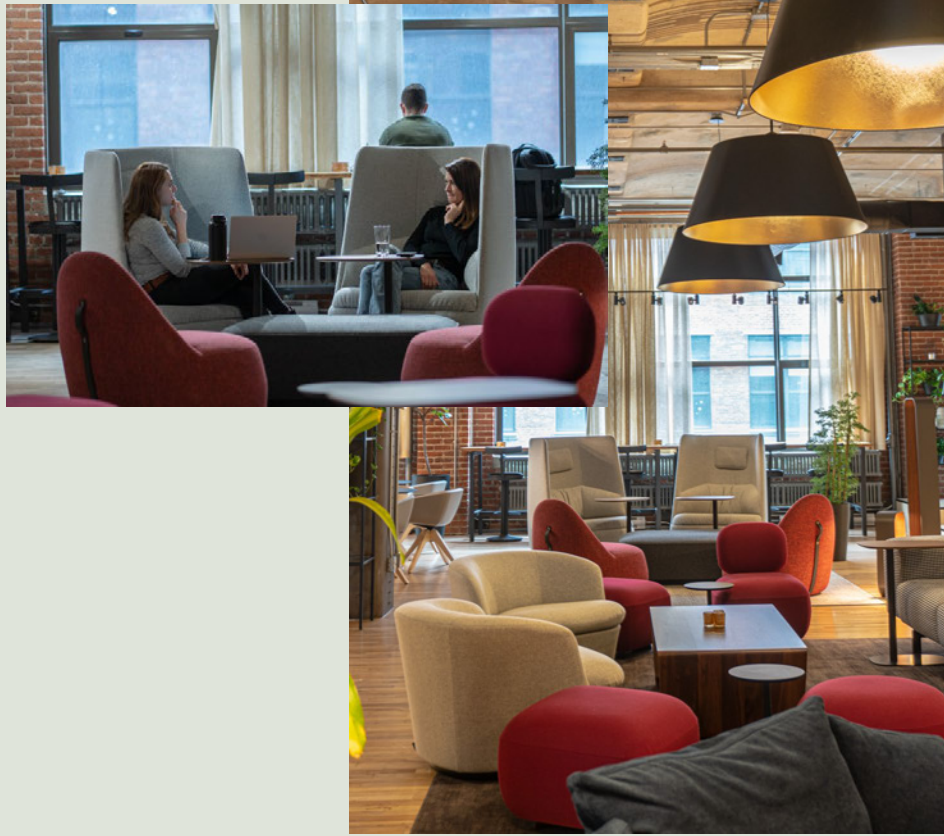


↑
The Mezzanine



← The Cellar

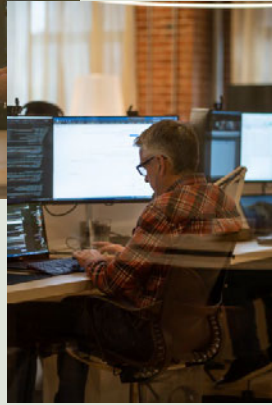
The Parlor →



↑
The Banquet



The South Tower →



The Conversation Pit



↑
The Great Room



← The War Room





About C3 Solutions

We are dedicated to offer best of breed, mission-critical, enterprise dock scheduling and yard management solutions to its customers.

C3's unique products allow customers to maximize the usage of their trailers, dock doors, dedicated yard staff and physical yard space. Since its founding in 2000, C3 has gained the confidence of clients around the world and across many industries including retail, grocery, distribution, manufacturing and parcel post.

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