

Thomas Royle

Corporate Real Estate and Workplace Leader

Experienced multi-region Corporate Real Estate professional, accountable for multi-disciplined, globally dispersed portfolios and Workplace teams including employees and outsourced providers. Proven ability to establish a vision, strategy and objectives, and motivate a team to execute. Experienced driving senior stakeholder management aligning business goals to department strategy and operational activities.

17 plus years of Corporate Real Estate experience both as a service provider and in-house Real Estate Leader. Responsibilities included, Facilities Management, Project Management and Transactions. Specialization in Strategy, Transactions and Real Estate Finance. Extensive experience in environments and businesses going through transformation including consolidations, restructuring and M&A.

Work History

2023-01 – Director, APAC- Projects and Transactions

2023-07 *Macquarie Asia Pacific (Singapore)*

- Responsible for Capital Projects and Lease Transactions.
- Operated within a highly dynamic and high-risk governance environment inc. operating in secure areas and trading floors.
- Accountable for end-to-end large strategic relocation projects in markets such as Gurgaon, India
- Accountable for the overall governance and delivery of churn project using service partners throughout Asia Pacific.
- Responsible for developing and aligning strategies across multiple senior stakeholder groups with varying business needs
- Responsible for ensuring service partners comply, with and operate within, a highly regulated banking environment.

2015-01 - Director, EMEA & APAC - Workplace Solutions

2023-01 *Polycom (Singapore)*

- Reporting to Global VP, with direct engagement with CFO and other global leaders.
- Led department across multiple regions, accountable for all aspects of strategy, business engagement and operational delivery outside of the Americas.
- Managed and developed in-house team of varying seniority and disciplines across EMEA and APAC.
- Oversaw all operations of 75 leased and owned offices across 30+ countries, with direct budget responsibility of \$30m+
- Developed deep relationships across all levels and functions to define and deliver multi-dimensional portfolio strategies to shape the make-up of our Corporate Offices, Sales Experience Centers, Engineering spaces and Logistic hubs.
- Key role in driving company leadership buy in on business cases, financials and wider portfolio initiatives.
- Department lead for multiple restructuring, M&A activities and other complex cross company initiatives.
- Key member of the integration team responsible for Operating & Delivery Model design and portfolio integration strategy to consolidate two org structures and office footprints.

Personalized Employment Pass (PEP) holder until December 2026

Contact

Address

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Singapore

Phone

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E-mail

hello@thomasroyle.com

Expertise

Transaction Management

- 100+ transactions led
- Emerging markets, Tier 2/3 China cities, India STPI/ SEZ
- Sale of owned properties
- Location Strategy inc. workforce dynamics and gov. incentives

Project Management

- Office Design/ Construction
- Office Consolidations
- Closures and Dilapidation's
- M&A related integrations
- Corporate restructuring

Facilities Management

- First gen outsource implementation
- Global RFP's/ transitions
- Management of in house and outsourced FM teams
- Multiple region budget owner
- Campus level facilities
- High touch amenities

Finance

- Multi-million budget owner
- Complex financial analysis
- Portfolio benchmarking
- Corporate Restructuring
- Real Estate Finance inc. technical accounting

2010-06 - **Manager, APAC - Real Estate and Workplace**

2015-01

Yahoo! (Singapore)

- Reporting to Snr. Director, Real Estate and Workplace.
- Responsible for Portfolio Administration, Lease Transactions across APAC and FM for India.
- Portfolio of 13 leased offices (1mil sf) across 10 countries, inc. campuses of 200k+ sf with free food and transport amenities.
- Key Stakeholders of Regional VP and Country director leadership
- Played a key role in establishing a first generation centralized real estate function, building trust and taking control from reluctant country leaders.
- Leading role in regional FM and Broker RFP's including leading APAC transition of FM provider.
- Supported strong APAC business expansion from 2010-13 including new offices in Taipei (300k SF), Beijing, Bangalore, Delhi, Kuala Lumpur, Manila, Jakarta, Singapore, Hong Kong followed by significant consolidations from 2014-15.

2007-10 - **Administrator, Real Estate Administration**

2010-05

DTZ Debenham Tie Leung Ltd (UK)

- Individual contributor reporting to EMEA Lease Admin Manager
- External client facing role, inc. on site secondments working with client real estate and finance teams as primary point of contact.
- Advised clients on best practices for lease administration models and integration with existing client finance systems.
- Managed and delivered day to day lease admin for multiple accounts.
- Coordinated with client and DTZ in country transaction managers to deliver transactions and regional portfolio analysis.

2006-08 - **Portfolio Manager - Property Management**

2007-06

Redline Construction Ltd (UK)

- Individual contributor role, reporting to Dir, Operations.
- Responsible for performance and analysis of all expenses relating to portfolio of properties for a private investor.
- Portfolio of over 1,000+ residential and mixed-use units.
- Oversaw a maintenance team of 30+ for daily job orders and day to day operations.
- Coordinated service charge reconciliations/ tenant chargebacks.

2003-12 - **Assistant, Operations - Fleet Operations**

2005-07

Laphorn Shipping Limited (UK)

- Individual contributor role reporting to Head of Operations.
- Assisting with all operational and technical aspects of running a fleet of 12 coastal bulk shipping vessels across Europe.
- Assisted with dry dockings, general ship repairs, and logistics
- Coordinated the tracking, scheduling and replacement of life saving and navigation equipment for statutory inspections.

Qualifications

London School of Business and Finance

- *Diploma in Business Studies*

[School name redacted on online version]

- *UK GCSE's*

References

David Jones

Former Head of Corporate Real Estate Management, DTZ

[contact details redacted on online version]

Michael Pereira

Former VP of Workplace Solutions, Polycom

[contact details redacted on online version]

Jeffery Nath

Former APAC/ EMEA Director, Yahoo!

[contact details redacted on online version]