A Global Workplace Community focused on increasing Workplace Innovation & Consciousness

Workplace Evolutionaries

A Community of IFMA™
Changing the world, one workplace at a time

WE will show you how – click below for more info

Slideshow images provided courtesy of Work Design Magazine.
Kate North

Global Chair, WE
VP, Workplace Innovation, PlaceValue
“Leading the Workplace Revolution”

Passionate Workplace Instigator & Cultivator of Community
What I know for sure....

The opportunity us to make a difference is NOW and the power of community will harness our collective intelligence, expand our workplace IQ and provide us with the courage and wisdom to activate what WE know is possible!
What WE Know for Sure

Nine Workplace Thought Leaders Share Insights

1. Leadership & People
2. Place & Change
3. Disruption & FM Role
Round 1

Lynda Ward
Kevin Schlueter
Angie Lee
Lynda Ward

Workplace Transformation, Leader, Strategy Integrator, AAA Certified Mediator
What I know for sure....

the is changing....
What I know for sure....

Engaged Leadership: One of Three Consistent Barriers to Success

Engage Leadership about *business strategy*:

- Vision and Mission
- Business Performance Metric
- Clarity and Compelling
Engaged Leadership: Vision and Mission

To alleviate pain,
restore health, and
extend life for millions of people each year.
Engaged Leadership: One of Three Consistent Barriers to Success

Finance
- Capture 75% of Global Healthcare Expenses in Emerging markets
- Global Leadership in Chronic Disease
- Reduce Costs
  - Reduce real estate & operating expenses
  - Improve space flexibility & cost of change

Customers
- Reach 25 M people by 2020
- One B new patients in emerging markets
- Corporate Reputation (product donations; progressive environmental stewardship)
- Corporate Citizenship

Business Processes & Technology
- Create cost-effective therapies & successful delivery models
- Collaborative Culture of Innovation
- Flex Work for Commuters
- Partner with Local Governments
- Provide chronic disease management

Learning & Growth
- Aligned workforce with vision & objectives
- Total Employee Engagement
- Attract Talent and a diverse workforce
- Improve workplace satisfaction

Question To Explore.....

Engaged Leadership:
One of Three Consistent Barriers to Success

What Does Leadership Care About?
Question To Explore.....

The Future Is Now.....

FUTURE ARCHAEOLOGY

OUR BEST GUESS IS THAT IT WAS SOME SORT OF LATE 20TH CENTURY PRISON...
Let’s Connect

Lynda Ward
Workplace Transformation

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Kevin Schlueter, WPA North America

Work + People + Analytics

"Engaging Workforce to Understand and Create Change"

Futuristic | Ideation | Strategic | Connectedness | Deliberative
What I know for sure....

Workplace Strategy begins with Work and Workforce
People

are the organization...

People centric businesses make more money....

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Work

= the performance of people.
Measure

the work of your people.
Question to Explore

How do you measure the success of your workplace strategies?
Let’s Connect

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Follow "WPA Analytics"
Angie Lee, FAIA, IIDA, LEED

Passionate about...

People
Communications
Relationships
Design and so many more

Having Options...

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What I know for sure....

The 3 Cs in Life

CHOICE | CHANCE | CHANGE

You must make a choice, and have the courage to take a chance, or your life will never change...
What I know for sure....

30 %* engaged

$300 Billion+

* Gallup Poll 2014
What I know for sure....

Having CHOICES

Power
Control
Ownership
Empowered!
What I know for sure....

Happy Employees = Productive Employees

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Question to Explore

Now that you have provided lots of options for people to choose from, what do you think are the **biggest challenges** to fully embrace their ability to choose?
Let’s Connect

Angie Lee, FAIA, IIDA, LEED
Principal | Global Market Leader

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(202)680-4917
Let’s Explore

• Question #1
  – Each person shares their thoughts - 1 minute each
  – Capture it on the post-it note and give to your table moderator
• Question #2 – Same
• Question #3
• Stand-up, stretch and move to another table
• Meet your peep and get ready for the next round
Questions to Explore

• Lynda Ward
  – xx

• Kevin Schlueter
  – How do you measure the success of your workplace strategies?

• Angie Lee
  – Now that you have provided lots of options for people to choose from, what do you think are the biggest challenges to fully embrace their ability to choose?
Round 2

Bob Fox
Gary Miciunas
Laura Hambley
Bob Fox

Visionary, Futuristic, Connector, Arranger
Workplace Innovator
What I know for sure is....

...that the spaces we occupy speak to us.
Question to Explore

How do you see the places where we work influence, shape & communicate our behavior?
Let’s Connect

Bob Fox

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Gary Miciunas

NELSON Advisory Services

Workplace Innovation & Change Management

- Service Design
- Information Design
- Experience Design
What I know for sure....

“Change Management” declaration, or certification?
Find Change in Pockets
Variance
“Keep your friends close, but your enemies closer”
Question to Explore

What about your own management style is hindering change?
Let’s connect…

Gary Miciunas
Principal, Advisory Services
NELSON

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(269) 426-1193
Dr. Laura Hambley

- Innovator
- Leader
- Organizational Psychologist
- Distributed Workplace Enthusiast!
What I know for sure....

...assessing people is a powerful way to drive successful workplace change.
Assessing the People

- Employees
- Leaders
- Teams

Distributed Work Success
Not assessing your people is like walking into the change blindfolded!
Personality Fit Profile

Cautionary Fit
- Competitive; Skeptical of others’ motives; Trusts few people; Slow to forgive
- Prefers proven methods; Relies on tried and true
- Loses interest in tasks that are boring or challenging; May give up on tasks before finished
- Tendency to become irritated, overwhelmed, stressed
- May act on impulse, speak thoughts before thinking, become impatient
- Cynical about impacting work situation; Credits luck or chance to successes
- Prefers structure and guidance; Likes supervision
- Pessimistic; Easily frustrated; Focuses on challenges/hurdles
- Doubtful, timid, questions own capabilities
- Prone to procrastinate; Finds it difficult to get started on tasks
- Sociable; Outgoing; Comfortable around others

Moderate Fit
- Agreeableness
- Desire for Novelty
- Diligence
- Emotional Control
- Impulse Control
- Locus of Control
- Need for Autonomy
- Optimism
- Task Confidence
- Quick Starting
- Introversion

High Fit
- Cooperative, Trusting, Stays on good terms, Forgiving
- Open to new experiences, seeks to improve methods
- Follows through on commitments; Persistent
- Calm; composed; relaxed; Not easily bothered
- Resists temptations; Thinks before speaking; Patient
- Believes in ability to control work situation; Effort not luck
- Prefers independence; Likes making own decisions
- Positive outlook; Hopeful; Focuses on the bright side
- Confident; Assured; Believes in own ability
- Gets started quickly on tasks; Has no difficulty initiating own work activity
- Prefers alone time and own space; Drained by socializing
Question to Explore

How can gaining **self-insight** help leaders and employees maximize their performance in the distributed workplace?
Let’s Connect

Dr. Laura Hambley
President | Work EvOHlution

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(587) 354–3444
Questions to Explore

• Bob Fox
  – How do you see the places where we work influence, shape & communicate our behavior?

• Gary Miciunas
  – What about your own management style is hindering change?

• Laura Hambley
  – How can gaining self-insight help leaders and employees maximize their performance in the distributed workplace?
Refresh

15 minutes
Final Round Starts at 10:05
Round 3

Nancy Sanquist
Arnold Levin
Stephen Monaco
Nancy Johnson Sanquist, IFMA Fellow and AIA Associate

• Strategist for Trimble Buildings Real Estate & Workplace Solutions
• International speaker
• Author and co-editor of *Work on the Move I (II coming out in Oct)*, Sodexho’s *Workplace Trends 2016* “Urban Transformations” chapter and new articles for CoreNet and IFMA publications
What I know for sure...

We know that new disruptive technologies will transform the way we create and manage workplaces in a new Building Digital Workplace.
Question to Explore

What are some of these new technologies (i.e. virtual reality, robotics) and how can we be prepared to harness the power of transformation for our work and for strategizing on the workplace?
Let’s Connect

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Trimble Real Estate & Workplace Solutions

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Arnold Levin

Arnold Craig Levin
Principal, Design Strategies
Smith Group JJR
What I know for sure....

What we think we know as certainties will be derailed by the uncertainties of what we don’t know but should know.
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A new direction of travel

Carmakers are looking to a future of driverless and shared vehicles. Some are embracing technological advances while others are preparing for a time when selling vehicles is no longer their core business.

By Richard Waters, Andy Shirman and Tim Bradshaw

This week the world’s biggest carmaker contemplated a world beyond cars. While most companies facing digital disruption like to pretend it is business as usual, Toyota wants the world to know that it is ready to think the unthinkable: a future in which cars are no longer its main business.
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In your organization and industry, what could happen that has not been thought of that will disrupt both your business and the way you think about workplace solutions.
Let’s Connect

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Steve Monaco

FM Superhero
What-if Evangelist
Trusted Listener
Storyteller
Designer of Engagements
Global Real Estate Executive
Loving Father & Husband

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What I know for sure....

24/7:

Job requirement of all Facility Managers.
Facility Managers are always on the clock

- Work order management
- Construction projects at night
- Vendor management
- Weekend shutdowns
- Daily operations
- Monthly reporting
FM Beware: don’t live in your silo
Question to Explore

360 degrees:

Do Facility Managers realize their efforts must connect with the entire organization?
From Silo to Watchtower
From Clock to Compass

Engineering: Hack-a-thons

HR: recruiting videos & tours

Benefits: Wellness programs

NFP: Volunteer events

CFO: Utilization Studies

CEO: Change Management
Let’s Connect & Make a Difference!

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Questions to Explore

• Nancy Sanquist
  – What are some of these new technologies and how can we be prepared to harness the power of transformation for our work and for strategizing on the workplace?

• Arnold Levin
  – In your organization and industry, what could happen that has not been thought of that will disrupt both your business and the way you think about workplace solutions.

• Stephen Monaco
  – Do Facility Managers realize their efforts must connect with the entire organization?
It’s your turn.....

What do YOU know for sure?
Kate North

Come join us at WE

Let’s stay connected!

Kate North
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