Our Collective Voice

Enabling Creativity & Agility in the Workplace

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“The heart and soul of the company is creativity and innovation.”

Bob Iger, Chairman and CEO The Walt Disney Corporation
Maslow's Hierarchy of Needs

- Physiological
- Safety
- Love/belonging
- Esteem
- Self-actualization
“Creativity is any act, idea, or product that changes an existing domain, or that transforms an existing domain into a new one.”

Mihaly Csikszentmihalyi

Creativity
Flow - The Psychology of Optimal Experience
The role of the creative leader is not to have all the ideas; it’s to create a culture where everyone can have ideas and feel they’re valued.

Sir Ken Robinson

https://www.ted.com/talks/ken_robinson_says_schools_kill_creativity
Out of Our Minds - The Power of Being Creative
Finding Your Element
Purpose
Empowerment

Engagement

Permission

Vulnerability

• Creates a learning community
• Puts organizational well being at the center by creating purposeful and relevant experiences for employees
• Fosters a nimble and agile mindset that prepares the org and staff for rapidly changing context and business conditions

• Talent, Talent, Talent
Holistic Approach
Intentional
Audacious Thinking Propels Extraordinary Science
The Vision
To change the paradigm of scientific research, collaboration, and communication.

The Goal
Design a signature, intelligent, sentient work environment where people come to do the best work of their life that advances the capacity of the lab by increasing synergies between people and data, tools and processes, space and inspiration.
Sharing in the Raw
vulnerability
Personality over Role
Team Interaction

(Collaboration + Team Unit)
The Independent spends the majority of their time on focused, individual work, but they connect with their team daily. They adapt work modes, hop on meetings, and flexibly carve out time and space to do their work as they see fit.

E.g. project managers, technical writers, trust and safety teams

Work Behaviors

<table>
<thead>
<tr>
<th>Mobility</th>
<th>Autonomy</th>
<th>Collaboration</th>
<th>Team Unit</th>
<th>Variability</th>
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</table>

Needs

- Task: Needs both focus and ad-hoc collaboration spaces
- Equipment: High mobility, not anchored
- Adjacency: Needs are low
- Meeting Load: Low in-person, high virtual (chat apps, video)
- With a lower equipment need and higher autonomy, they are free to frequent various Space Types

Primary Space Types

- Agile Desk
- Pre-function Space
- Salon
- Library
The Conductor is a highly collaborative worker who often leads or advocates for their team. They have high autonomy, but prefer in-person work modes. They meet and collaborate constantly, but also need a refuge to do their own focused work.

E.g. UX team leads, product owners, People Ops leads

**Work Behaviors**

<table>
<thead>
<tr>
<th>Behavior</th>
<th>Score</th>
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<tbody>
<tr>
<td>Mobility</td>
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**Needs**

- Task: Daily tasks are focused heads-down time, combined with providing direction and feedback to teams and collaborators
- Equipment: Low equipment needs
- Adjacency: Need access to their team(s) through video, meeting space, and team space
- Meeting Load: High, and often need specific private meeting space

**Primary Space Types**

- Team Desks
- Meeting Room M/L
- Salon
The Composer has the autonomy to cycle through various work modes to complete their work. They are both organized and spontaneous and their days must accommodate specialized work and collaboration with their team.

E.g. UX team members, emerging experiences, content teams

<table>
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<th>Work Behaviors</th>
<th>Needs</th>
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<tr>
<td>Mobility</td>
<td>● Task: Tasks vary; this person cycles through various work modes relatively autonomously</td>
</tr>
<tr>
<td>Autonomy</td>
<td>● Equipment: Personal work space can vary week to week, as can the equipment needed</td>
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<tr>
<td>Collaboration</td>
<td>● Adjacency: Needs to be adjacent to team and unique tools and space types</td>
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<tr>
<td>Team Unit</td>
<td>● Meeting Load: Most meetings are ad-hoc collaboration with their team, and formal reviews as needed</td>
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Primary Space Types

- Team Desks
- Our House
- Lab
Permission to Work the Way You Know Best
The DEFAULT is Collaboration
Set the stage for our purpose and curiosity
Contact

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LOVE WHAT YOU MAKE