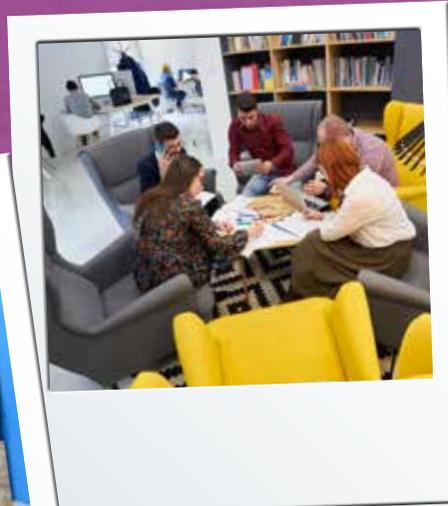


Office, home, remote - Designing your future workspaces



- An 8 week discovery learning lab to deliver your workspace strategy.
- Starts May 2021

Come and work with a world-renowned workplace strategist Kursty Groves to access dedicated one-to-one-time, shared group learning with defined business outcomes in a highly cost-effective lab environment

Disruptive
Innovators
Network

in partnership with

Shape

Kursty Groves

Inspiring Work Environments Workplace
Strategy Consulting | Shape Work Life



DINLabs

Introduction

For many housing providers the need to reorganise their workspaces for the distributed world we will enter post pandemic is going to provide as many challenges as there are opportunities.

Even before Covid-19, leaders were aware of the need to rethink how their employees engaged at work, from a wellbeing, creative, cultural and productivity perspective.

What are the challenges?

- In 2020, our ways of working dramatically changed.
- We were part of the world's largest 'trying' to work from home experiment, with digital application and worker autonomy reaching astonishing highs.
- Previous barriers to remote working dissolved, but this has brought new challenges of isolation, collaboration, community, culture and creativity.

We are now questioning what the office is for and how to optimise all our work environments in the short and longer term. Many organisations are exploring their options around the redesign of their future workspaces and supporting employee wellbeing. So how can those with responsibility for the redesign of their organisation's workspace strategy start the process of developing the right plan for their business?

Getting the elements right is going to be critical for the way we are going to be working post pandemic – whether that's from the office, home or remotely.



Designing your future workspaces DINLab - what's involved?

This DINLab is a rapid prototyping platform to help housing providers redesign their workspaces for the office, the home, when roaming and for the virtual world. It is clear there are still many unknowns as we try to plan ahead and therefore using our experimental design process led by world-renowned workplace strategist, Kursty Groves is an excellent way to review, build and learn at speed.

This is particularly important in an area such as workspace design as each housing provider is different. Different in its geographical operations, its systems, its role, its people, and its culture.

Undertaking this strategic review via a lab approach has significant benefits including:

- Working with a proven workplace strategist using their tried and tested methods for designing an innovative and productive setup for wherever the future workforce is required to work.
- An ability to 'test before you invest' see what works, what doesn't and what areas you want to tweak before deciding on a final blueprint.
- Share learning and experiences with your other DINLab cohorts. In this way you get access to multiple experiments all running concurrently for a wider experience.
- Speed – the ability to test and learn in a rapid and agile way so that you gain a more personalised strategy based on real life testing and feedback.
- Excellent value for money compared to doing it on your own. We aim to maximise the ROI for you participating alongside your peers.

How will this support your new work strategy?

The purpose of the DINLab is to get the organisational understanding to a proof of concept or minimum viable proposition. For this project this will include help to:

- Develop a coherent workplace strategy to support new ways of working. In the office, at home, mobile and virtually.
- Assist organisations in considering how to maximise your workspaces to benefit employee productivity, culture, wellbeing, tenant/customer relationships and stakeholder engagement.
- Opportunity to challenge different scenario plans and assess which ones are right for your corporate culture and organisational design.
- Understand how you will adapt your corporate governance arrangements and manage the risks with the workspace plan.
- Assess your current property portfolio and looking at how hybrid working might benefit your organisation.
- Develop the most appropriate phasing for the execution of your new workspace strategy.



Shape

Week	Discovery phase	
1	Initial self-assessment questionnaire	Establish organisational starting position, individual objectives and expected outcomes.
2	1-2-1 scoping session	Following submission of the self-assessment there will then be a 1-2-1 scoping session with Lab lead Kursty Groves
Week	Audit phase	
3	Review	Review business, people and property plans: <ul style="list-style-type: none"> - business and people strategy - property lease options - surveys, communication and engagement activity
4	Reflect	Gather statistics & collect stories: <ul style="list-style-type: none"> - workplace survey creation and/or evaluation - consultation with internal experts: facilities, technology, wellbeing and operations. - online 'listening sessions' with groups and individuals across the business. - collect and collate lockdown learnings and personal stories
Week	Define phase	
5	Envision	Strategy session to establish & agree a new workplace purpose and prioritised objectives: <ul style="list-style-type: none"> - clearly articulated workplace vision/manifesto - balanced set of prioritised objectives - identified metrics and benchmarks for success progress - alignment across the organisation around a picture of success
6	Create	'New Normal' creative session to explore potential future workplace scenarios ranging from BAU to reinvention. <ul style="list-style-type: none"> - external & internal stimulus in the form of insights and stories - employee and customer experience mapping to highlight opportunities, overlaps and watch-outs
Week	Activate phase	
7	Execute	Defining your workplace manifesto: <ul style="list-style-type: none"> - workplace definition: onsite/offsite/online blend - philosophy - design principles - scenario options
8	Next steps	1-2-1 session with Kursty to establish progress and identify/prioritise next steps in workstream

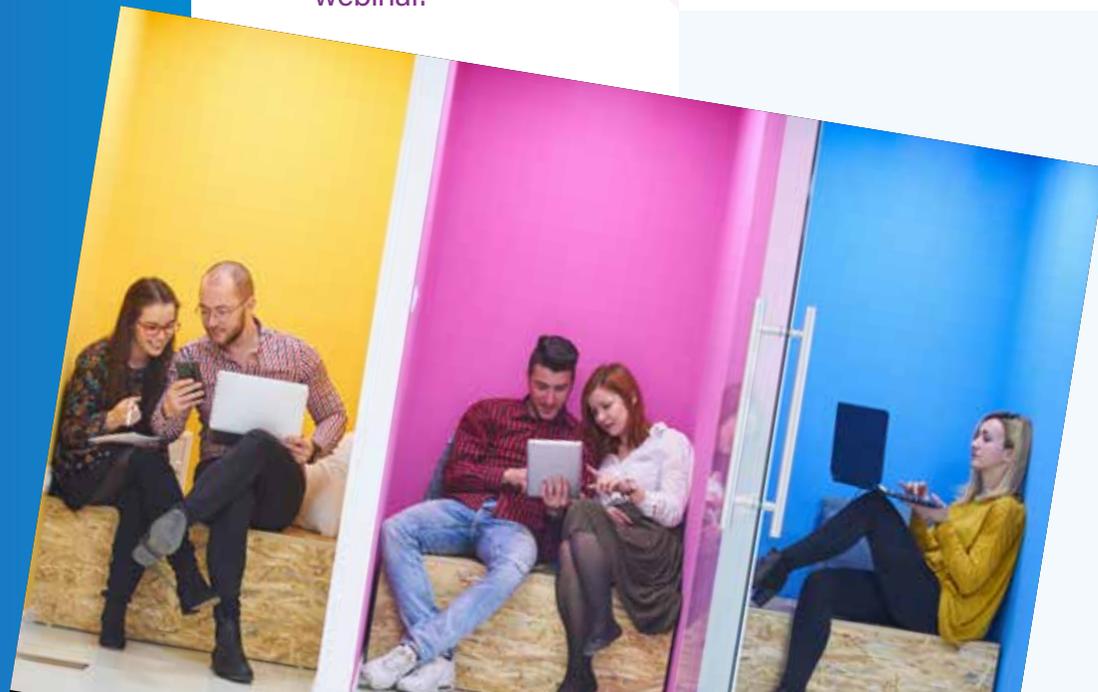
Who is this DINLab for?

- The lab is aimed at executive teams, directors and project leads responsible for designing and delivering their organisations future workspace strategy.
- It is also designed for project teams leading on the future of their workspaces. Participation in this lab will accelerate your thinking, ensure you are asking the right questions facilitated by workplace strategist Kursty Groves who will support you to get clarity and develop the right brief ahead of moving to the design stage.



What do we need from you?

- To achieve the best outcome, participating organisations will be required to make a commitment to provide sufficient resources and at the appropriate level to deliver the lab.
- For this DINLab we recommend this involves two to four people in a project team with responsibility for defining and implementing new ways of working and workspace design. This could include IT, HR, comms, facilities management – whoever in your organisation is invested in this issue.
- In addition, we would expect each participating organisation to have an executive sponsor with oversight and decision making responsibility for the project.
- The number of hours required to participate outside of the lab meetings will vary depending on the stage the organisation is currently at, the data you have available and the skills and resources of the participating team. We will aim to establish this at the 121 and initial assessment.
- Finally, you will also share your findings and experiences of the lab, along with a contribution to a summary report and webinar.



Meet the DINLab Team

The lab will be managed by DIN's lab Director, Helena Moore, who will ensure the expectations of participants are met and the objectives of the project delivered.



Helena Moore - DIN Associate and DINLab Director

Helena has versatile skills and experience in both corporate and operational services in the housing sector most recently at Director level in HR, Organisational Design & Development, Transformation Sponsorship, Communications, and Facilities.

Since 2011, Helena has been involved in consultancy assignments predominantly working with global innovation companies supporting agendas around leadership development, cultural change and customer experience across a number of sectors including pharmaceutical, utilities, engineering and hospitality sectors.

Having successfully delivered a workplace strategy for a housing association, Helena's strength is an ability to bridge the gap between innovation and current reality with capability to present this in an engaging way that stretches thinking and leadership teams about new possibilities and strategic directions.



More about the Disruptive Innovators Network (DIN)

DIN is a membership organisation for social housing providers investing in innovation. We have a passion for thinking and doing things differently. By capturing the best insights and knowledge from all sectors, embracing disruption and innovation we inspire leaders wanting to transform their organisation. With a hands-on approach we explore new ways of working, test new and emerging technologies, fresh business models and understand how to effectively deal with disruption. We are about collaboration, sharing and learning together.

To find out about how we deliver this, please visit our website at

www.disruptiveinnovatorsnetwork.co.uk



Meet the DINLab Team



Kursty Groves - DINLab Lead Workplace Strategy Consulting | Shape Work Life

Kursty Groves is a workplace strategist and advisor to FTSE 100 companies, high growth SMEs and Government Departments.

Author of two books and postgraduate professor on the subject of Spaces for Innovation, she is an award winning designer and innovator with over 20 year's experience coaching senior execs through Design Sprints, Design Thinking and innovation process - helping them to solve problems and engage with others to inspire change and implement the right solutions.

She is founder of Shape, a consulting firm that specialises in co-creating the best places to work.



About Shape

Shape work with their clients through consulting, coaching and co-creation; supported by strategic design, property and HR partnerships.

Shape was founded in 2011 by Kursty Groves to address the rising demand for the creation of work environments that support innovation and new ways of working. Kursty has visited over 200 companies, understanding what makes them tick, how they use their environments to support business and culture, and investigating what works and what doesn't.

They love partnering with forward-facing organisations to help them unlock existing and future space to shape culture and fuel their business.

Clients include:

Google, LEGO FutureLab, Microsoft, Sky, Airbus, Centrica Energy, Coca-Cola, Ambassador Theatre Group, Bacardi Global Brands, Red Bull, P&G, Long Tall Sally, McLaren Automotive, MVF, OMD, Moo, Simply, Telefonica, thetrainline.com



Shape

When will it happen?

The lab will run over a period of 8 weeks starting wc 17th May through to 9th July

Lab participation fee

- Fees for each DIN member housing provider are £6,750 +VAT.
- Fees for each non DIN member housing provider are £8,750 + VAT

Next steps

If you are interested in participating in this DINLab please express your interest to Lab Director, Helena Moore at helena.moore@disruptiveinnovatorsnetwork.co.uk
☎ 07764 580913

All participating organisations will need to have agreed to the lab requirements and paid the lab fee prior to commencement wc 17th May 2021.

Outcomes

By participating in this DINLab your organisation will benefit from:

- A review and assessment of your plans for workspace pre-COVID.
- Aligning key stakeholders around prioritised objectives.
- Engage employees and understand changing workspace needs.
- Create a coherent strategic plan and brief for new and existing sites.
- Integrate workspace approach: onsite, offsite and online.
- Start turning the workspace corporate vision for a post pandemic business into a reality.

