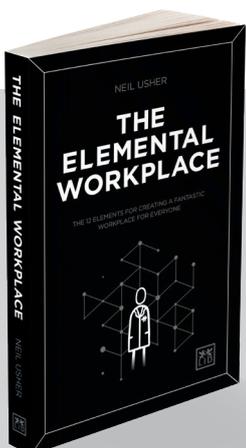


25 TIPS ON... THE ELEMENTAL WORKPLACE

- 1 We are not workplace leaders who manage change, we are leaders of change who manage our workplace
- 2 All space exists in permanent beta – it is not a product and we are never finished
- 3 We need to design buildings from the inside out and workplaces from the inside of the locker out
- 4 If you want to know whether your employer values you, visit the washroom
- 5 When you need somewhere to work, there is no better answer than a desk. It is the great survivor because it works – not everything needs radical reappraisal
- 6 The solution to almost all workplace issues is found at the point of balance – in our thinking we must be ballerinas
- 7 Fix the technology and fix it now. There are no longer any excuses – we can work in a poor space with great kit and connectivity, but not the other way around
- 8 The workplace should be fantastic for absolutely everyone – no-one should ever be made to feel like a special case
- 9 Workplace neighbourhoods are not just a physical construct, they should enable a way of living – we all instinctively know what being neighbourly means
- 10 Give people the time they need to adapt to their new workplace and change their behaviour, don't force them to adopt a new way at a time of your choosing
- 11 Choice unlocks many workplace problems, but it needs permission to be exercised or it remains just a wish
- 12 If your workplace transformation 'brief' looks like a design, it's a design and not a brief – don't be brief with the brief
- 13 Where form and function collide, function shall always prevail – but there is always a place in a workplace scheme for something beautiful, where beauty is its function
- 14 When we service a workplace, we do so for our colleagues, but they are not our customers – we are in the boat together
- 15 Your workplace transformation project started before you thought it had and will finish long after you think it has – you don't define the boundaries, they define themselves
- 16 Beware the transitory appeal of novelty – beyond the initial dopamine rush, it has all the appeal of Christmas socks
- 17 People will watch how their leaders behave in their new workplace far more than they listen to what they say – hold your leaders to account for the way they work and the example they set
- 18 In an age where routine is increasingly scorned, daylight regulates our circadian rhythm and gives us the structure and certainty we need to be unpredictable – let it flood your workplace
- 19 A workplace can have too much space as well as too little – a little pressure on effectiveness from efficiency can focus the attention on producing great design
- 20 Allowing people to influence their workplace – through its composition, arrangement, use and enhancement – creates a vital relationship between people and place
- 21 A workplace should softly whisper to its occupants how it should be used – the perfect workplace should need no signage or information at all
- 22 'Cool' may be an outcome of a fantastic workplace, but it should never be a stated aim
- 23 Culture does not eat design for breakfast – they should dine together
- 24 The key to the highest quality workplace service is intensity – it creates a vital emotional connection
- 25 Amid the interplay of complex forces, creating a fantastic workplace is simple and achievable by following an elemental framework – wherever you are, in whichever sector and whatever your desired workstyle or budget



THE ELEMENTAL WORKPLACE NEIL USHER



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