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18 05 2022

New Organisations

New Spaces

The office

~~is dead.~~

will never

die!

WHEN WILL YOU RETURN

☰ 🔍


INSIDER

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Airbnb said more than 800,000 people flocked to its careers page after it announced that employees could live and work anywhere

Huileng Tan May 6, 2022, 5:52 AM

🔖 📱 📧 ↻



There are three major topics ahead of us to solve.

The economical, ecological and the digital
transformation.

Knowledge work is before its
biggest transformation of all times

Darwinism is increasingly making inroads
into the business world.

Not the strongest survive.
But those who adapt faster than everyone else.



The root cause for Darwinism in business
is the digital revolution.

To assess Darwinism in business, we work with an expert on future of work and digitalization

Dr. Christian Poensgen, CEMS MIM



EUROPEAN CENTER FOR
DIGITAL COMPETITIVENESS

BY ESCP BUSINESS SCHOOL



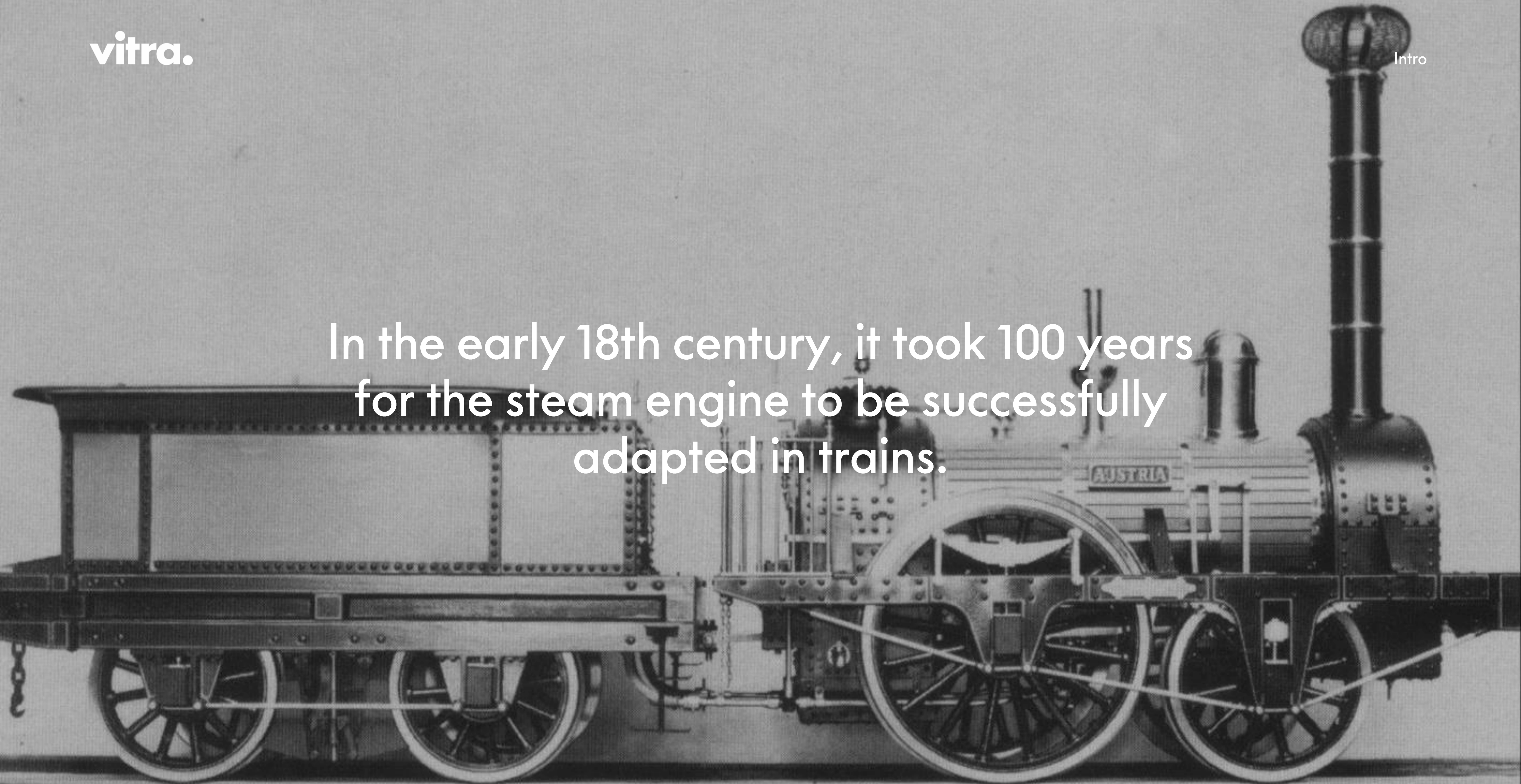
Deutscher
Bundestag



In a nutshell, the digital revolution changes everything

	Industrial Age	Digital Age
Environment	Static	Dynamic
Work	Muscle Work (Cogwheel)	Knowledge Work (Cell)
Organization	Pyramid (Machine)	Inverted Pyramid (Organism)

In the early 18th century, it took 100 years for the steam engine to be successfully adapted in trains.



In the late 19th century, it took 46 years for electricity to be used by 25% of the US population.

In the early 20th century, it still took the telephone 35 years to be used by 25% of the US population.

In the industrial age, things changed
over decades or even centuries.

Back in the days, things were quite
stable and predictable.

In the digital age, things change in years.
Nowadays, things are increasingly VUCA* and
unpredictable.

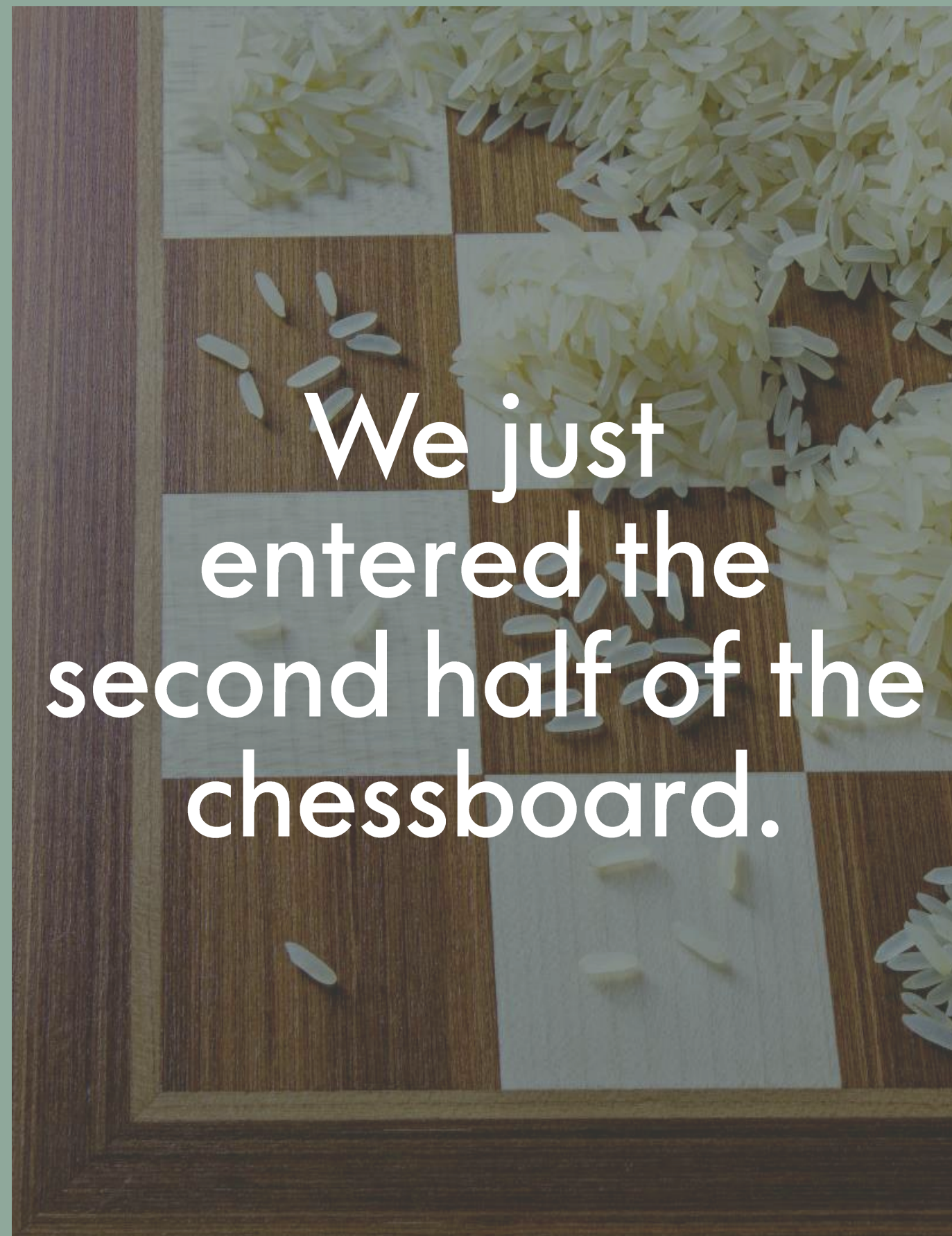
* Volatility, Uncertainty, Complexity, Ambiguity



Founded in 1994,
today's leading
retail firm has no
stores.



Founded in 1997,
today's leading
entertainment firm
has no cinemas.



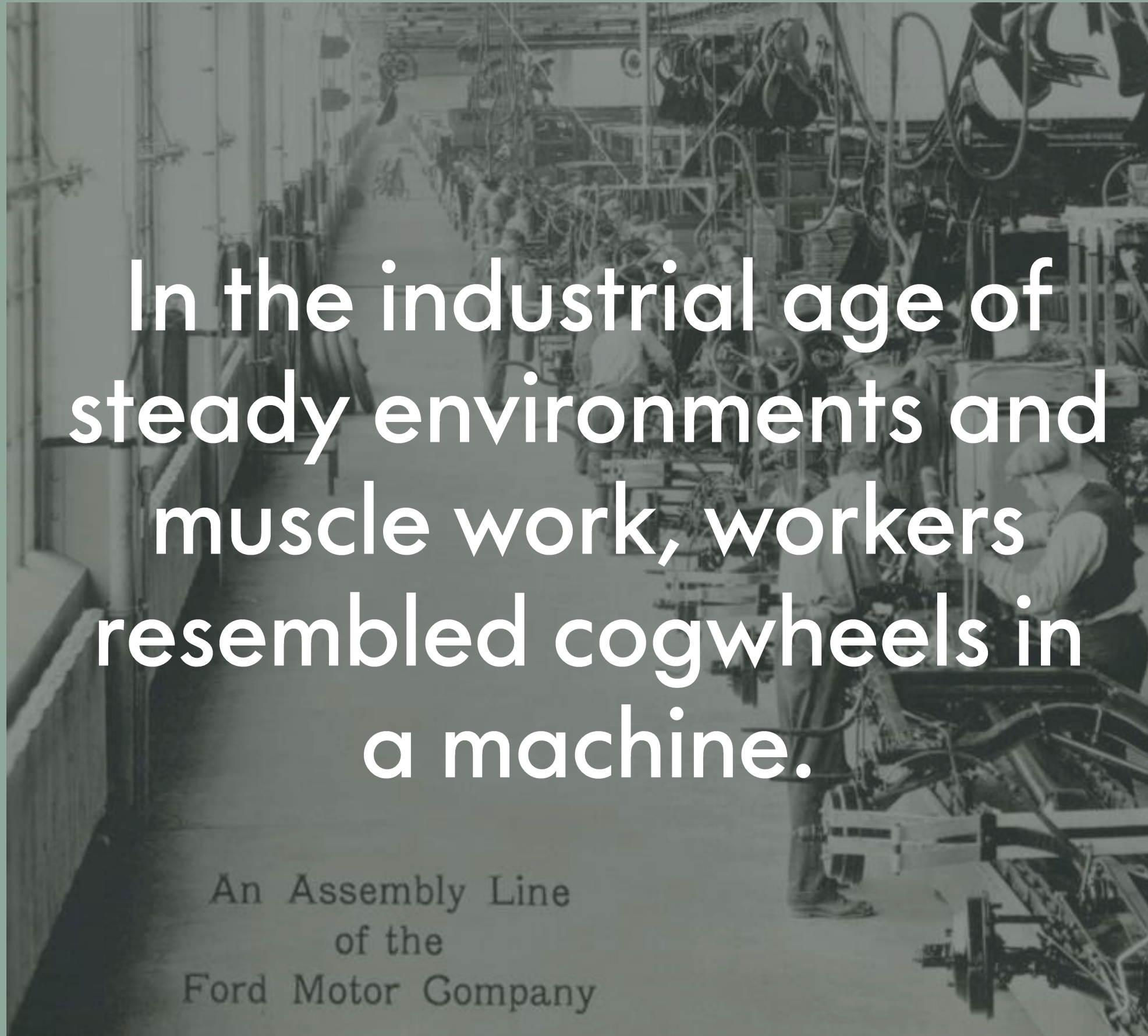
Leap
by McKinsey

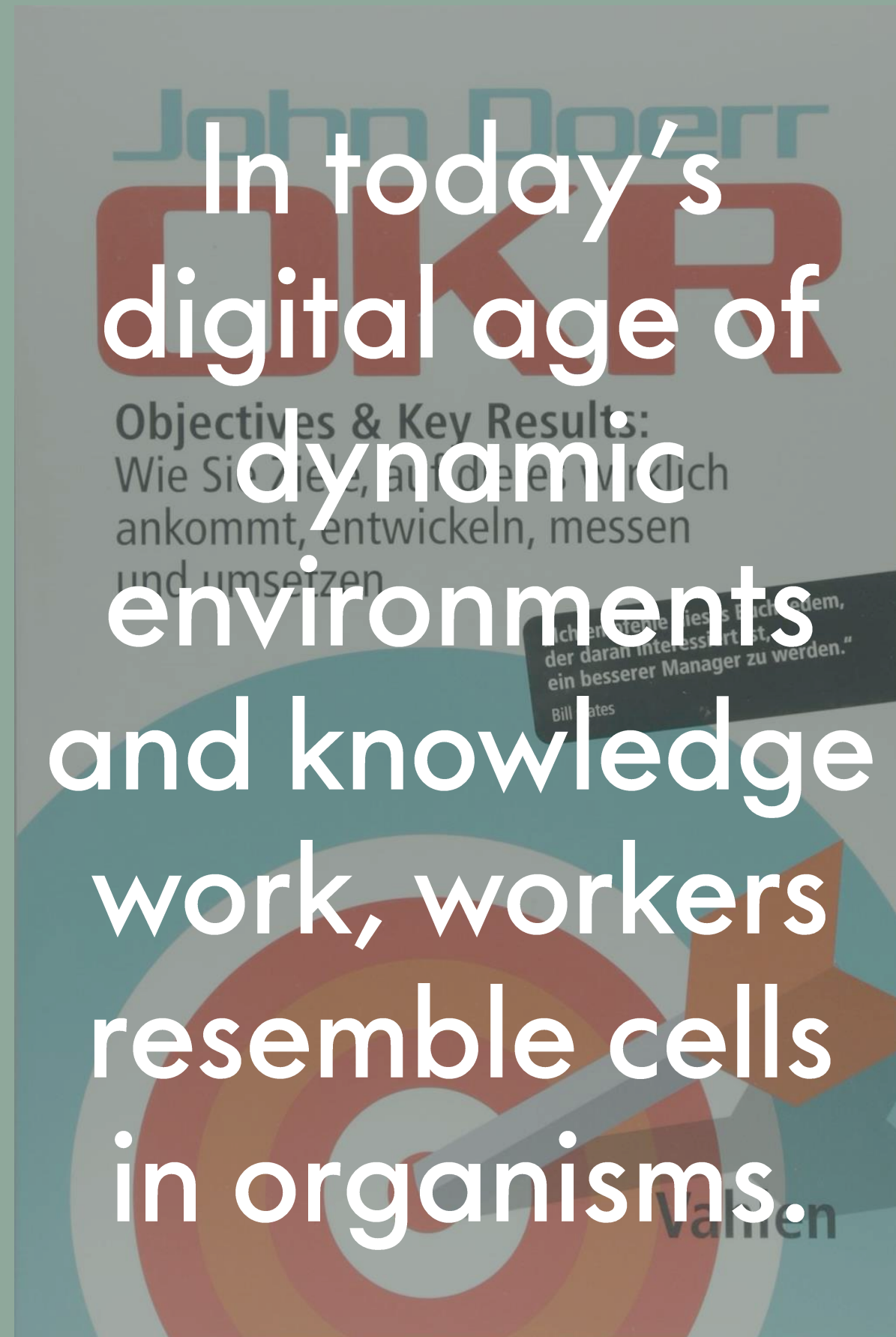
2021 global report: The state of new-business building

Business leaders predict that by 2026, half of their revenues will come from products, services, or businesses that haven't yet been created. Here's how new-business building can help bridge that gap through sustainable, inclusive growth.

In the industrial age of steady environments and muscle work, workers resembled cogwheels in a machine.

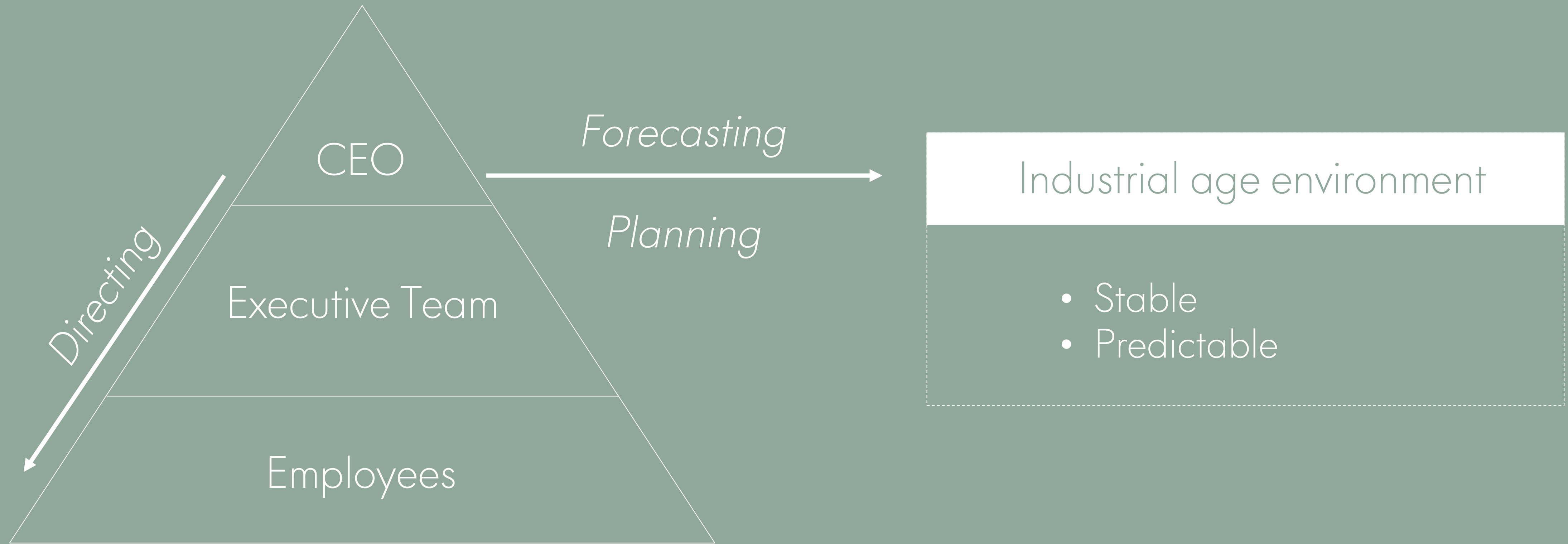
An Assembly Line
of the
Ford Motor Company





A photograph of a rowing team in a blue boat on a calm lake at dusk. The rowers are wearing red tank tops and are seen from behind, rowing in unison. The water is dark blue and reflects the sky and the boat. The overall mood is serene and quiet.

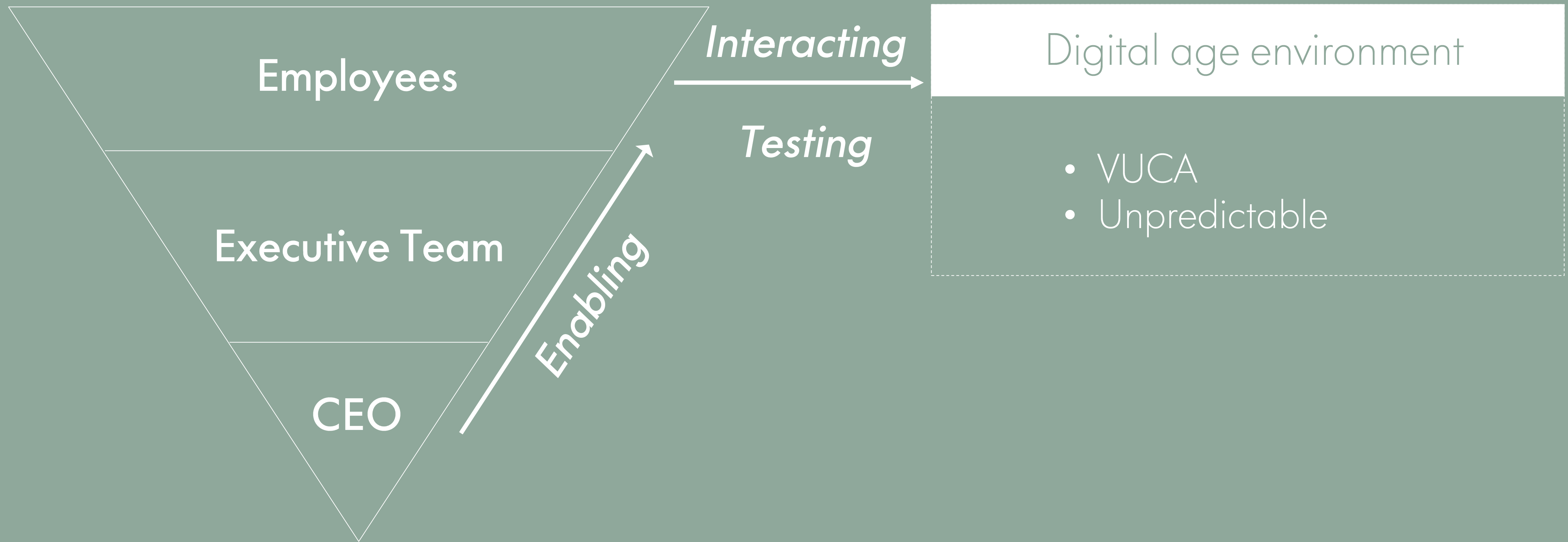
Yesterday's industrial age
– the quiet lake



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Change

Today's digital age
– permanent whitewater



Antifragility // How to love the wind

**“Wind extinguishes a candle and energizes fire.
Likewise with randomness, uncertainty, chaos: you
want to use them, not hide from them. You want to be
the fire and wish for the wind.”**

– Nassim Taleb



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Reality Check

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Reality



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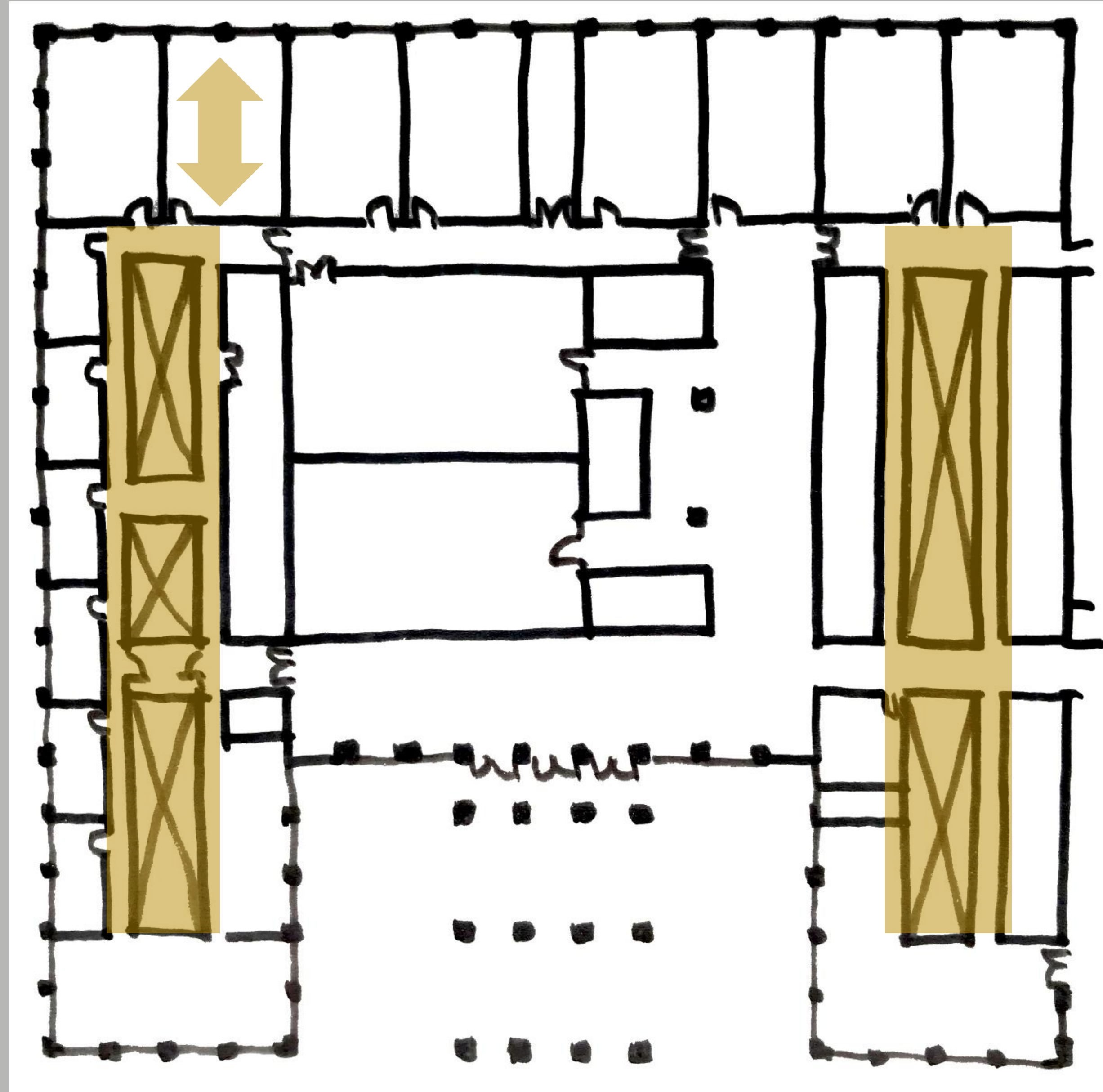
Reality

“The way we teach ... is going to be making our kids lose jobs in the next 30 years”

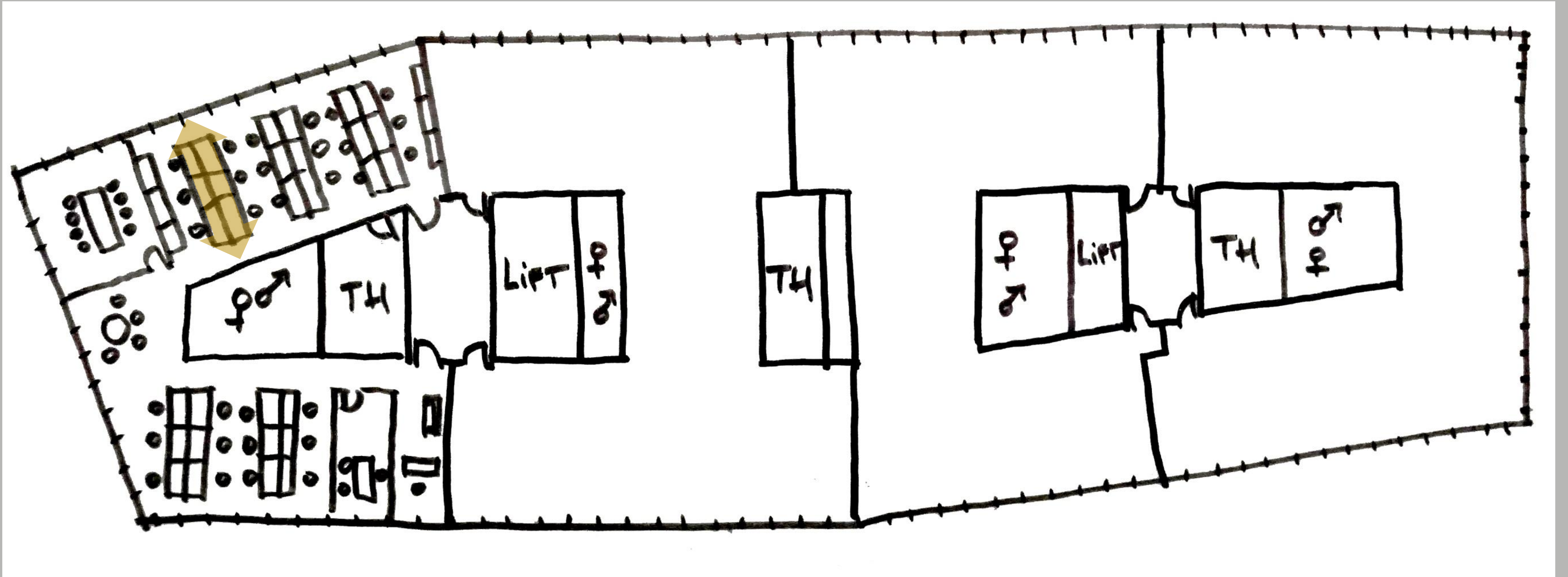
Jack Ma, founder and chairman of Alibaba



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Reality



**Standards make
life easy.**

**But they will never
be anything else
than just standards.**

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Reality



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Reality





← Regresar a todos los Eventos

Arquitectura y metaverso

martes, 26 de abril de 2022

18:30 – 20:30

Espacio Montoya - Barcelona

32 Carrer d'Àvila, Barcelona, CT, 08005, España

(mapa)

Google Calendar · ICS





How workspaces can support organizations to be antifragile?



Organizations achieve antifragility by two major levers – Leadership culture and employee empowerment

Leadership culture

- Shared vision and values
- Alignment
- Trust and empowerment

Employee empowerment

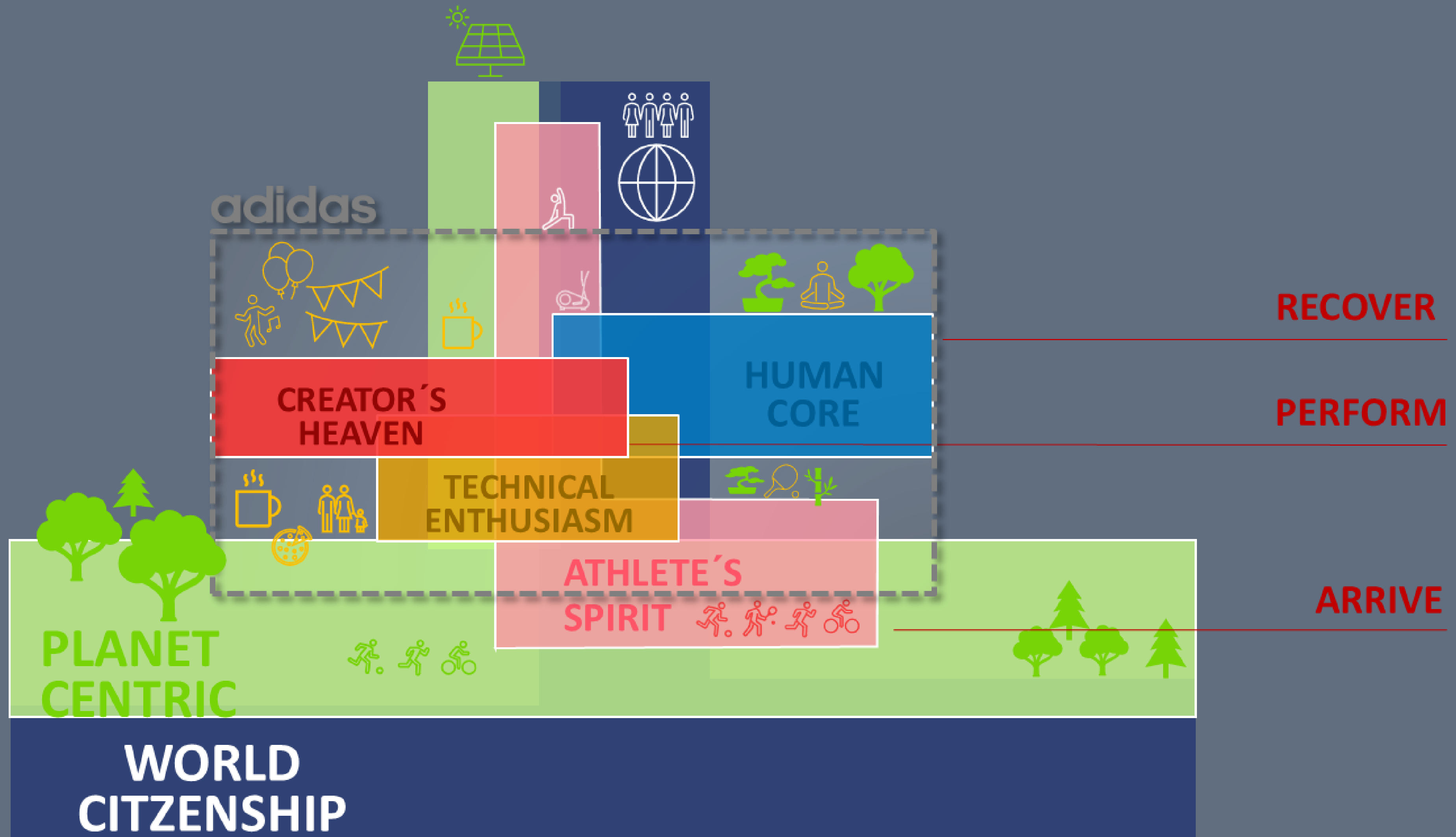
- Working environment enabling quality, innovation and motivation
- Ability to work in such a working environment productively
- Culture that is built around trust

Leadership Culture:

Workspaces need to embody a trusting core
fostering safety and leadership.













1	2	3	4	5	6	7	8
Management Partner	Unit Lead	Mitarbeiter	Mitarbeiter Extern	Trainee / Intern	TOTAL inkl. Wachstum	Wachstum	Kommentar
		1			4		ohne Assistent
3	1	13		1	15	5	4 neue MA und 1 Trainee im
		4		1	5	2	2 neue MA
		4			4		
		1	4		5		
		1	7		8		
11	0	2			41		

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Amore Pacific



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Amore Pacific

Hello!
This is an ideation room
for
NGI Members



Organizations achieve antifragility by two major levers – Leadership culture and employee empowerment

Leadership Culture

- Shared vision and values
- Alignment
- Trust and empowerment

Employee Empowerment

- Working environment enabling quality, innovation and motivation
- Ability to work in such a working environment productively
- Culture that is built around trust

Employee Empowerment:

Paul Graham: Workspaces enable switching between manager and maker tasks.

Manager Tasks – being able to collaborate is crucial for today's knowledge workers in many regards



Meeting up



Reading and writing E-mails



Brainstorming collaboratively



Leading co-workers



Performing explorative research



Numerous other (managerial) areas

Maker Tasks – – being able to focus is crucial for today's knowledge workers in a wide variety of areas



Creation of concepts and plans



Learning new skills



Programming



Writing books and theses



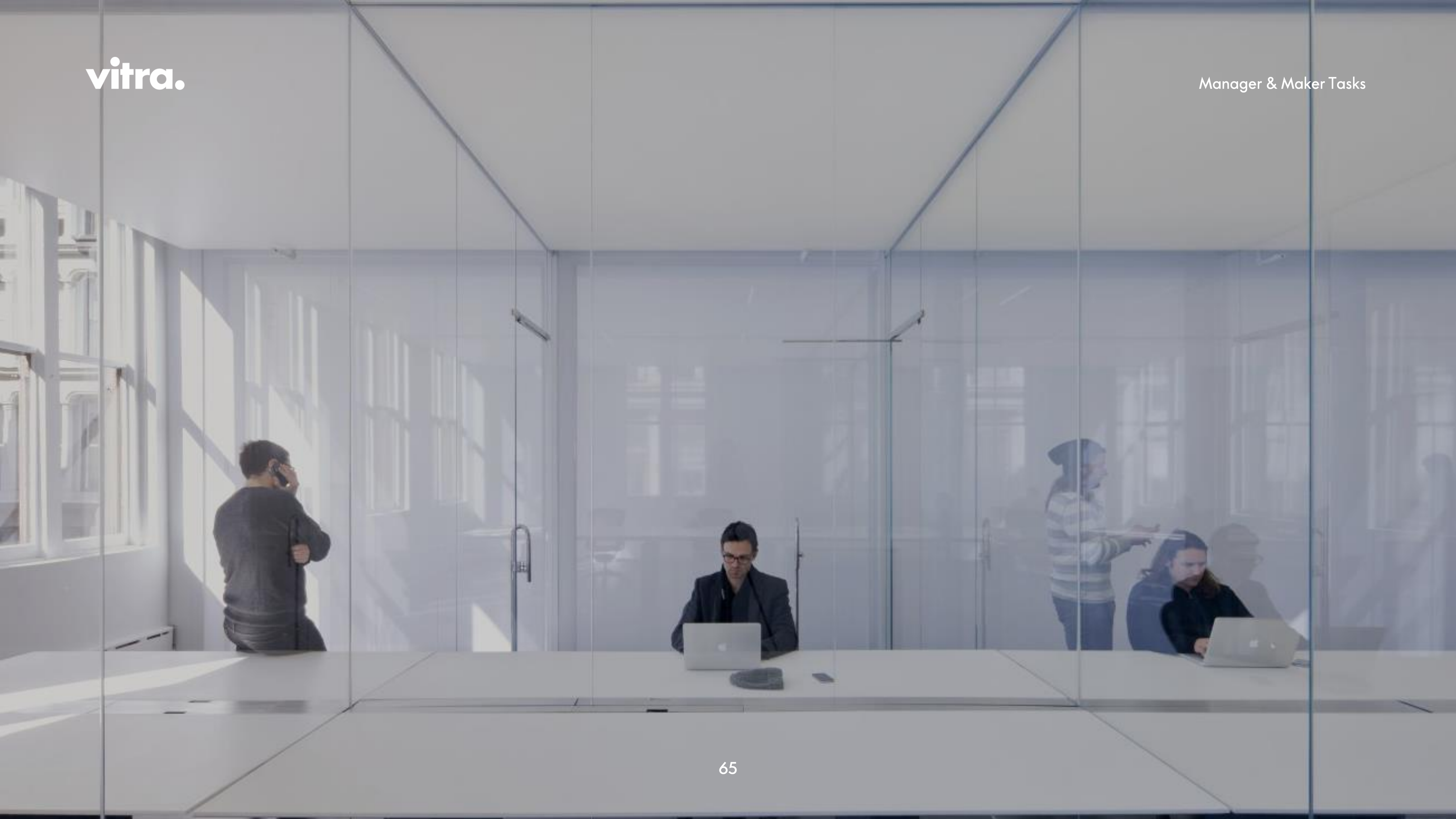
Performing complex analyses



Numerous other (maker) areas







CLUB OFFICE



Vitra Research & Design

“My intention was to create a shared work environment, to design new ways of working together with the overriding goal of implementing the changes we need to increase collaboration, accelerate processes and steer innovation.”

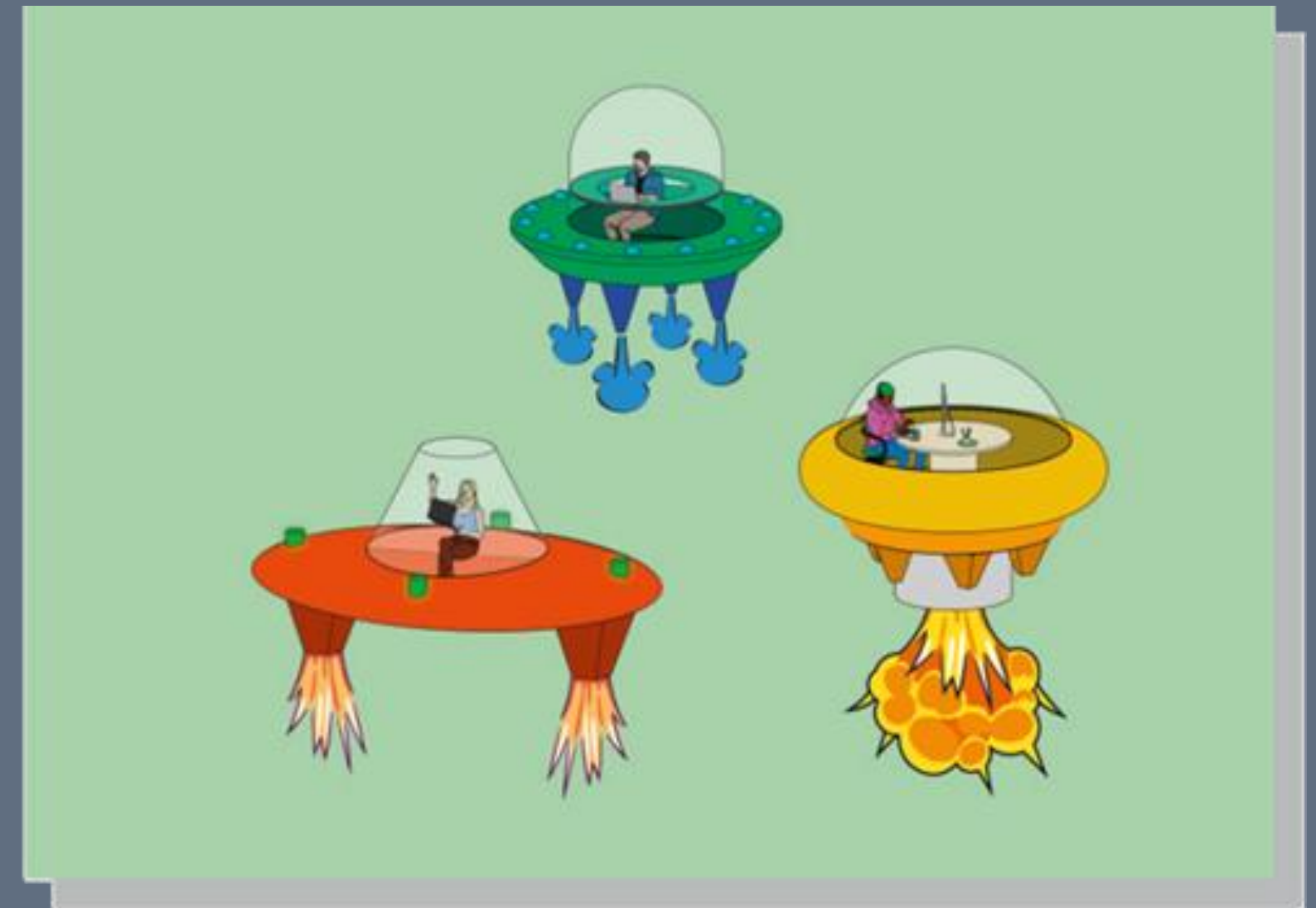
**Christian Grosen
Chief Design Officer at Vitra**



Public



Semi-Public



Private





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DO NOT DISTURB

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THE GARDEN

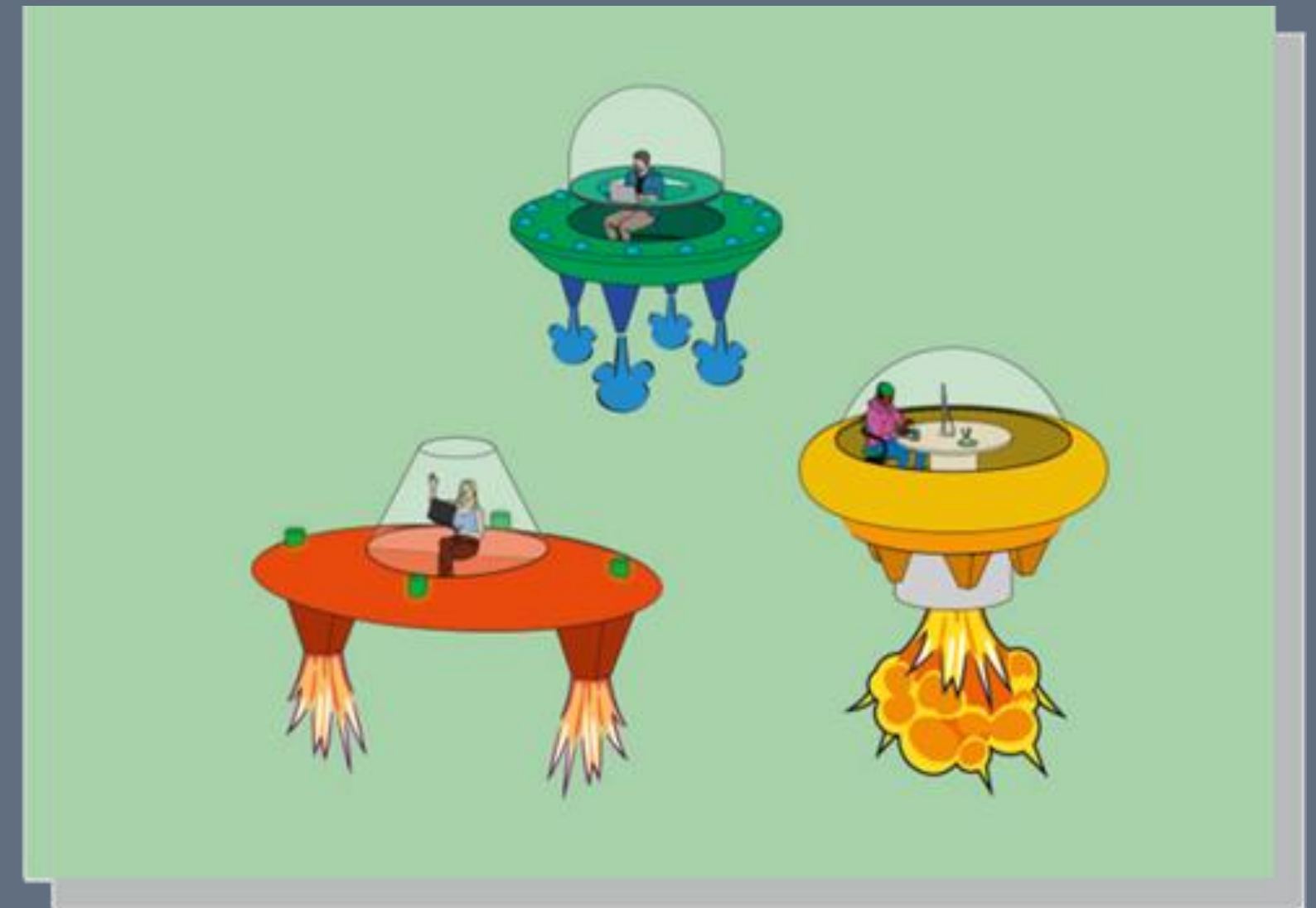
RODOLFO HUMMELO



Public



Semi-Public



Private

SOCIAL
CLUB

EXCHANGE

COMPETENCE
CORNERS

LEARN

FLEXIBLE / AGILE
SPACES

CREATE

PROJECT
HOMES

DEVELOP

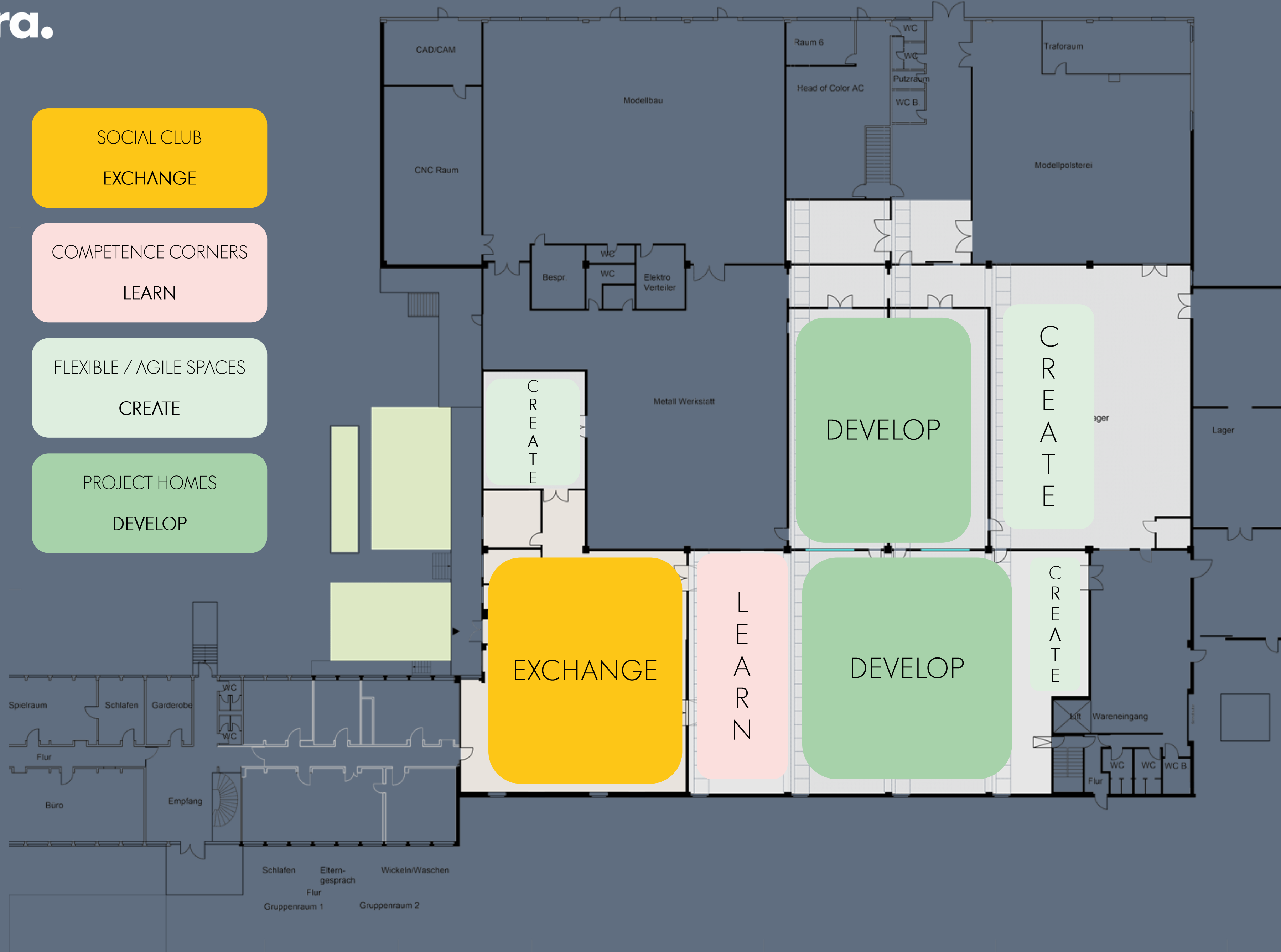
Different stages require different setups

SOCIAL CLUB
EXCHANGE

COMPETENCE CORNERS
LEARN

FLEXIBLE / AGILE SPACES
CREATE

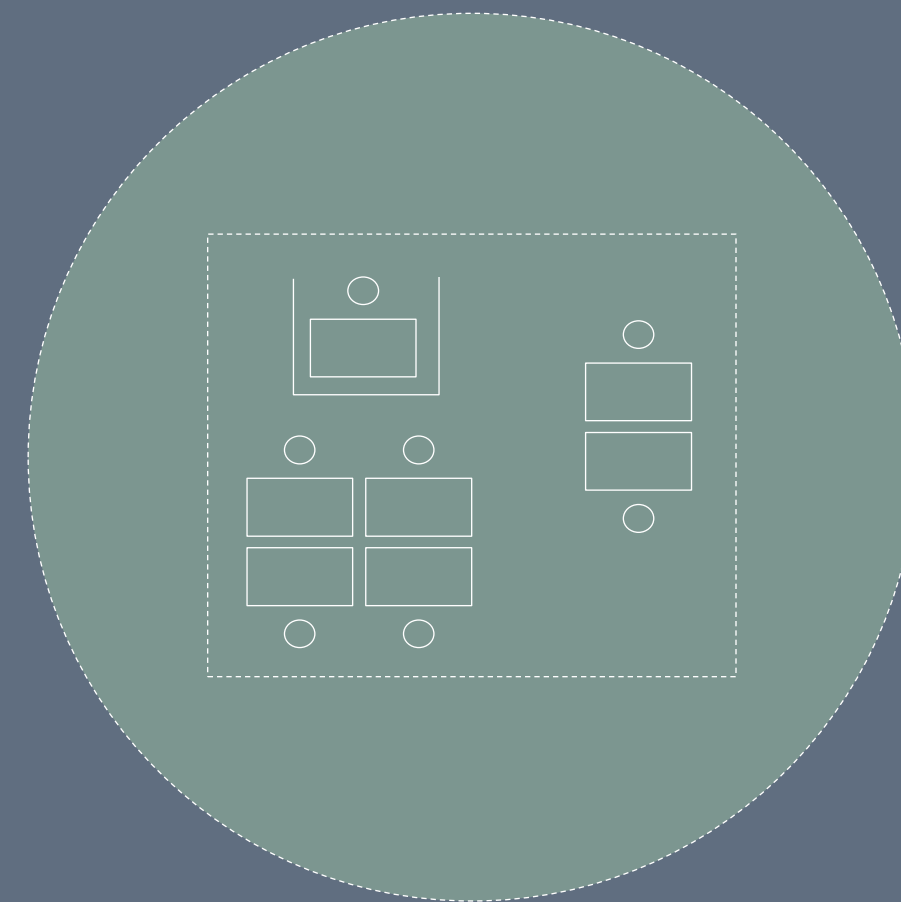
PROJECT HOMES
DEVELOP



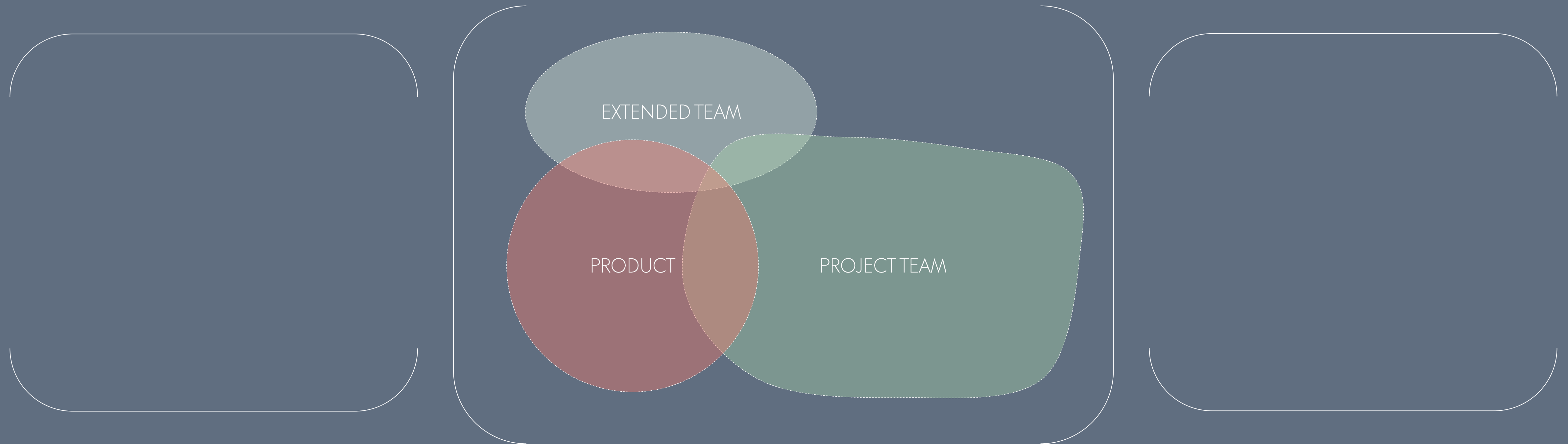
Create a new sense of belonging for you and your projects.

PROJECT HOME

Home is within your team
and within your products.



A safe space to develop around our workers and products





LEARN
• Shared WS
• Library
• Material Workshop table

Competence HUB - 4 WS

Develop - 32 WS Fix
+ 5 Think Tank

Tec / Doc - 8 WS

WC WC WC B

Flur

Lift

Wareneingang

Flexible Space -
4 - 6 P / Brainstorm

TOTAL - Min. 60 WS

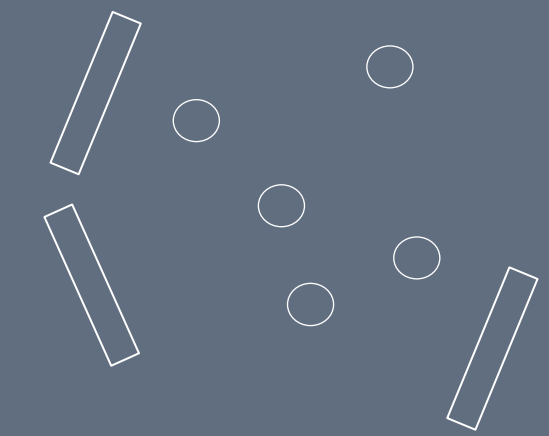
- 50 WS Fix (32 develop + 10 Project Room + 8 1)
- + 4 Touchdown
- + 5 Think Tank
- + 1 Focus
- + Flexible Space



TOTAL - Min. 60 WS

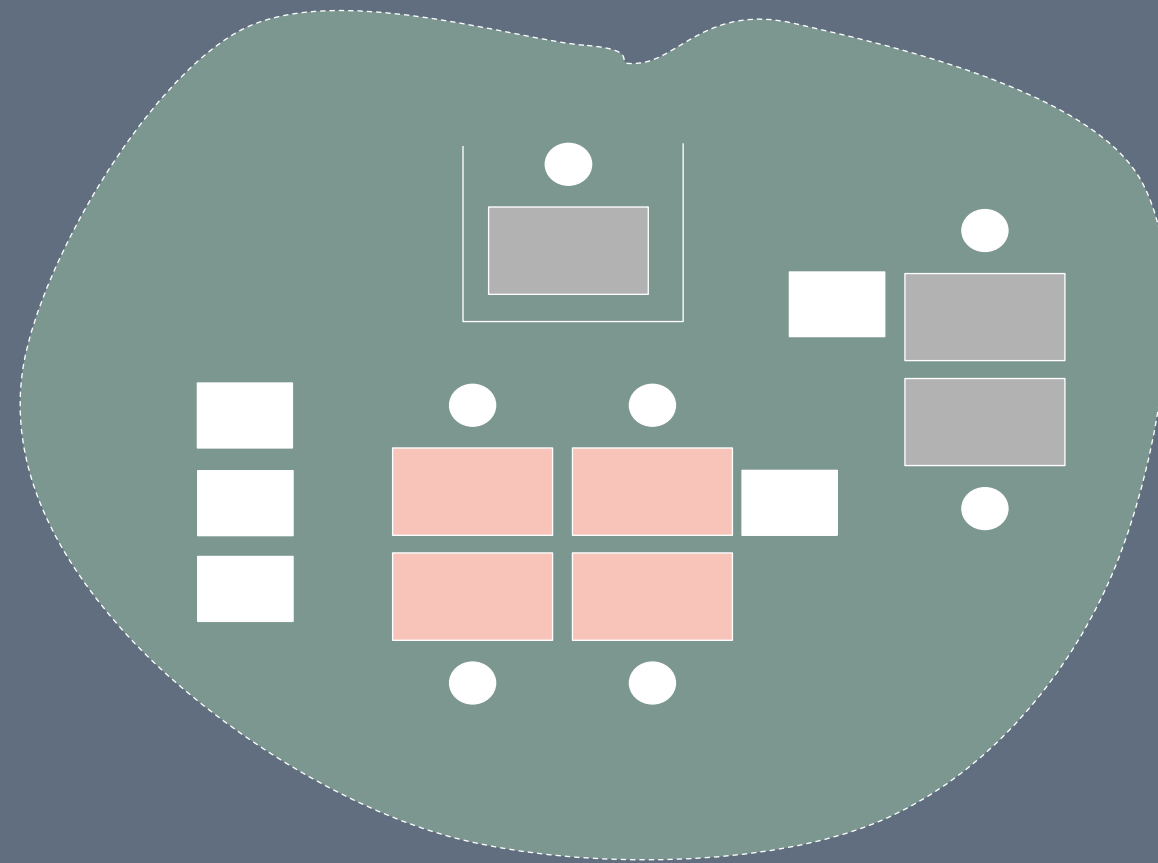
- 50 WS Fix (32 develop + 10 Project Room + 8 1)
- + 4 Touchdown
- + 5 Think Tank
- + 1 Focus
- + Flexible Space

Your home is the project. Desks can be stable, people are not!



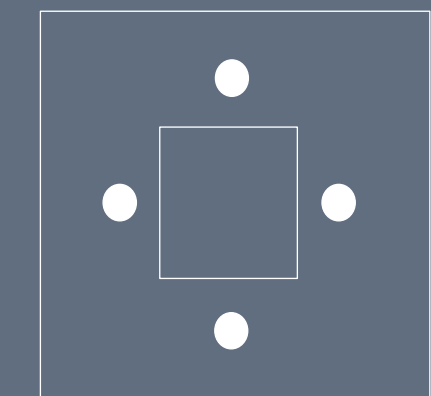
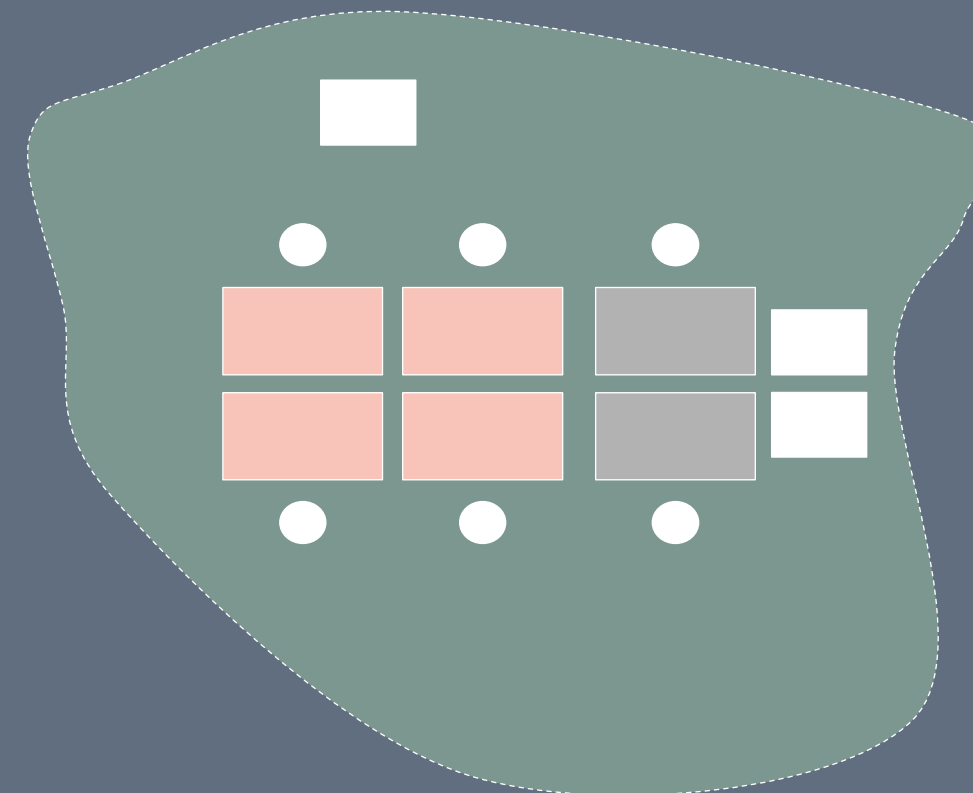
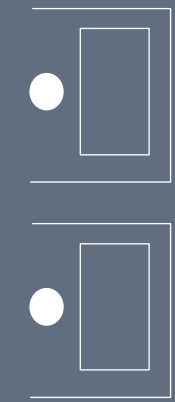
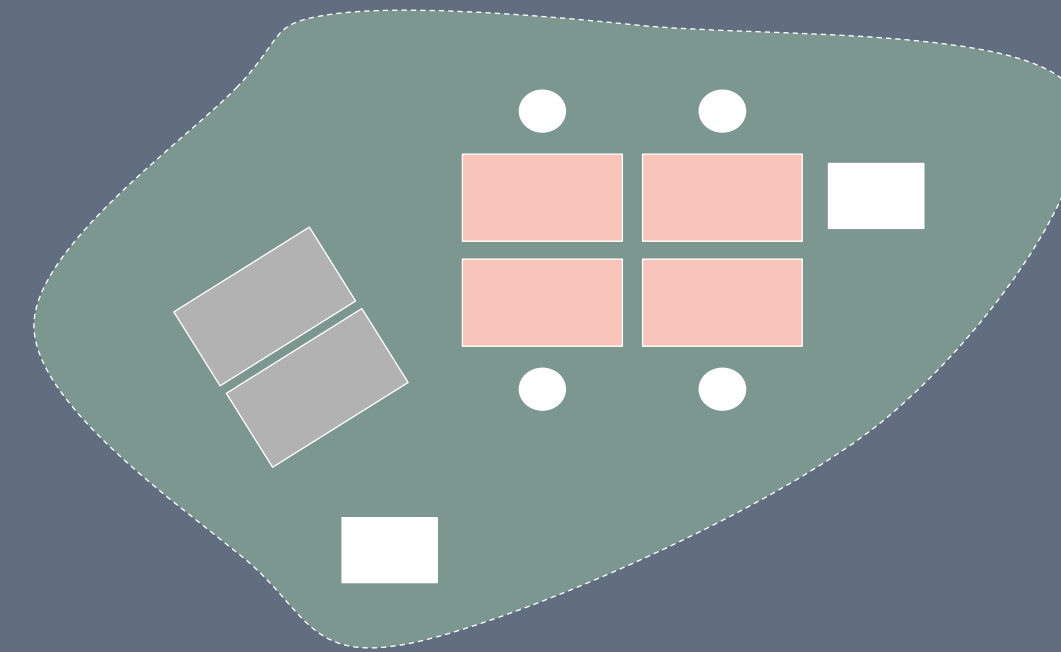
WORKSHOP

... AND MORE



FIX

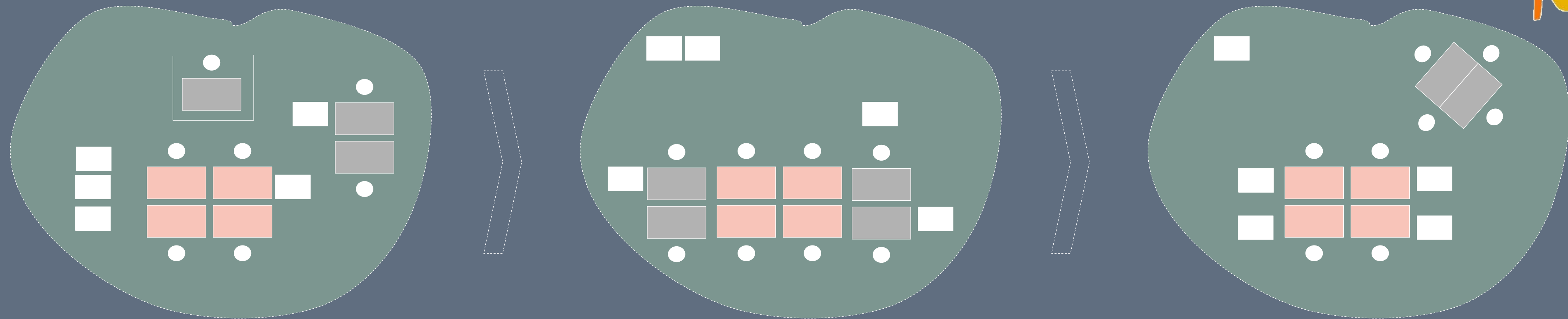
FLEX



OPTIONS

We are based in our project homes but flexible within our frame.

MAKE
IT
YOURS



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Club Office











The wind is coming.
So why not wait for it?

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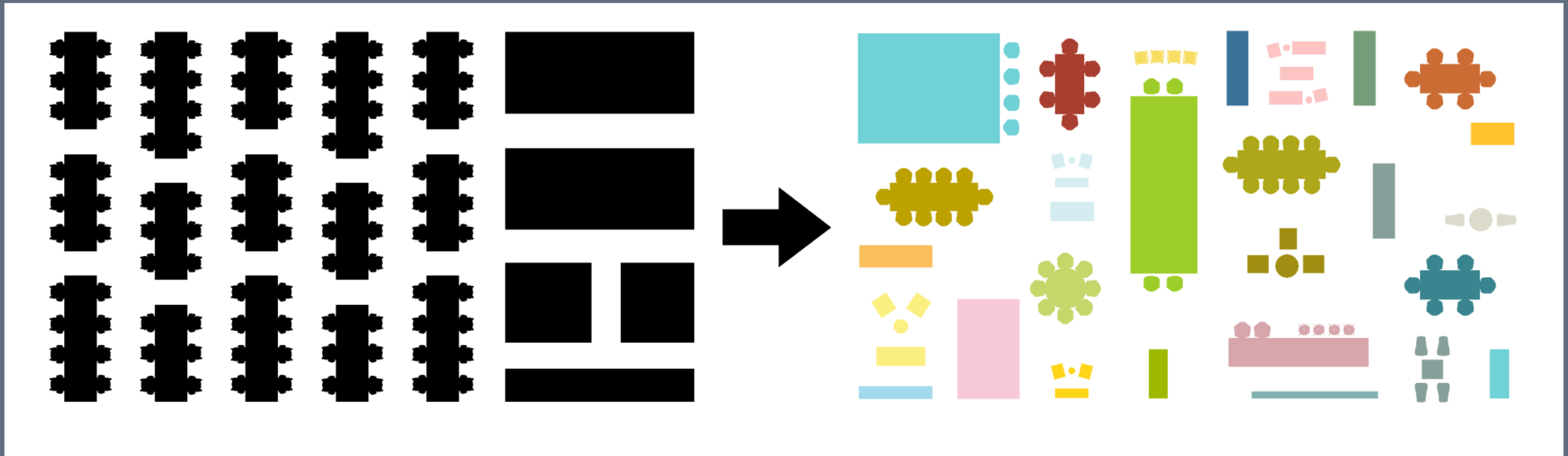
Outlook















**Let's start loving
the wind!**