



Emily Krone Phillips Communications Director, Spencer Foundation @Spencer\_Fnd

thriving through .... change

### StanfordSOCIAL INNOVATION<sup>Review</sup>



Francis Court Founder and CEO, Wondersphere

September 13-14, 2023 #SSIRInstitute



### SPENCER

# Our experience in creating our physical workspace for the future.

# Does your organization have a physical office?



# Has your office been updated to reflect the new realities of hvbrid workind?



# Does your Workspace support the ideals of the organization?



# Does the design of your office foster working collaboratively?



The Spencer Foundation invests in education research that cultivates learning and transforms lives.

spencer.org

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Wondersphere builds brands to give our clients a new voice...

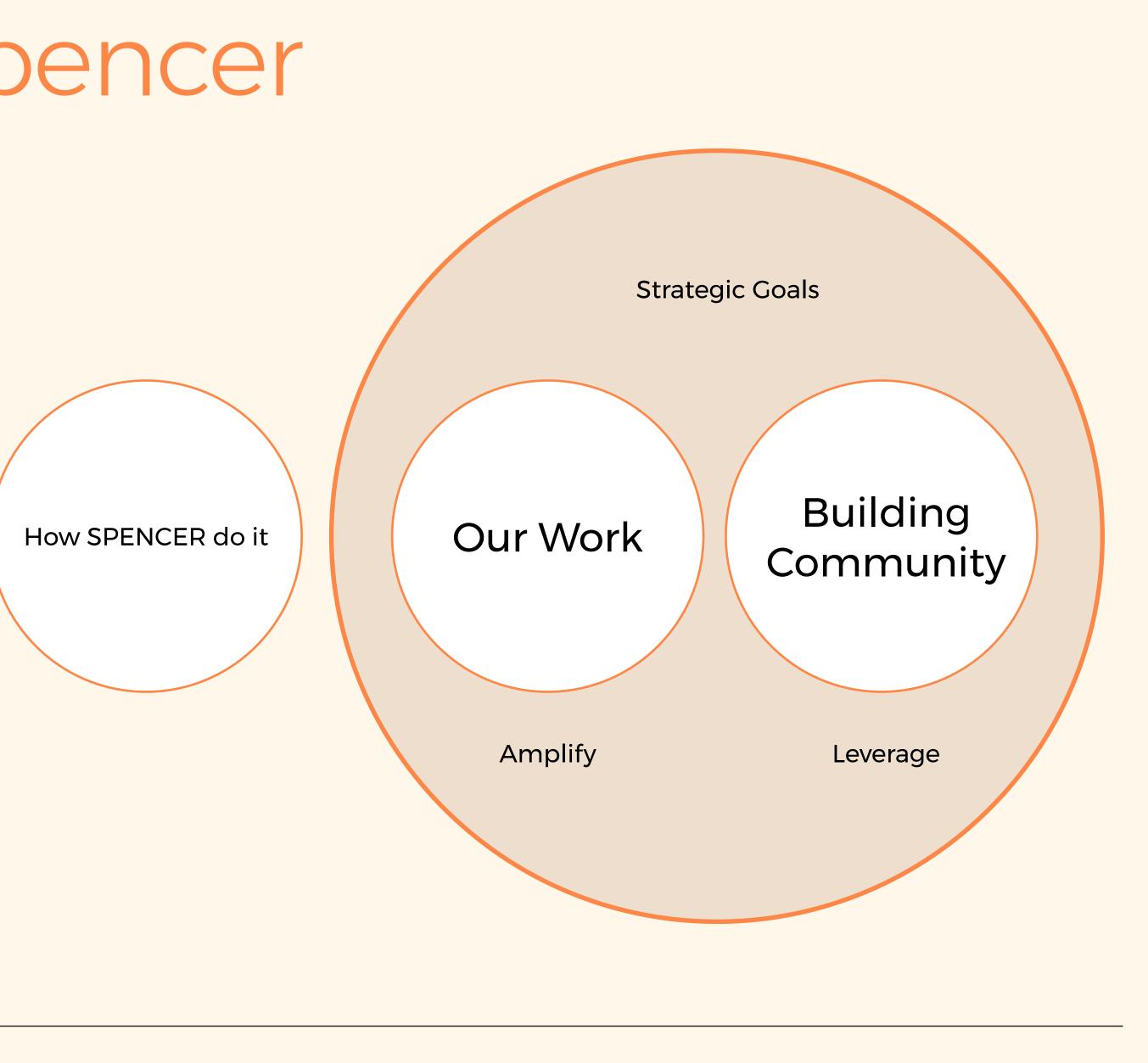
... to tell better stories ... to build stronger communities ... to maximize the real-time impact of their work.



## Supporting Spencer

Who SPENCER are

What SPENCER do



# 

### 01

What has the Spencer Foundation learned?

#### 02

What approach did we take to create an adaptable and inspiring work environment?



### 03

How did design help to foster workplace collaboration for Spencer?

#### 04

How did we create inspiring spaces that promote productivity and engagement?

Brief

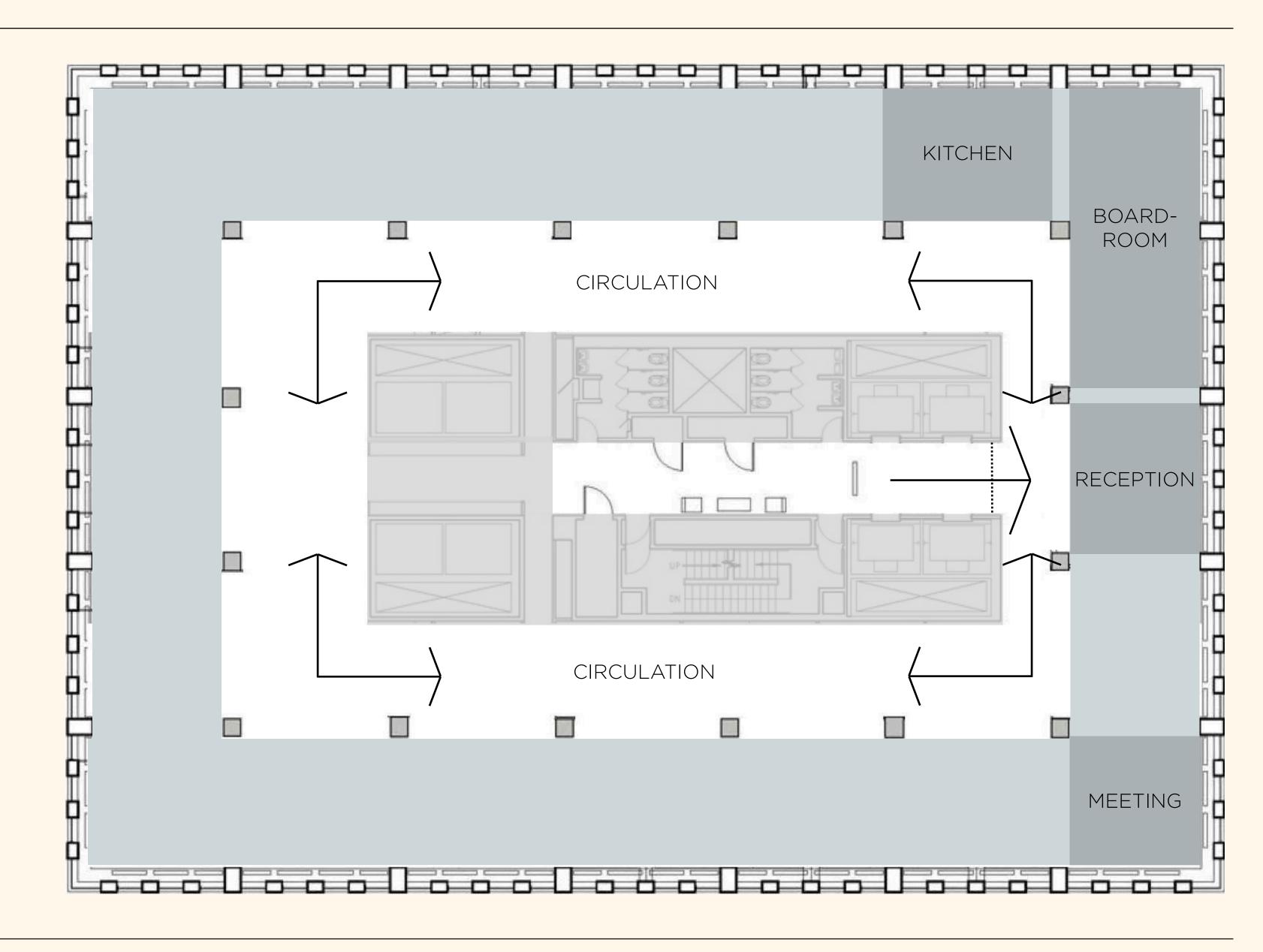
The lease at Spencer's facility on Michigan Avenue was set to expire.

Before starting the search for a new facility, Spencer considered updating the existing facility as an appropriate home.

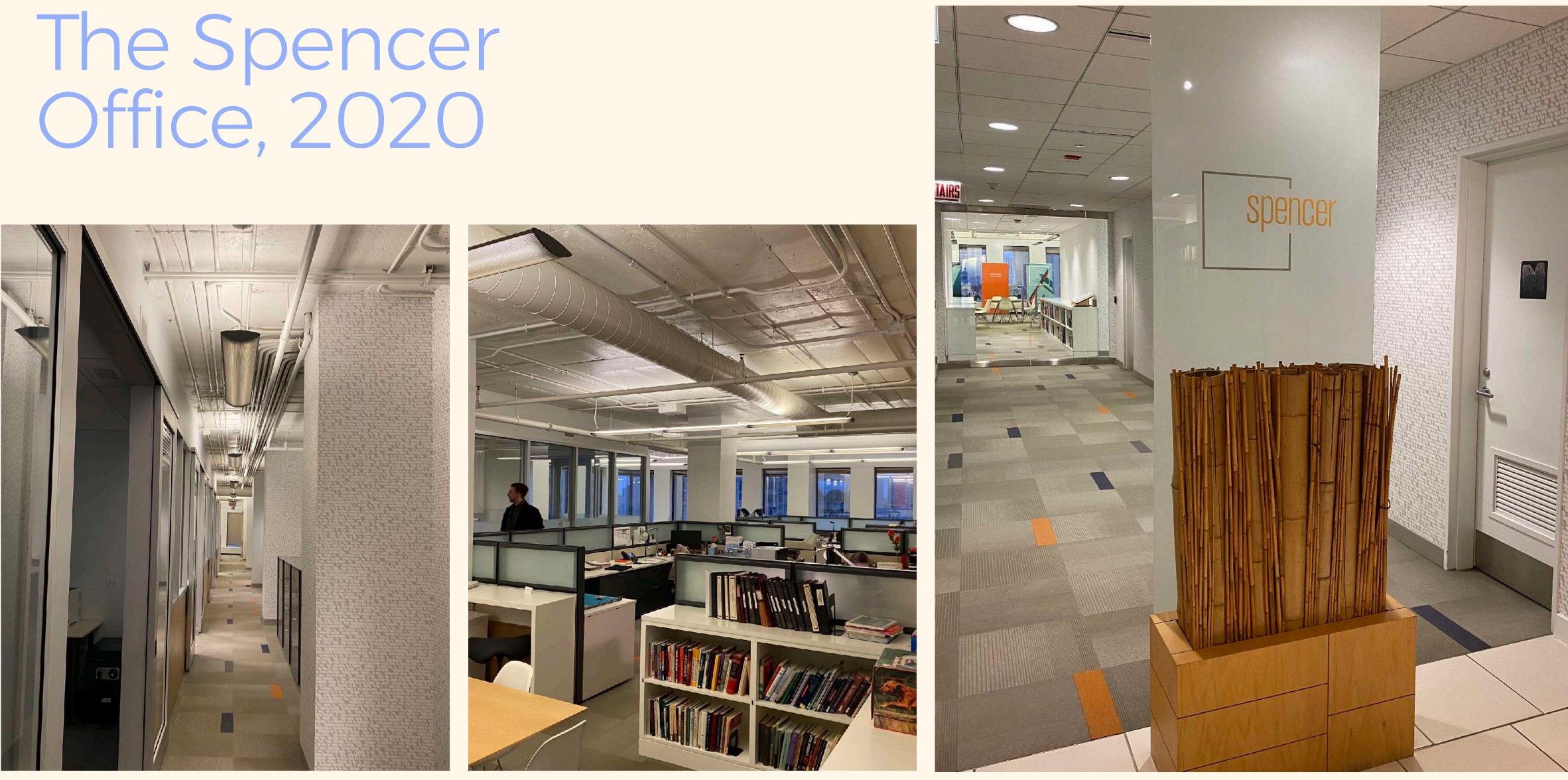
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## The Spencer Office, 2020

MICHIGAN AVENUE







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The world is different. The workplace has changed. How people choose to engage with Spencer has changed too.

Temporarily for now; but with profound implications for the future.

The function of the office environment has moved on. Spencer need to stay relevant in this shifting landscape.

How do we do this?





#### APPROACH

# The need for physical space.

As a point of reference for the organization.

 $\mathbf{02}$ 

As a way of attracting and retaining talent.

### 03

'Shared purpose' made real.





APPROACH

## Aligning People, Purpose and Place.

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### People

### SPENCER

Purpose

#### Place



# Recognizing new opportunities based on clear understanding of needs...

# ...of Spencer ...of employees



APPROACH

# For Spencer it was about facilitating community



## Sweat the asset...

APPROACH

# ... days in a seven-day week ...28.5% efficiency





APPROACH

If the workplace of tomorrow is to compete or complement home working, then the task is to create and curate an extraordinary and relevant alternatives



A physical stage for communal story-telling.

Facilitates and encourages story-telling as a means to express and then share relevant cultural experiences with others.

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# ANBITON





# 02A home.

An authentic, live and relevant experience for the whole organization.

Occupied at different times by different individuals and groups, the facility provides a connection between all the moving parts of the organization.

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## Co-designed for today and tomorrow.

Allowing workers to easily configure and change

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## 

# workspaces to adjust to their own specific needs on an ongoing basis.







# A platform for employee enabling experiences.

Understanding, imagining, measuring, and continually addressing the employee lifecycle - in as many different ways as necessary.

Part and parcel of a program of employee enablement, one (physical) channel among many.

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# Infoasis.

visible part of the organization. A place to meet, linger, and reflect.

owned, and curated by all.

- At the very heart of the organization, this is the most trafficked and
- This area is where the latest stories from the community are shared;





# O2Clubhouse.

The 'Clubhouse' layout imagines the office as a place only for meetings.

Working independently with a desk is expected to be accomplished at home, making people only travel to work when in-person collaboration is necessary.

Small groupings of sofas, coffee tables, chairs, and cafe tables.





03

# Stop and Go.

'Stop and Go' has some desks and cubicles but relies on people working remotely.

Built for individual teams and managed by rotation scheduling.

Desks and private tables with barriers fill the space.

## RESPONSE





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# Flexhibition.

Made up of small rooms and demountable walls. Space dividers could be used to create flexible meeting rooms, collaborative working spaces, workshops and display spaces.





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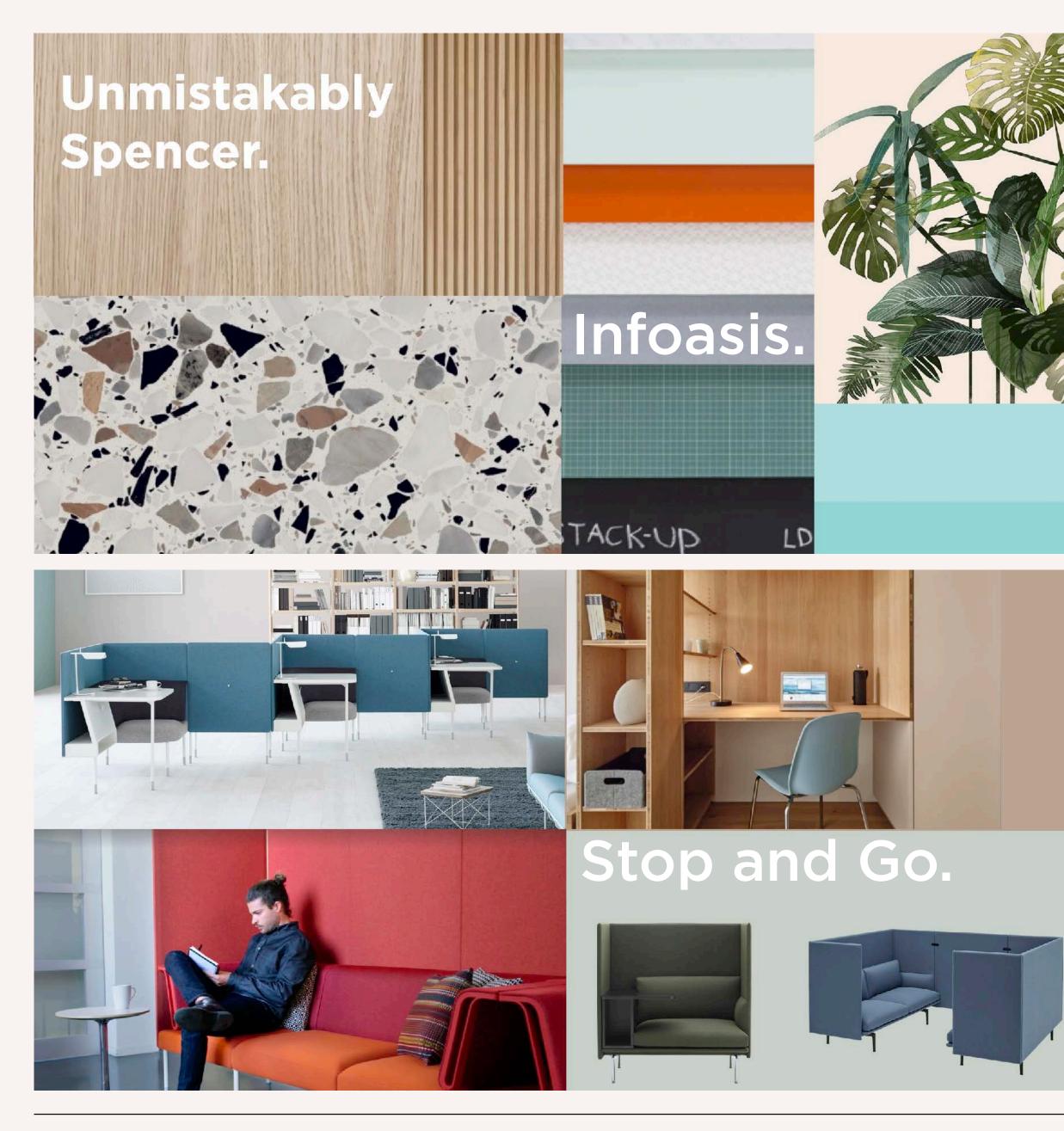
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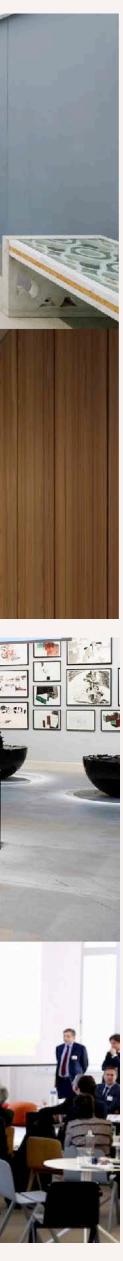


WONDERSPHERE X SPENCER FOUNDATION



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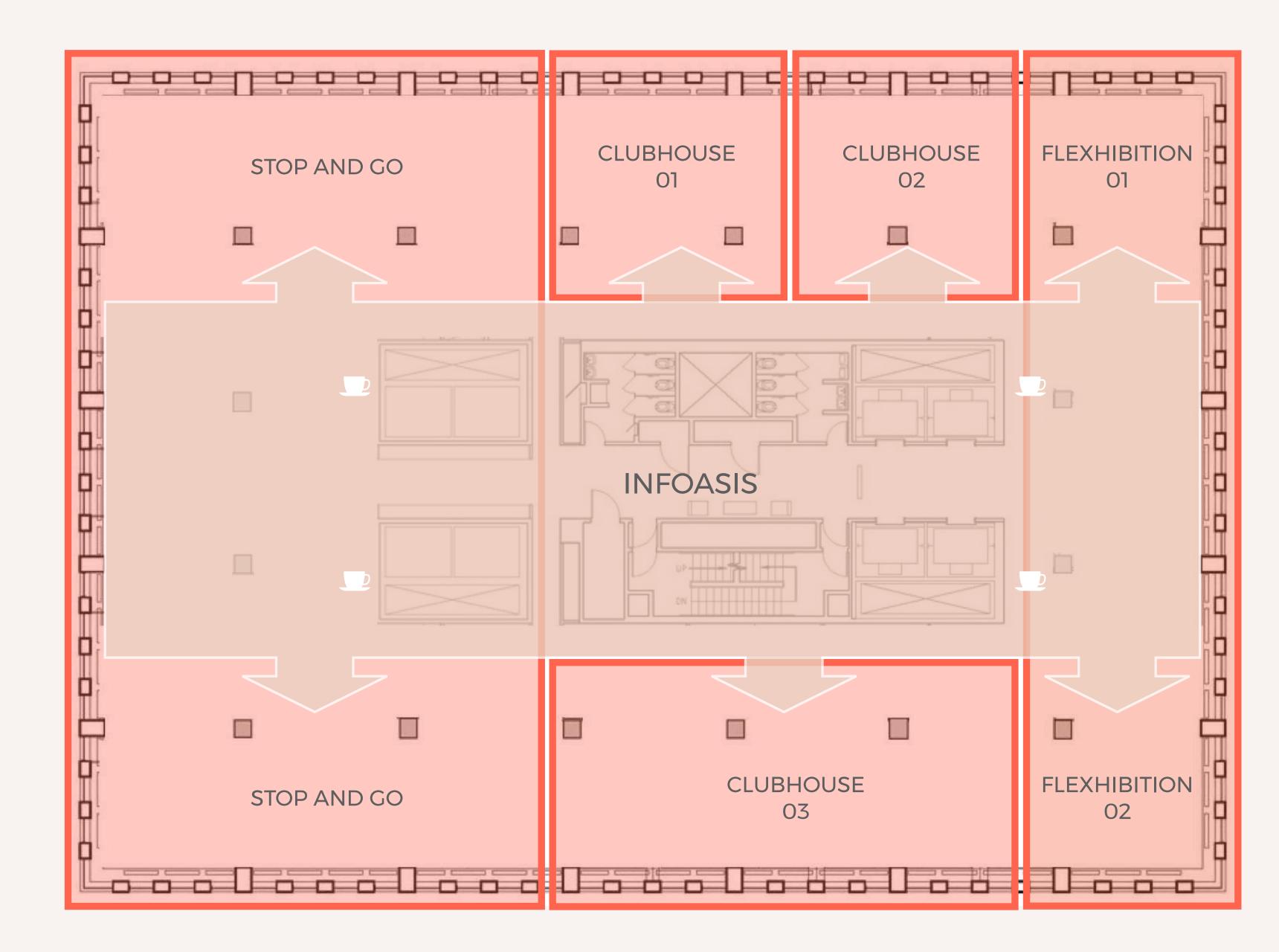
### Flexhibition.



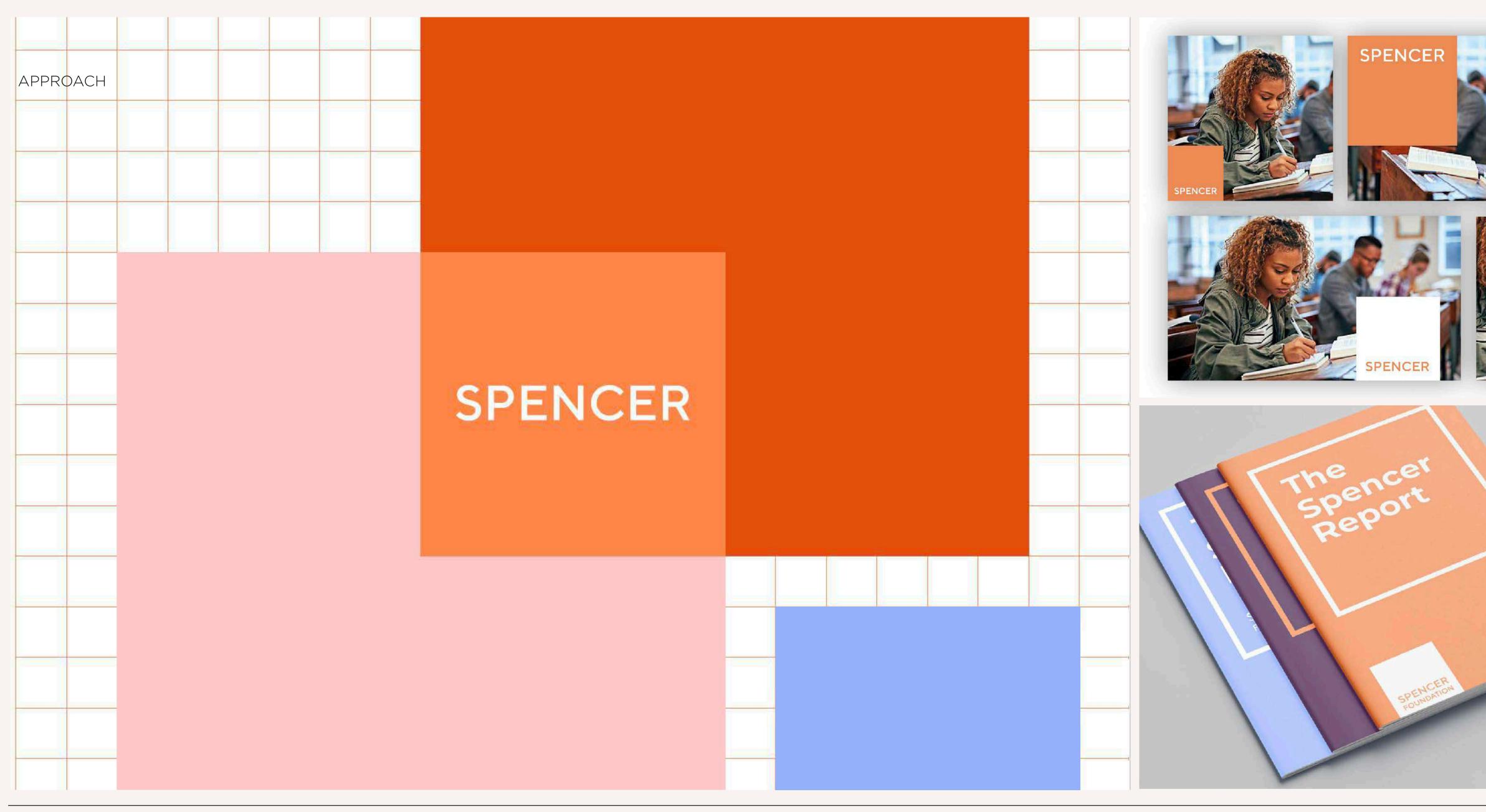


APPROACH

## Aligning People, Purpose and Place.













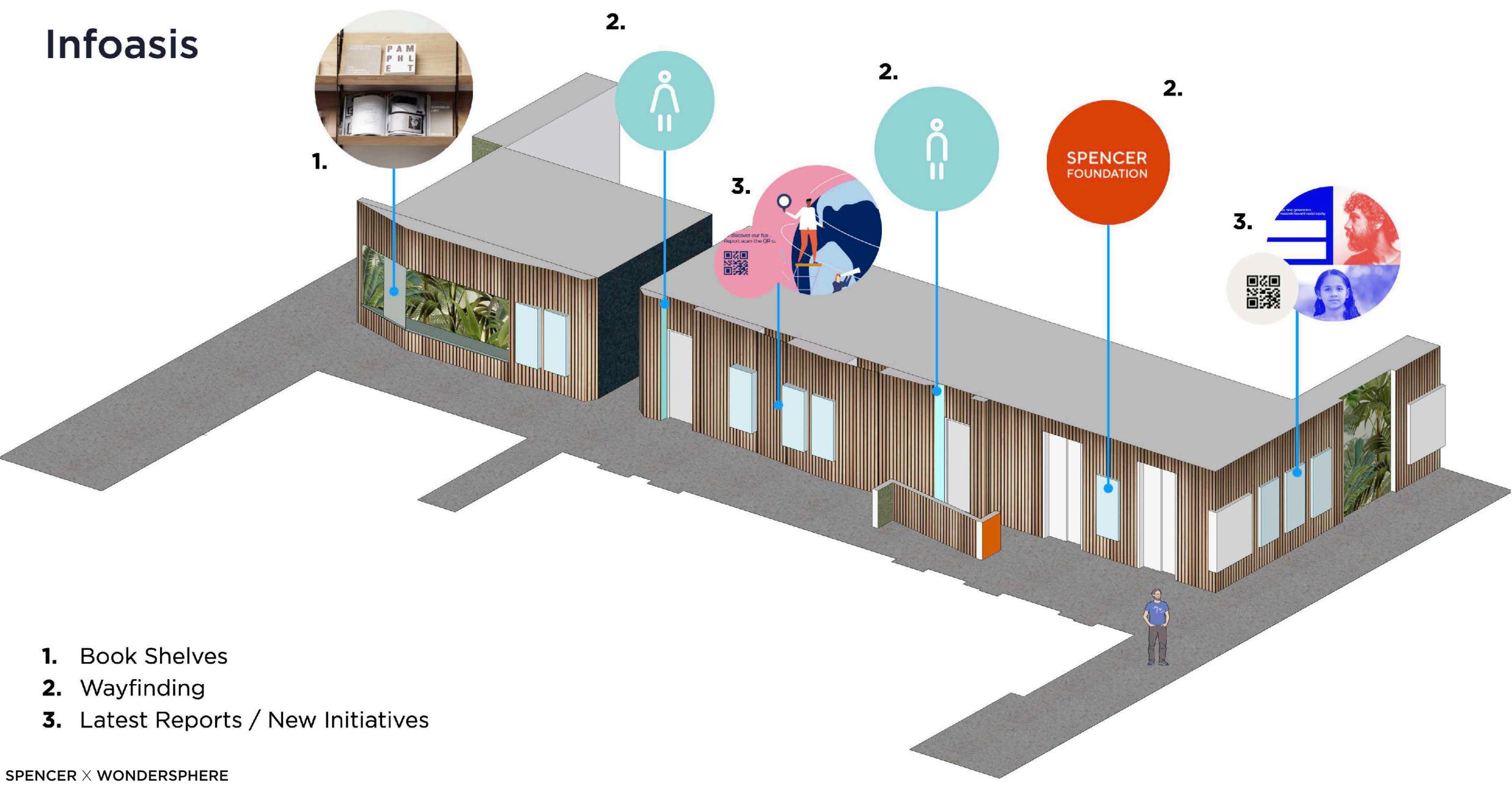
## Unmistakably Spencer.

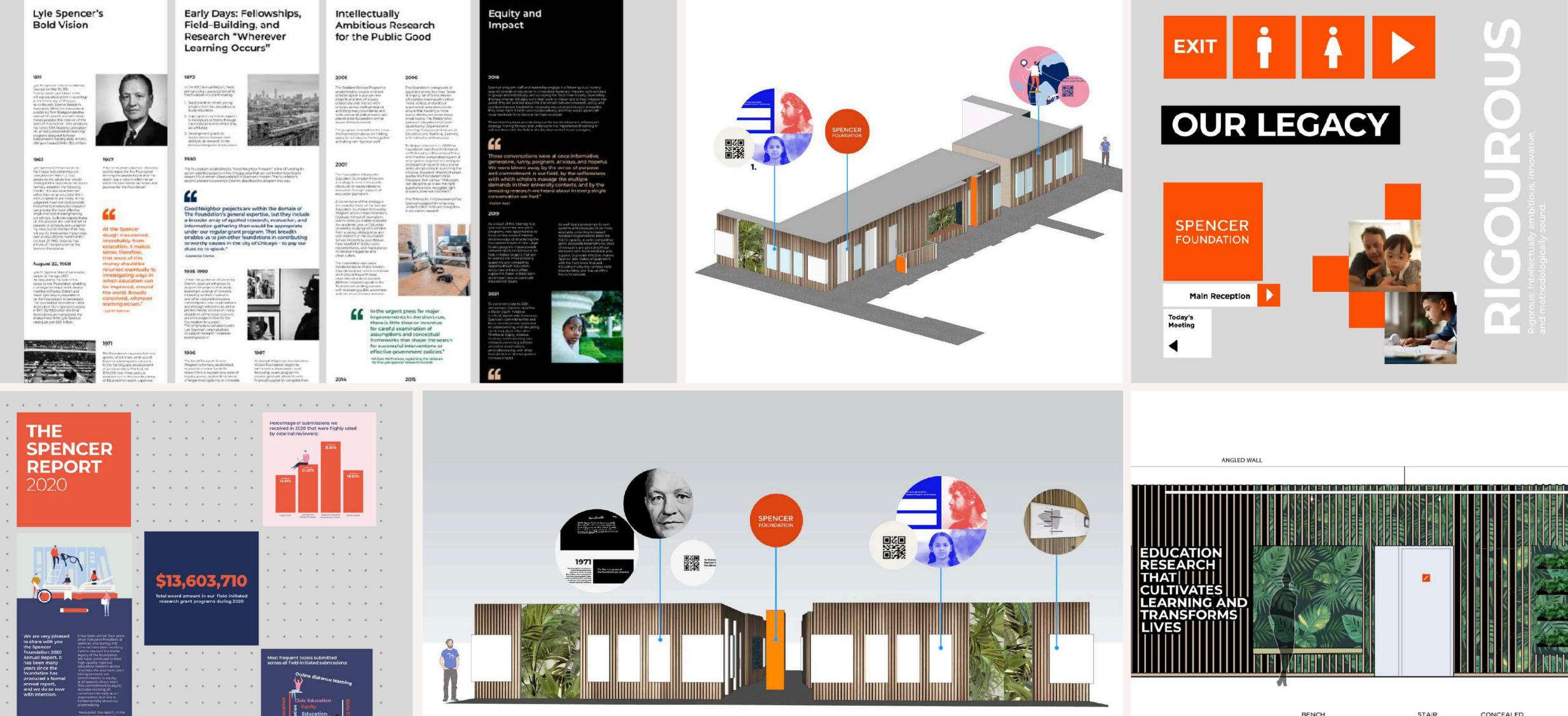


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BENCH SEAT

STAIR DOOR

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	Rigorous: Intellectually ambit and methodologically sound
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# OUR INVESTMENT IN EDUCATION RESEARCH





















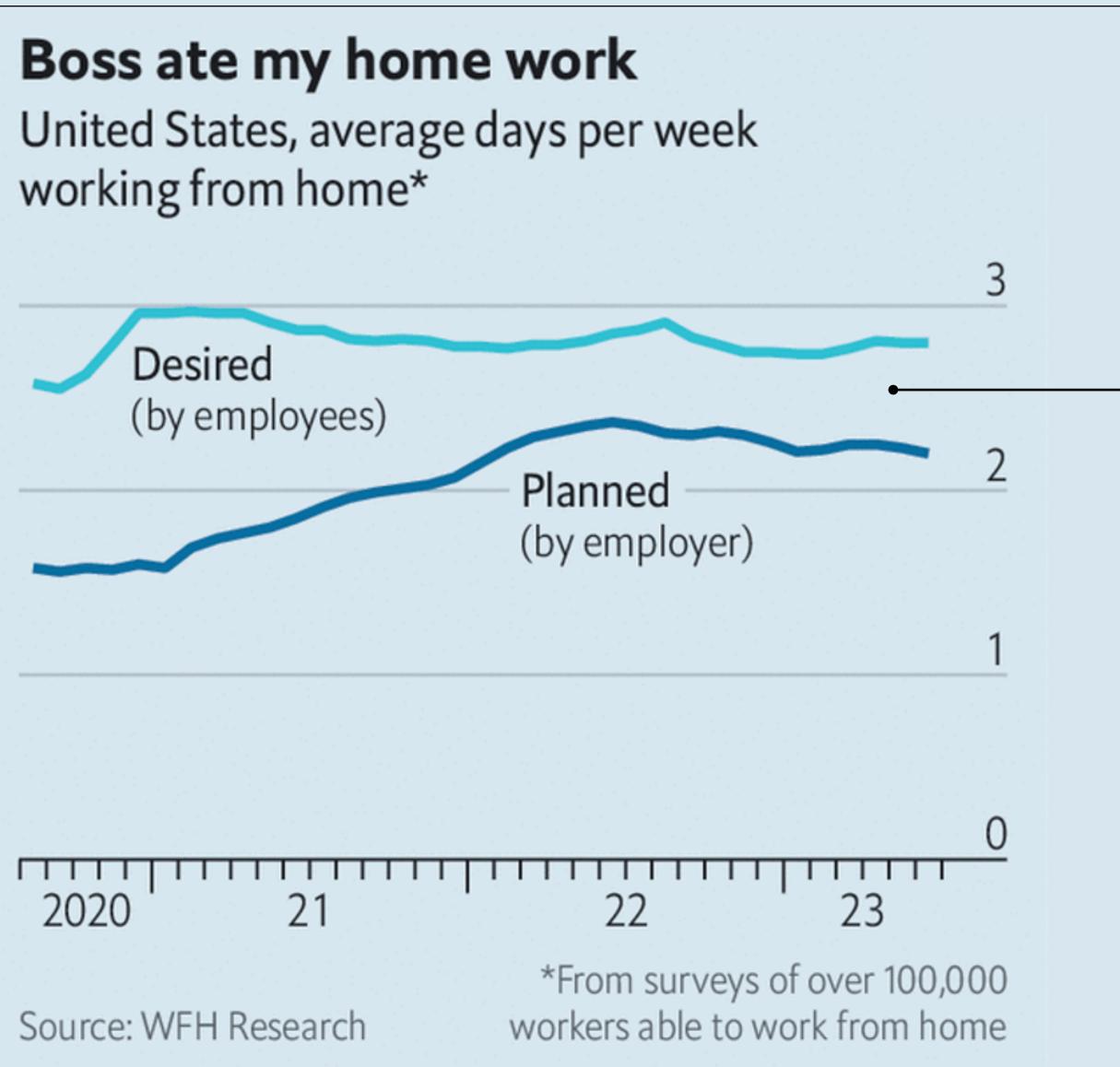


Summary

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# WHAT WE LEARNT



2020 21	· · · · · · · · · · · · · · · · · · ·
Source: WFH Research	*Fror worker

2 to 3 days

How to make the most of these days for employees and employers?



# APPROACH

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 $\mathbf{02}$ 

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'Shared purpose' made real.





WHAT WE LEARNT

The pandemic has brought new ways of working. Technology has facilitated better coordination of work. The opportunity exists to build better workspaces that offer so much more than before.

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# WHAT WE LEARNT

Ourchecklist

... Leverage the core purpose of the organization. ... Focus on the needs of the organization. ... How can the facility work harder for all? ... Focus on the needs of employees. ... Reimagine what work should be like. Think big. ... Get professional help with space planning. ... Sustainability is about repurposing and efficiencies. ... Brand should support, not limit ambition. ... Don't neglect the small details. ... Bear in mind practical implications i.e. management. ... It's a journey.



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# Questions?

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