

TGIM!

Rethinking the workplace

Prepared for Medinge by
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“Traditional businesses view their purpose as profit maximisation and treat everyone in the system as means to that end. Many have created stressful, unfulfilling and unhealthy working environments that they view as outside the scope of their concerns”

Raj Sisodia Conscious Capitalism

The Workplace is a pressure cooker environment...

With the continued economic challenges, employees are under constant pressure to perform

Job security is at an all time low and many people are feeling vulnerable and de-motivated

60%

of employees don't have time to think creatively or strategically

54%

of employers agree that employees are less productive when they are stressed

20 hours

(on average) per month, per employee lost to stress

70%

of doctors visits are stress related

The myth: Work is serious

“the ultimate goal of business is always to maximize profits for the shareholder...”

Productivity and customer experience are being negatively affected by lack of well – being in the workplace

People are stressed out by their jobs

Dehumanizing and uncaring, working conditions

Average level of engagement that American team members have with their work is 30%

Rate of heart attacks goes up dramatically on Mondays

Does this look familiar?



For many employees this is
their work life...everyday



Work is central to most peoples lives...

Can we live well at work?



We need to find new ways
of 'being' in organisations





THE FUTURE OF WORK

A PSFK Labs Report

The latest PSFK Labs report on the future of work cited 3 key attributes for well-being in the workplace

Agile workplaces

Intuitive connection

Empowered culture

The principles of a business and brand
set the vibration for the work place...
At Uffindell our core cultural attribute is:

Family

At the heart of our culture is:

Respect

Nurture

Fun

Security

*We have looked to create
a workplace environment
that reflects and brings to life
our culture...*

An intimate place that creates
a safe space for dialogue



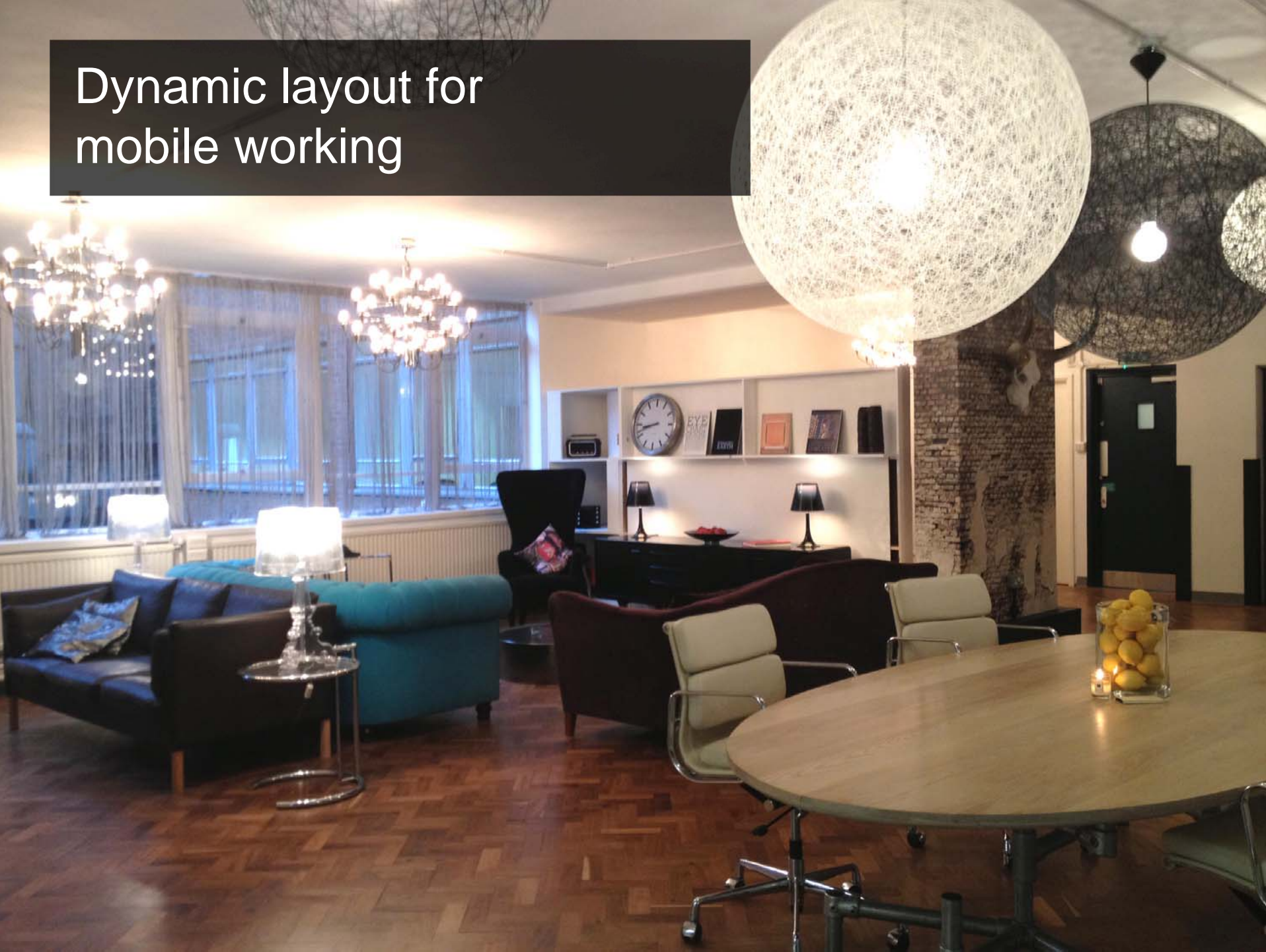
A welcoming reception —
home from home



Natural light creates
optimism and energy



Dynamic layout for mobile working



Sharing is important –
café style meeting places



Nurture fun...



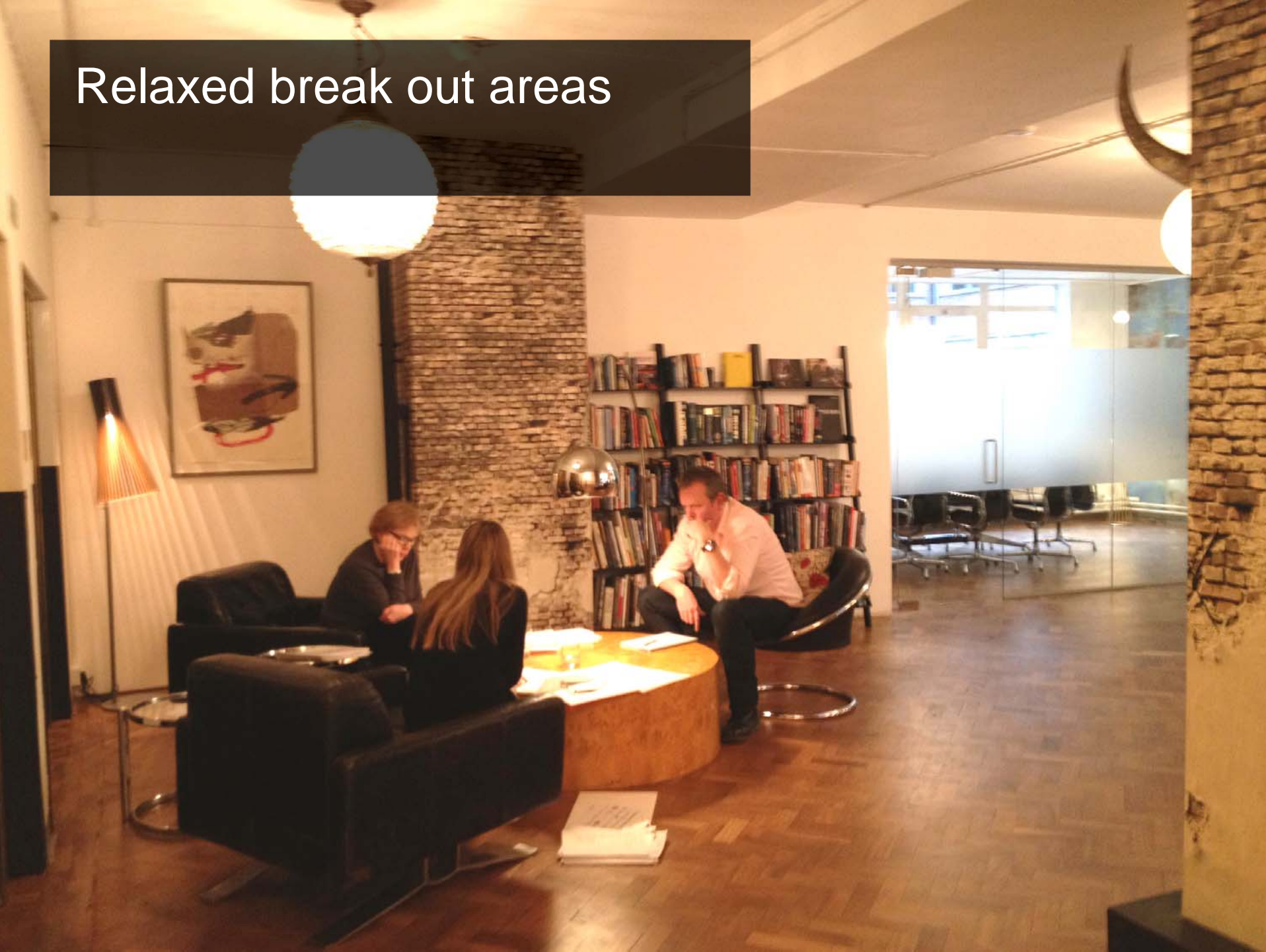
...and promote spontaneity



Co-creation and flexible ways of working



Relaxed break out areas



Keep stress at bay



And promote well-being



Work well, live well; some thoughts...

Home from home

No rules – mutual agreement to the energy we want to create

Places for time out

Investing in the small details

Wellbeing generates wealth

*“love and work are cornerstones
to our humanness”*

It works well for others too...

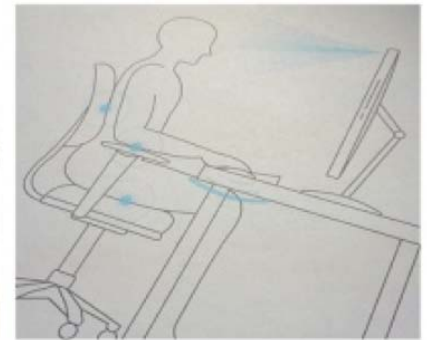
ZAPPOS...

\$0 - \$1billion in 10 years

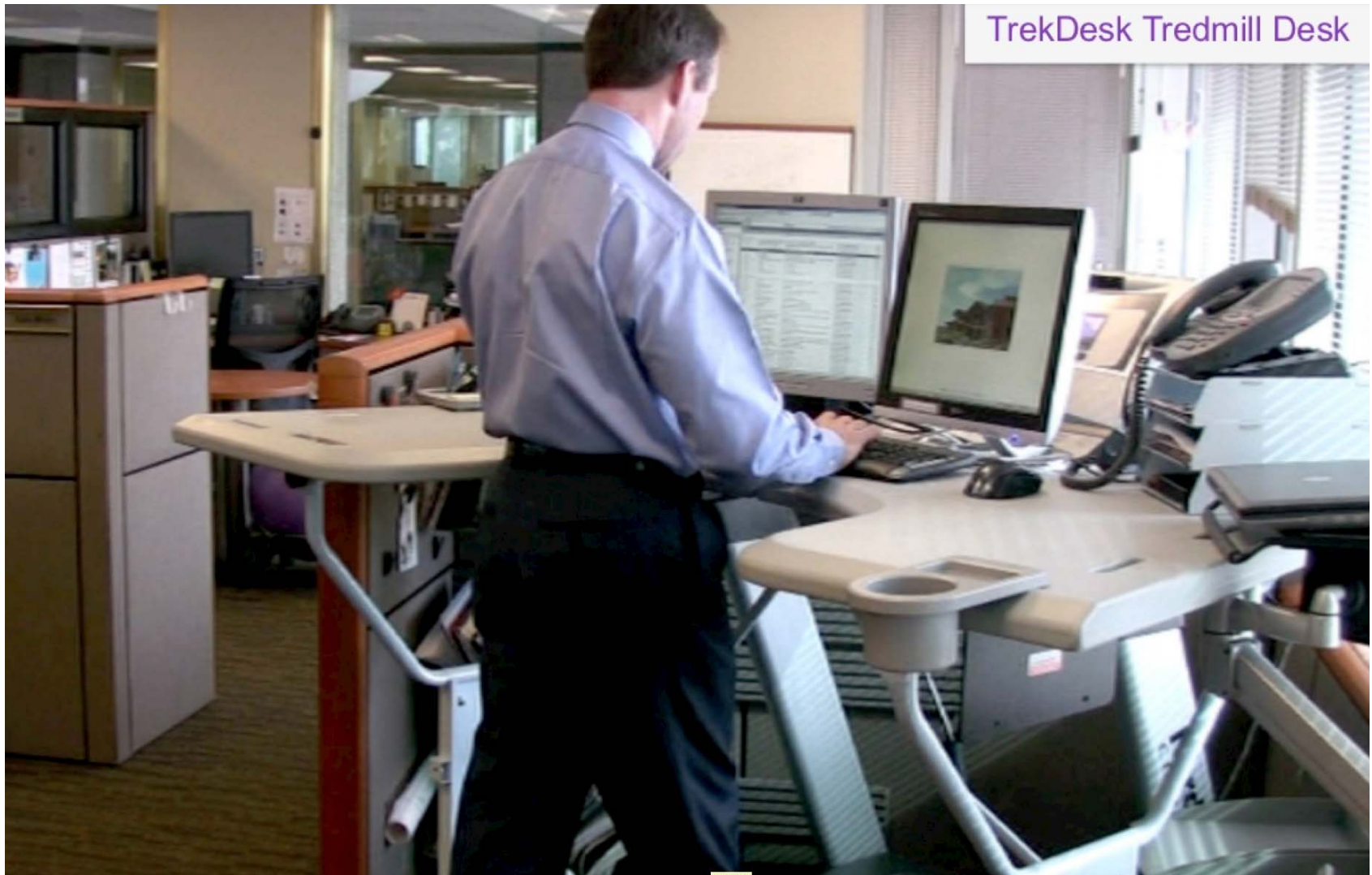
‘Zappos culture is the overall environment, space, attitude, freedom, management style and actual physical surroundings, which all together attempts to make each individual better and happier, so that we spread this to each other, our customers and everyone we encounter’

*And new ideas that are shaping
the workplace...*

Office mood check-in



Treadmill workstations mix walking with working



Keyboard projects key onto any surface and fits on your keychain



Modular smartphone replacing the computer and tablet



Individuals self-select how they will fit into each project

The screenshot shows a Microsoft Lync group conversation window titled "Group Conversation". The conversation is titled "Discuss Contoso Budget" and includes participants Paul Koch, Bharat Suneja, and Robert Brown. The window is split into three main sections:

- Left Panel:** Contains a list of participants (Paul Koch, Bharat Suneja, Robert Brown) with status icons. Below this is a large video feed of Paul Koch, with a smaller inset video of Bharat Suneja. A chat log shows Paul Koch's messages: "This is in regards to the contoso presentation...", "Let me know if you are ready", and "Do we need to loop in Franz?". A status bar at the bottom indicates "You and others are recording".
- Top Right Panel:** Shows the shared content, "Contoso Budget.ppt", with a "Stop Sharing" button.
- Main Content Area:** Displays a presentation slide titled "Contoso Project: Projected Cost". The slide includes the text "Keeping our costs down", a paragraph of Lorem Ipsum, a bulleted list, and a 3D pie chart showing quarterly costs.

Contoso Project: Projected Cost

Keeping our costs down

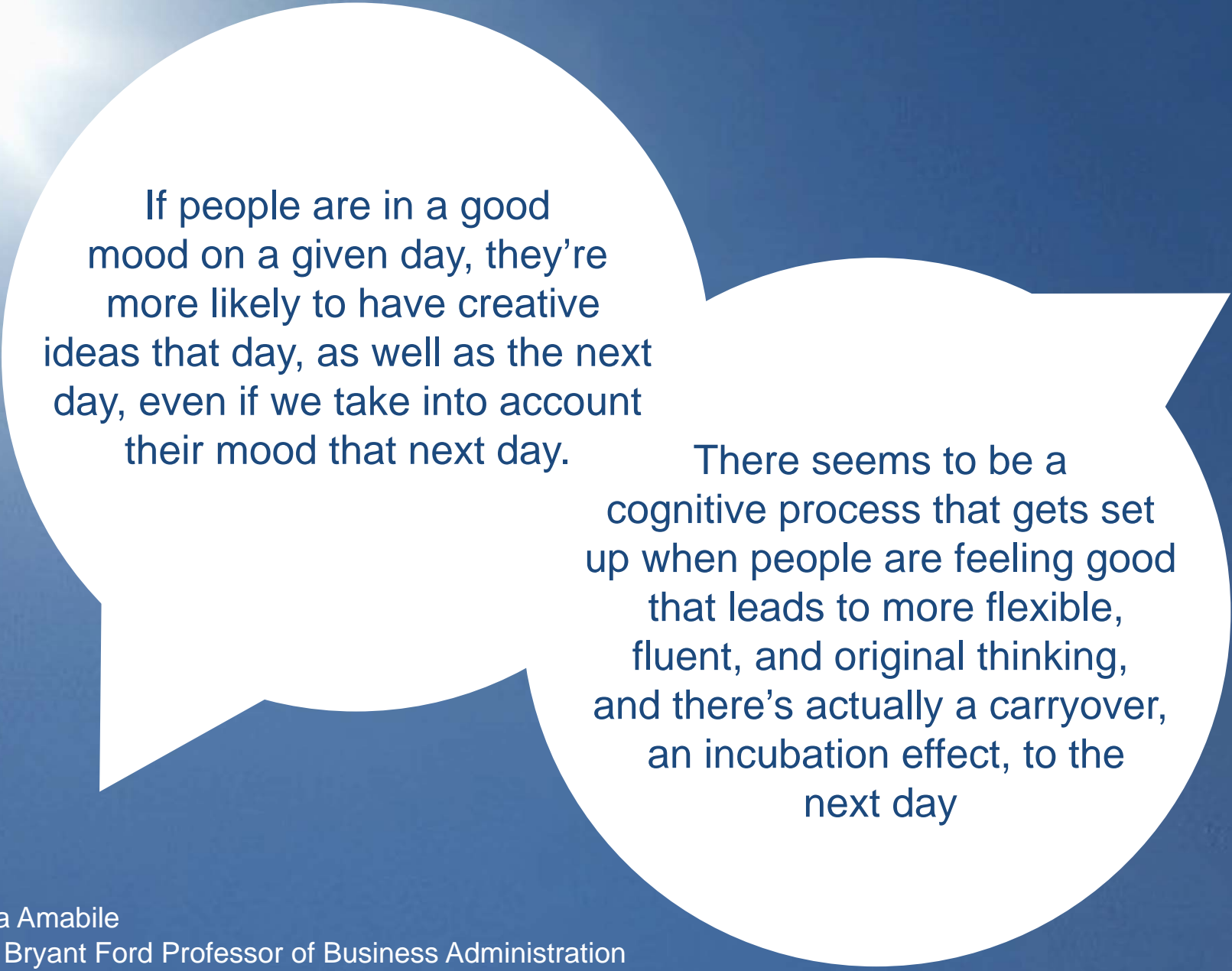
Lorem Ipsum is simply dummy text of the printing and typesetting industry. Lorem Ipsum has been the industry's standard dummy text ever since the 1500s, when an unknown printer took a galley of type and scrambled it to make a type specimen book. It has survived not only five centuries, but also the leap into electronic typesetting unchanged.

- It was popularized in the 1960s
- With the release of Letraset sheets
- Containing Lorem Ipsum passages

Fig 1.1 Fabrikam expenses will drop each quarter

Quarter	Expense
1st Qtr	8.7
2nd Qtr	3.2
3rd Qtr	1.2
4th Qtr	1.4

Fabrikam



If people are in a good mood on a given day, they're more likely to have creative ideas that day, as well as the next day, even if we take into account their mood that next day.

There seems to be a cognitive process that gets set up when people are feeling good that leads to more flexible, fluent, and original thinking, and there's actually a carryover, an incubation effect, to the next day

Teresa Amabile
Edsel Bryant Ford Professor of Business Administration
Harvard Business School.

*What does it all
add up to?*

Engagement

Work is about a daily search
for meaning as well as
daily bread



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Engagement Pride



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Engagement Pride

10,000

Take 10,000 employees

UFFINDELL

Engagement Pride

+5%

increase in pride

Engagement Pride

232

Means 232 people putting in extra effort

UFFINDELL

Engagement Pride

176

More employees recommending the
company as a great place to work

UFFINDELL

Engagement Pride

170

More employees recommending the
company's products and services to
people they meet

UFFINDELL

Engagement Pride

46

Fewer people looking for a job elsewhere

Engagement Pride

£1.38m

Based on average cost of £30,000
to recruit a new member of staff

Source: 1stopcareer.com

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Engagement
Pride
Prosperity



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“What the world needs urgently is a richer more holistic and more humanistic philosophy and narrative about business. The businesses of the future will create wealth and wellbeing in equal measure”

John Mackey. Co - CEO Whole Foods

Thank you!