



THE IMMERSIVE WORKPLACE

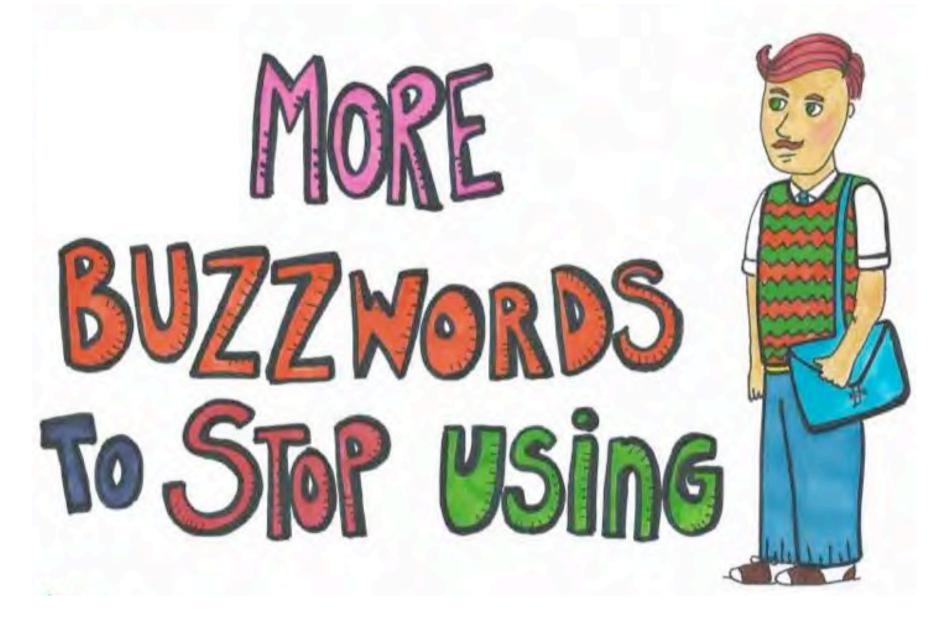
CREATING A TRANS-DISCIPLINARY LEARNING/WORKING ENVIRONMENT

JIM THOMPSON & TOMAS JIMENEZ-ELIAESON

Today's workplace is a DINOSAUR in its ability to accommodate change / needs.



innovation, collaboration, intersection, IMMERSIVE...

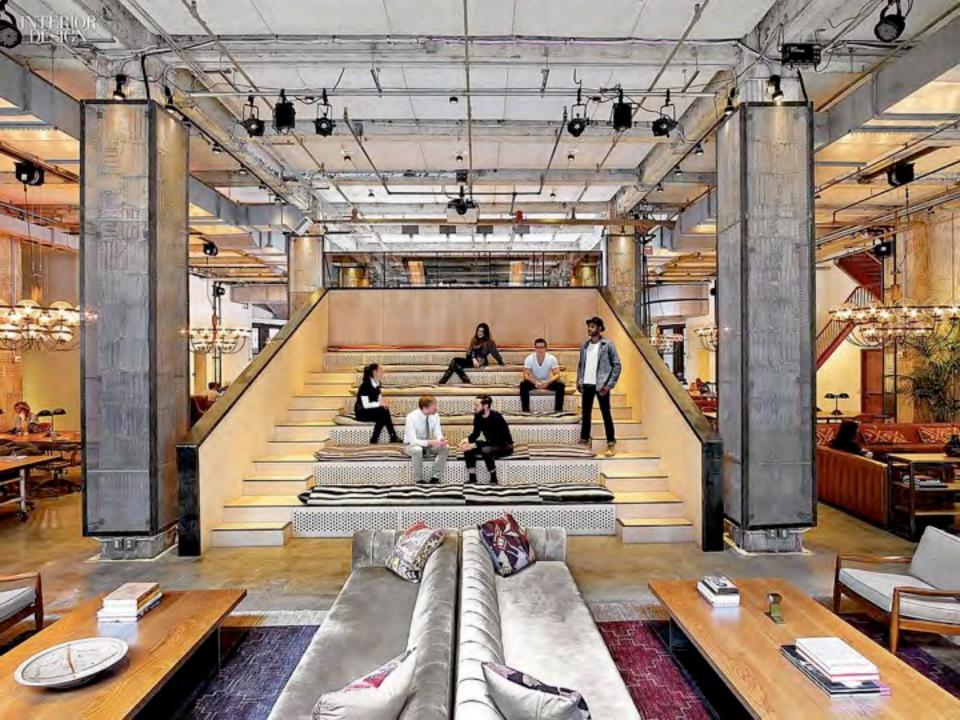


WORKplace is a red herring















BEYOND THE 'BUZZ'

"The illiterate of the 21st century will not be those who cannot read and write, but those who cannot learn, unlearn, and relearn." - ALVIN TOFFLER

LIVING IN A

VOLATILITY

rate of change

E C EF

UNCERTAINTY

unclear about
present situations
and future
outcomes

COMPLEXITY

multiplicity of key decision factors

AMBIGUITY

lack of clarity
about the
meaning of an
event

WORLD



of industrial manufacturing executives say innovation is important to future revenue growth

a highly competitive world

generate
& implement
ideas/patents

RELENTLESS NEED TO LEAD INNOVATION

realized only by having

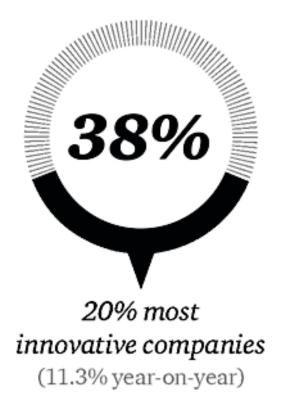
WORLD-CLASS TALLENT

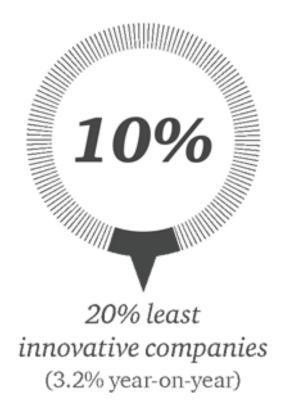
that is highly competent, motivated and engaged

the most innovative companies are

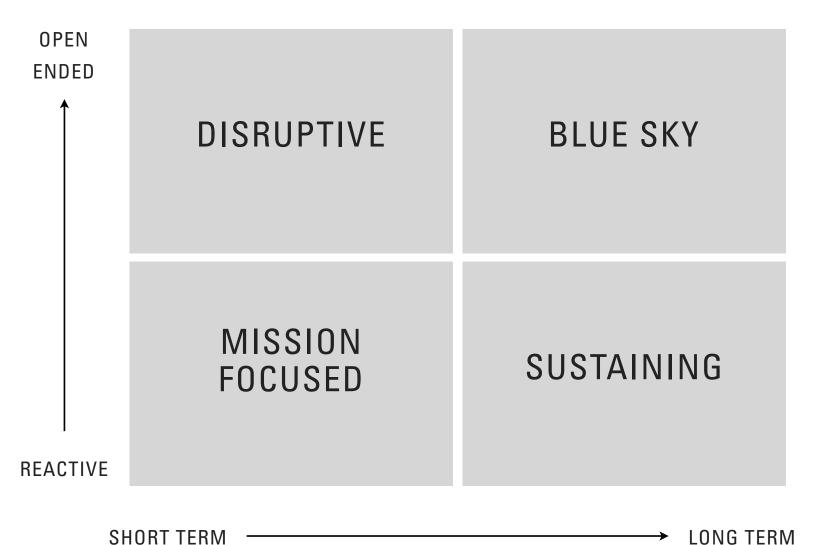
GROWING SIGNIFICANTLY FASTER

than the least innovative





Microsoft's INNOVATION Platform



Source: The Chief of Microsoft Research on Big Ideas - Fast Co.



TOP 5 FACTORS

when deciding on a potential employer

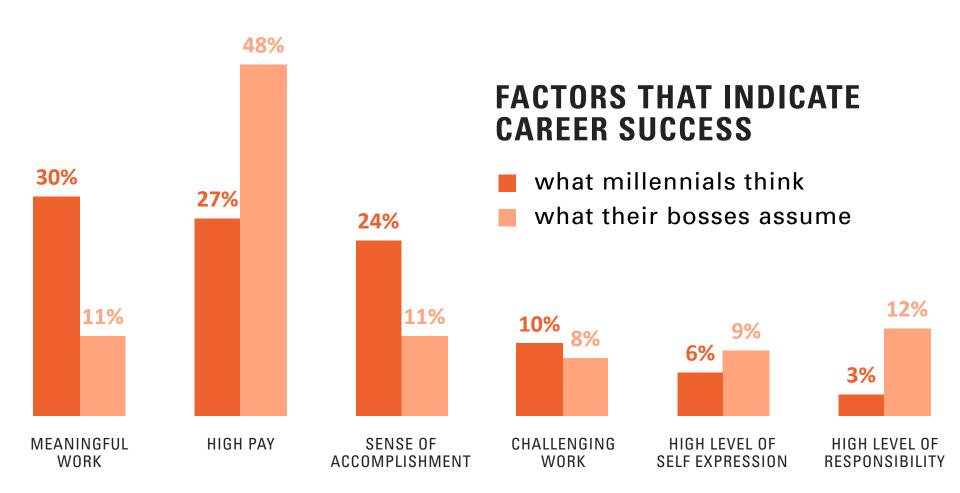


success requires more than waging a war to acquire talent; it requires that they **strategically develop** the talent

Source: social.hays.com

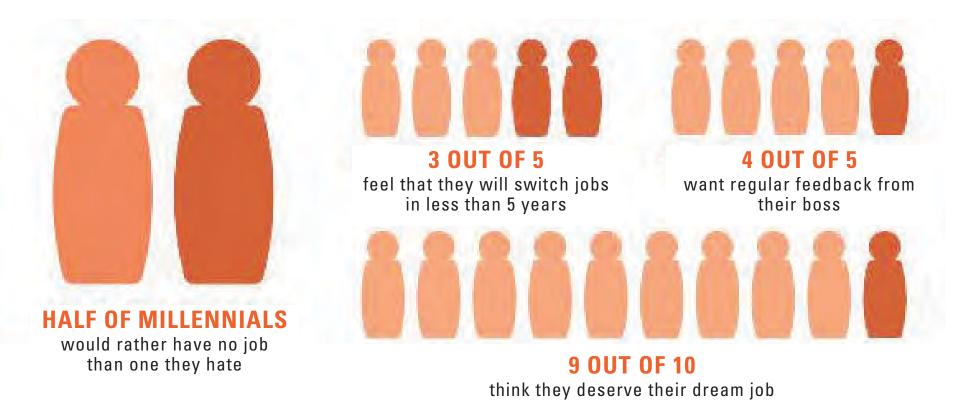
PURPOSEFUL WORK & MEANING

are more important to millennials than pay



Source: Career Advisory Board - DeWry University and Harris Interactive

times are changing...



times are changing...

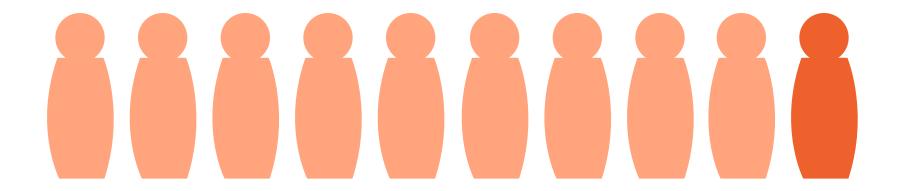


times are changing...

83%

want jobs where their **CREATIVITY** is valued

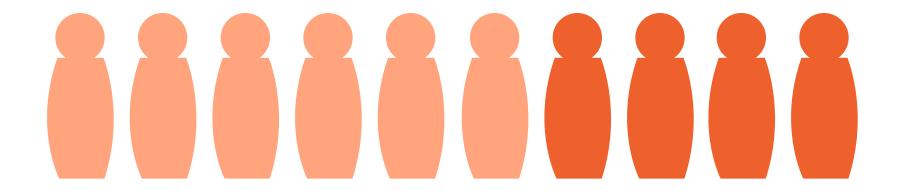
times are changing...



9 OUT OF 10

Want their jobs to offer a social and fun environment, **fewer cubicles and more brainstorms**. And 8 out of 10 think they should be allowed to make their own hours at work.

times are changing...



6 OUT OF 10

either want to start a business or have already started one



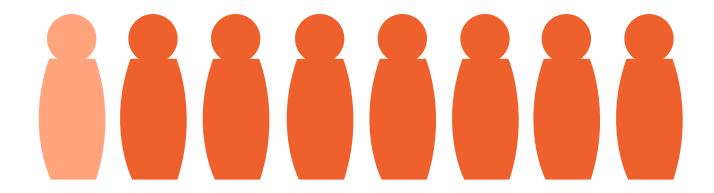
times are changing...



ONLY 2 OUT OF 10

want to be the leader at a large organization

times are changing...



ONLY 1 OUT OF 8

employees worldwide are engaged at work

we must increase

WORKPLACE ENGAGEMENT

the global economy depends on it



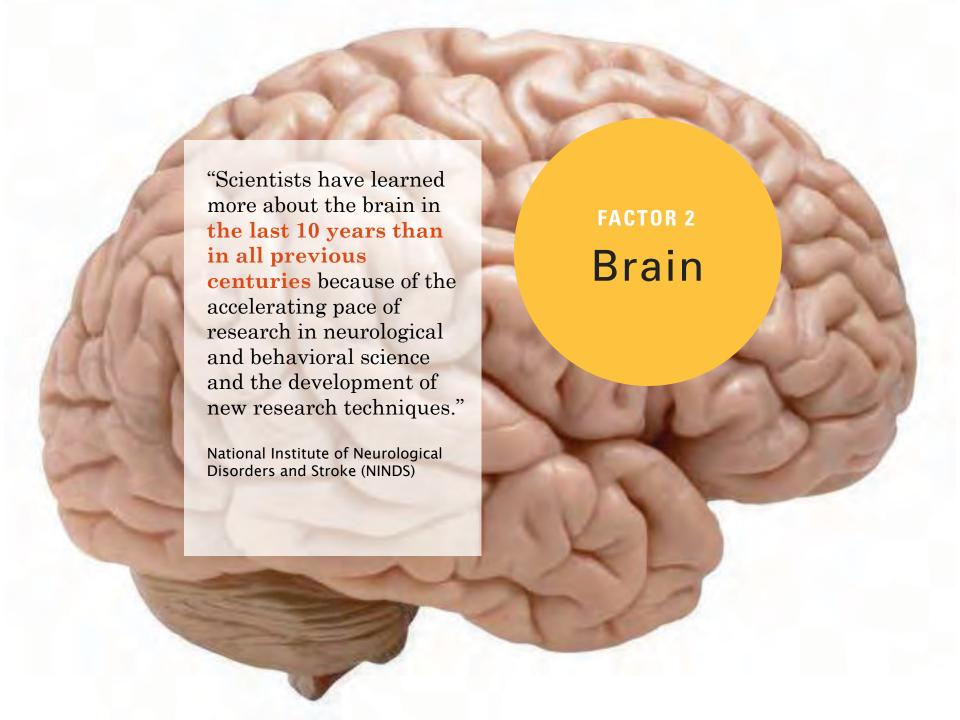


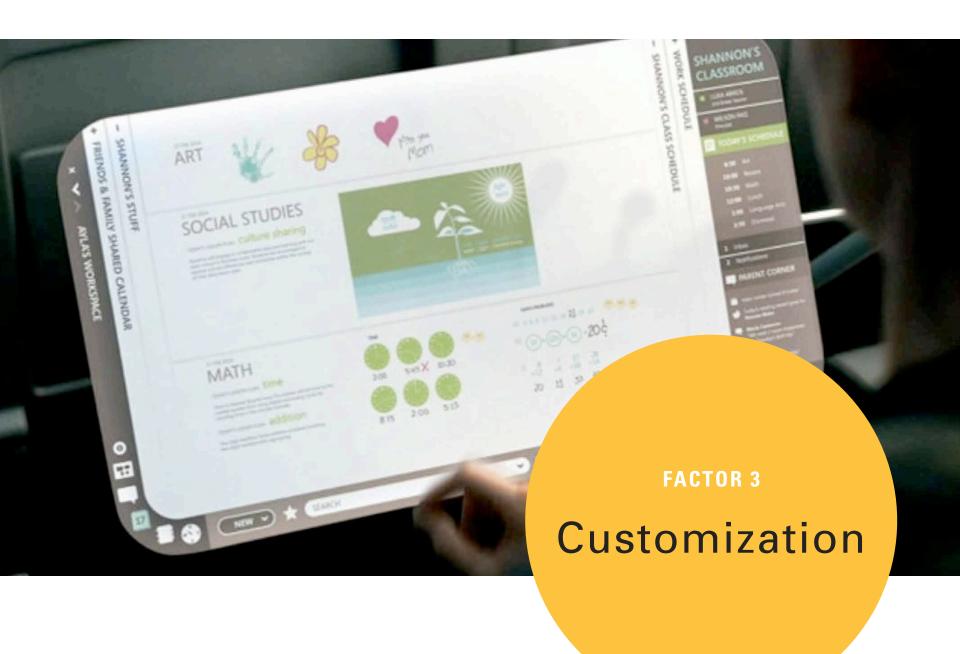


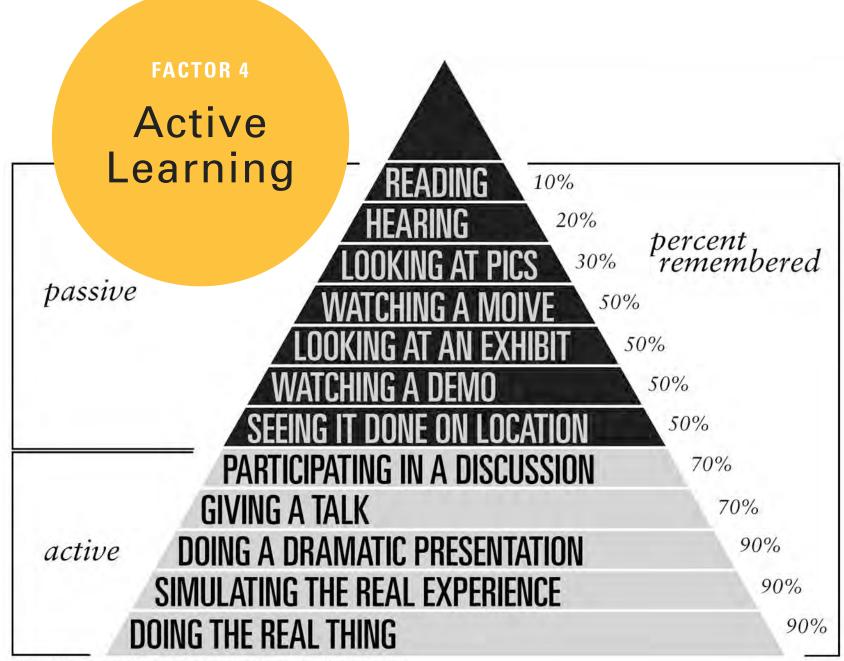














20TH CENTURY

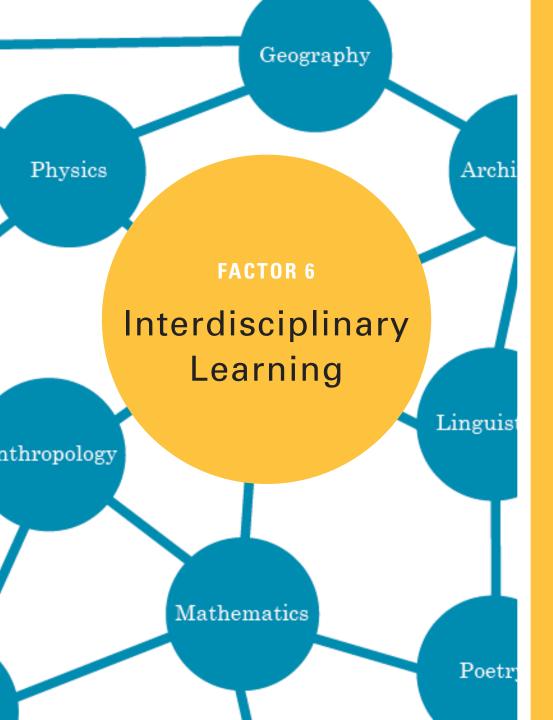
Industrial Age

Mechanization & Sequentiality

21ST CENTURY

Conceptual Age

Instant Access to Information & Simultaneity



20TH CENTURY

Linear Learning

1 isolated discipline per hour

21ST CENTURY

Asynchronous Cross-Disciplinary Learning

Multiple disciplines simultaneously









typologies of

LEARNING - SPACE











typologies of

LEARNING - SPACE











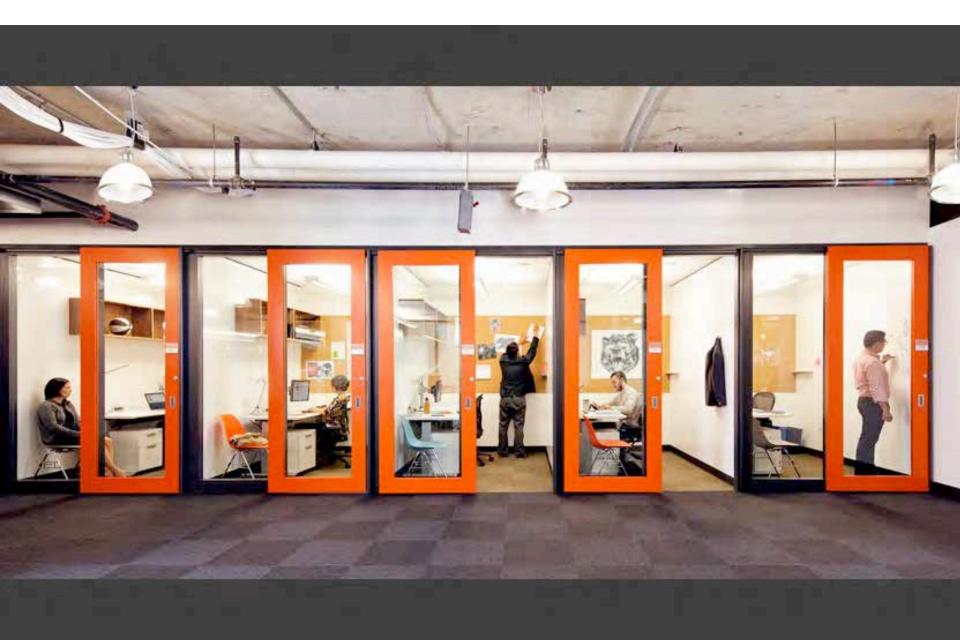
THINK-SCAPE

A Space that Supports a "Thinking Curriculum"



THINK-SCAPE

A Space for **Research**



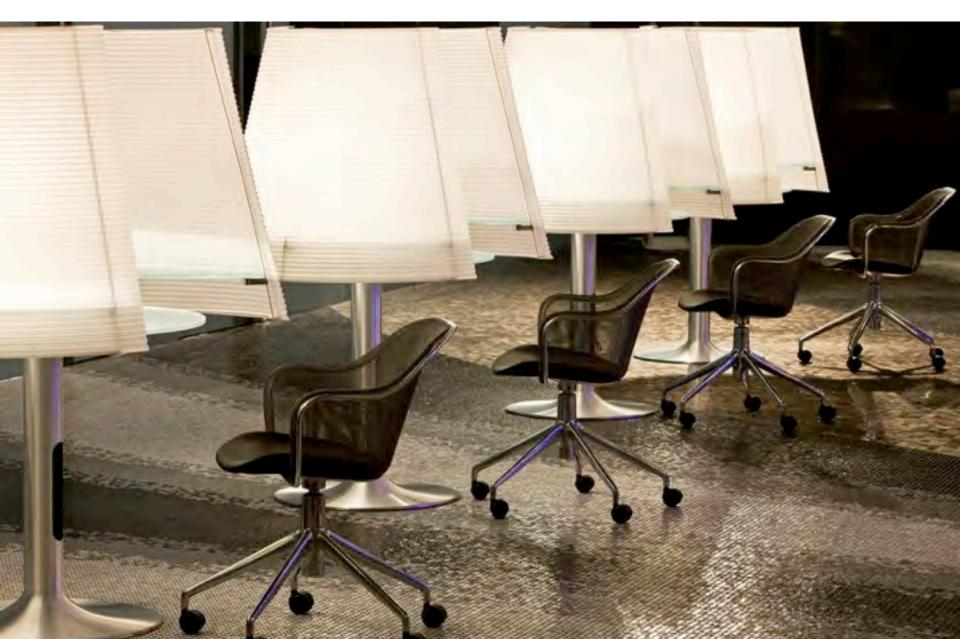
THINK-SCAPE

A Space for Critical Thinking



THINK-SCAPE

A Space for **Assessment**



THINK-SCAPE

A Space for Visual and Audio Recording



THINK-SCAPE

A Space for Individual Distance Learning



Immersive LearningScape





NEIGHBORHOOD

5 teachers / 120 students

Think-scape

Create-scape Oscovery-scape Impart-scape Exchange-scape



typologies of

LEARNING - SPACE



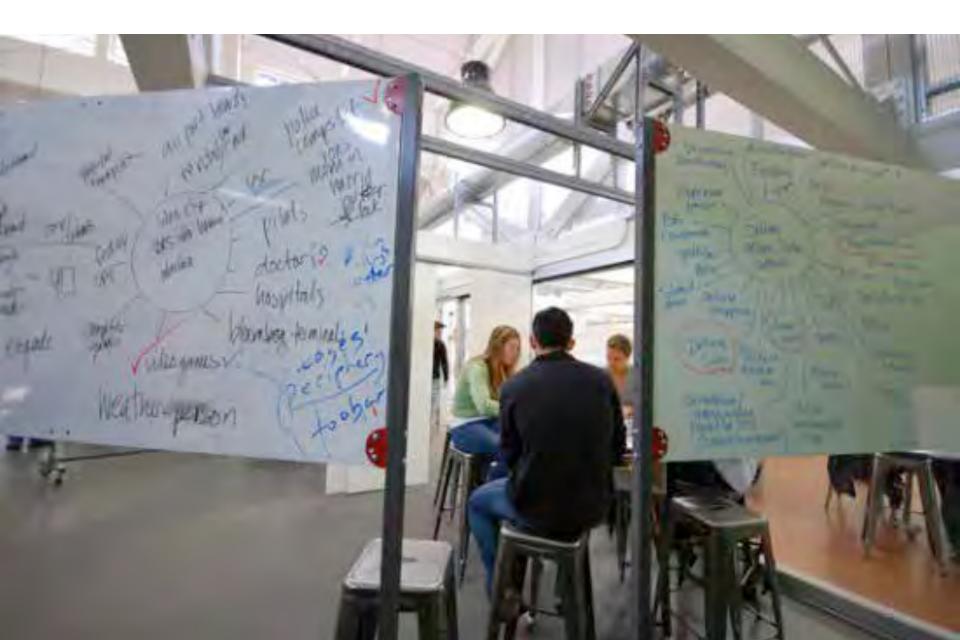








A Space for Teamwork



A Space for Collaboration



A Space that Supports Communication



A Space that Supports STEM & STEAM Education







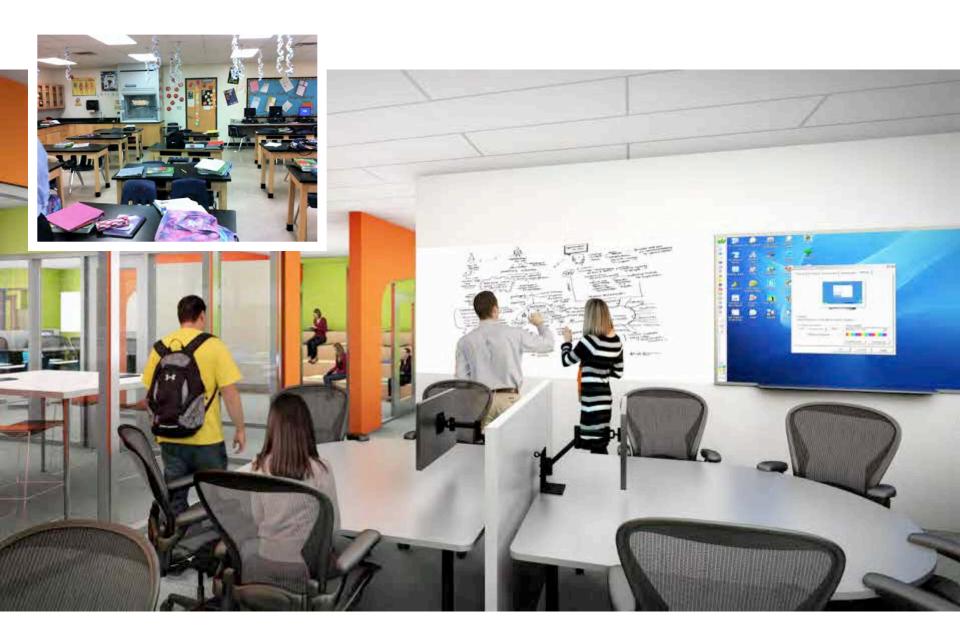




Immersive LearningScape



Project-Based Learning



typologies of

LEARNING - SPACE



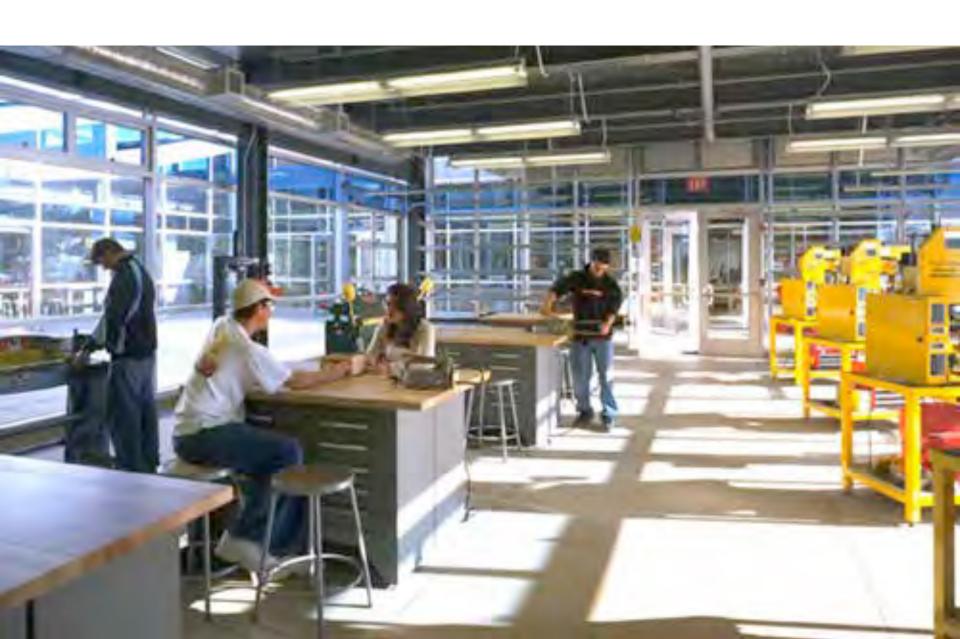








A Space for Hands On Investigative Learning



A Space for **Tinkering**



A Space for **Production**



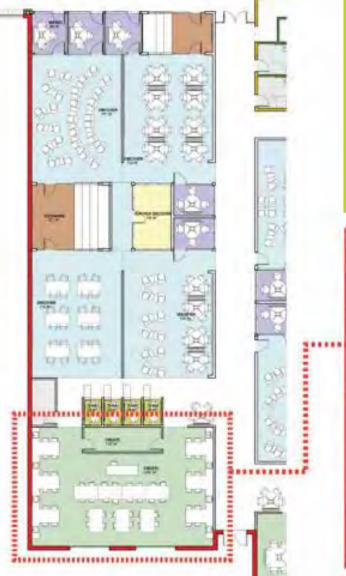
A Space for Idea Application



A Space for **Specificity**



Immersive LearningScape





NEIGHBORHOOD

5 teachers / 120 students

Think-scape

Discovery-scape

Impart-scape Exchange-scape



typologies of

LEARNING - SPACE





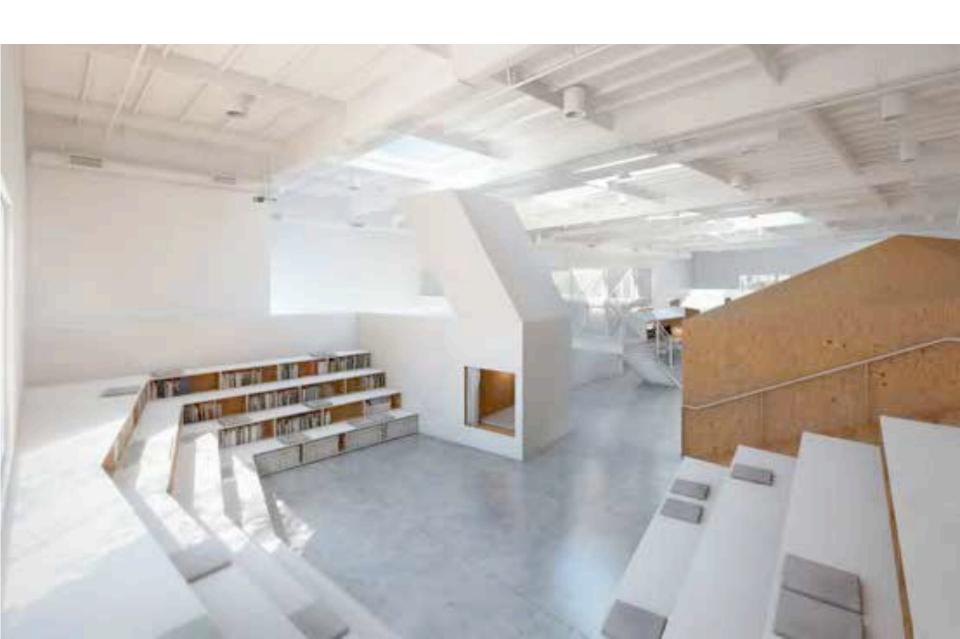






IMPART-SCAPE

A Space for **Sharing**



IMPART-SCAPE

A Space for **Teaching**



IMPART-SCAPE

A Space for Quick Lessons



IMPART-SCAPE

A Space for Group Distance Learning



Immersive LearningScape



typologies of

LEARNING - SPACE











A Space for Social Learning



A Space for Co-Planning & Co-Teaching



A Space for Informal Conversation



EXCHANGE-SCAPE

A Space for Exhibiting





Immersive LearningScape





NEIGHBORHOOD

5 teachers / 120 students

Think-scape Create-scape Discovery-scape Impart-scape

Exchange-scape



EXCHANGE-SCAPE



DESIGN THINKING IS

SEARCH a magical balance between BUSINESS AND ART;

STRUCTURE AND EMAOS;

INTUITION AND LOGIC;

CONCEPT AND EXECUTION;

playfulness and formality; AND

CONTROL AND EMPOWERMENT.

-IDRIS MOOTEE

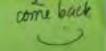












WHAT IF UNIVERSITIES
CONSTRAINED LECTURES
AND LEARNINGS DOWN TO
7-MINUTE CHUNKS?

UNI PROTECTIO

SEMPLETON OF MY IN POSITION OF

And you then the the third the third

DESIGN THINKING

Stanford's D. School



WHAT IF UNIVERSITIES
STRUCTURED EDUCATION
AROUND OUR LIFESPANS OF
1,000 YEARS?

Evolution long-term

DESIGN THINKING

Stanford's D. School



DESIGN THINKING @ THE NUEVA SCHOOL

By asking What do we need next? and using the stages on this chart, design thinkers craft a unique process for each particular project. As students become more mindful of the process they have used an previous projects, they build confidence in their ability to successfully navigate open-ended challenges.



Through observation much care the feathful offen people W/Y say. than thing, but when it know Structum lizakii. Mysy said ligatthum whally the hotayon it different.



Without planning with currently are practiced and entitlemed at a untical skill of Design Tricking. Through direct lessons and extensive practice, students become policiest interviewes when recognize the power of fregioning questions with the hand." Why



ACINO DOR (RAM DYMARKE MEE)

Building upon Al-mo'r long festory in featrains Social Errotional Dismins: 25ELS, we have made from cheek-instanting life algorith of the Design Theoring process. Micherita luve the Emports only to are before their unblines and brainttiere solutions solutionally



identifying exports, foreting eighning users, and preferency. stockide remeaters are all key aspects of the Design Tranking. process. Studylish use time stage to understand and linem now information as well as to analyze qualification of fixed announces throughout the process.



ADTIVIATE & HISPIRI

Monitoring the motivation of a fear and warring how to engine a fear. are important spuillies of an effortive design the law 19 the various. stages of the Design Twisting process are visited will out an inherest mitths signers or heightened motivation, the results any thery to be less, than impositive. We calls build the featurable sight and variative of two students through out emphasis on this step.



FOCUS

After collecting information, students then shave to letter the underlying thought's and feelings of it lines dly immensing thermatives in the expenences of users and developing "deep empedy." They are able to develop a dauger understanding that ger land to key longton



GIECT MANAGEMENT

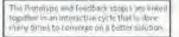
Using classic techniques of project classing and here management Michigan process how to mondar their progress and meet Assilines. PROTOTYPING CYCLE

GENERATE **IDEAS**



INCORPORATE FEEDBACK

Students evaluate #Fthis ference they have attained about they prototypes. Cambring this information with additional research and braviatoriming, they decide how best to prodeed. Should see change DLII prototype? Have We seewleved the key Barylion I Do wa need more interrument Did our need more class? Mics. ld wat street This good start door?



MAKE INFORMED DECISIONS

MEDICAL PROPERTY.

TAXABLE PARKET

WHAT

NEXT



SYNTHESIZE & DEFINE

Name dissign ribible ages are complex and shull-faculant Grapo from with them carrier dounting and clause some major to give up trope to adverg them. By focusing on particular uner types and their minds, along with the inrights suthernil during the Device Drive: shuderits define on aneignfood it to larger trough its allow his innevention, set bounded any for success bulliving even a small part of RESTAURANT PROPERTY OF THE the Dough Thinks



SEEK FEEDBACK

Southing tradition from Julius is a low aspect of the Design. Transing become Than are many farters that so into a person's versponse to be stem of an experience. Designing bring an open mind and a beginner's mindset of mot knowing in order to gather both passive and regular fearths, a to mission their stations. Expension fordering on most probaguity, any volund for this applicability and because they centroute to full in suppress



CREATE PROTOTYPES

The Design Thinking process immodes a "transformands action." By musting appropertiafrom of sinas, problems can be identified and resolved early in the design byok: Tangade Objects or some lated experiences allow strakes to obtain more advantal hadbant from carry before correcting this from and manufactured for in Fresh Versions



ANALYZE & CHOOSE

SIL dents brook fires appointed affaired griture bits printeled in anothers electricins. Regioning with simple print and mms and moving to weighted ratings of a various crieva, students will build a respectation of Europeana's bracket to the fulfiller.



DESIGN THINKING

The Nueva School

Drugging and a

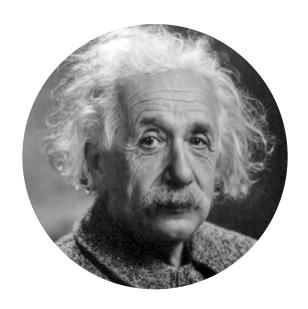
Source: La Nueva School, Ca



LIFE-LONG learning experience

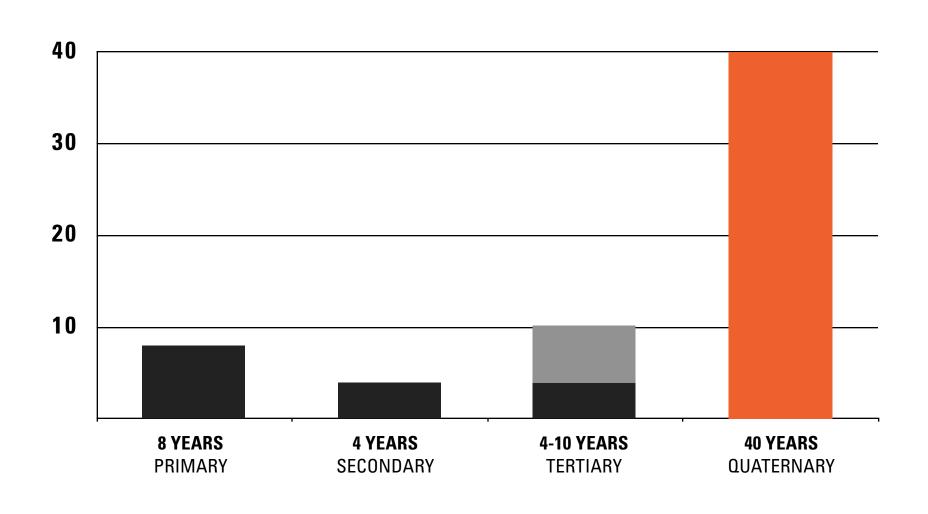


"Education is the most powerful weapon which you can use to change the world."



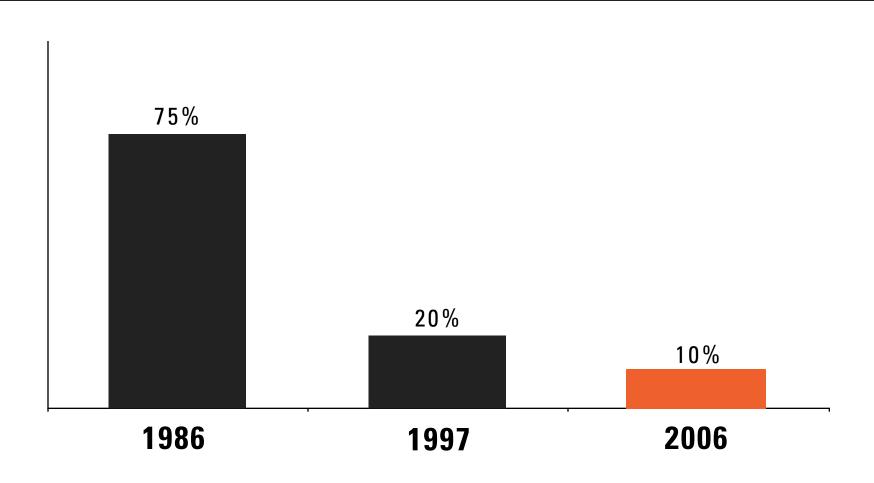
"Once you stop learning, you start dying."

LIFE-LONG learning experience





% KNOWLEDGE stored in your brain needed to do your job



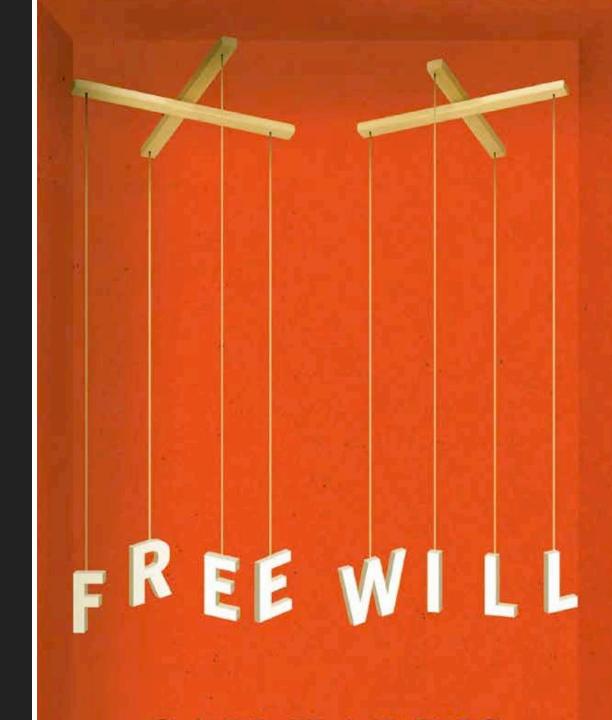
How do we shift the mindset from...

PUSHING
KNOWLEDGE TO
PEOPLE

TO

SUPPORTING

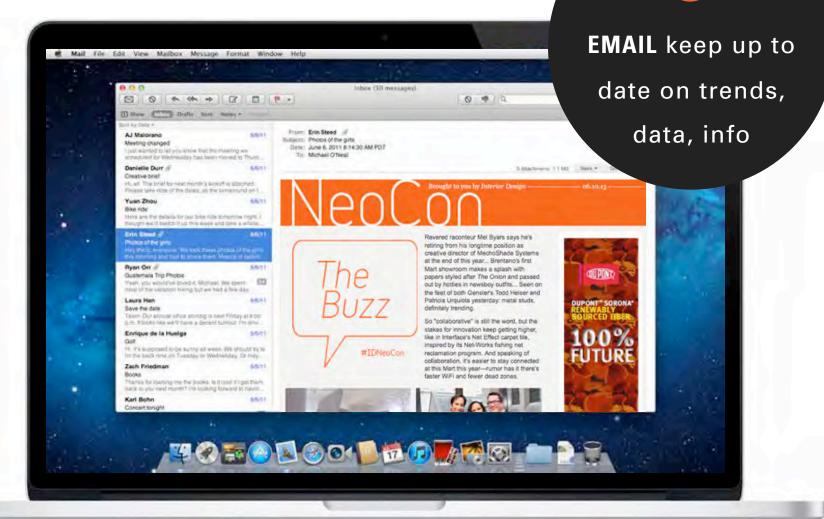
PARTICIPATION IN THEIR PRODUCTIVE INQUIRY



here are the top 5

WAYS PEOPLE LEAR BOUNDARY OF THE PROPERTY OF T

in the workplace









Vodafone Says Governments Can Tap Into Network at Will



OP ED DONTRIBUTOR France's Ticking Time Bomb

By FRANCOSTE FILESBOZ Politics has veered into tragicomedy,

The Opinion Pages

- Editorial: The Rush to Demonize Sgt. Bergdahl
- Brooks: Obama Was Right
- Krugman: The Climate Domino
- Egan: Tea Party Dead-Enders





MAKER DAY AT MOVELINE

Work schedule is clean, and guaranteed to stay that way. No interviews, no standups, no checkins, nothing. Your time is completely your own.







PIXAR STUDIO SCRUM SESSIONS

Daily morning meetings enable teams to communicate important ideas / problems to the entire crew at once and get candid feedback



All evidence tells us that

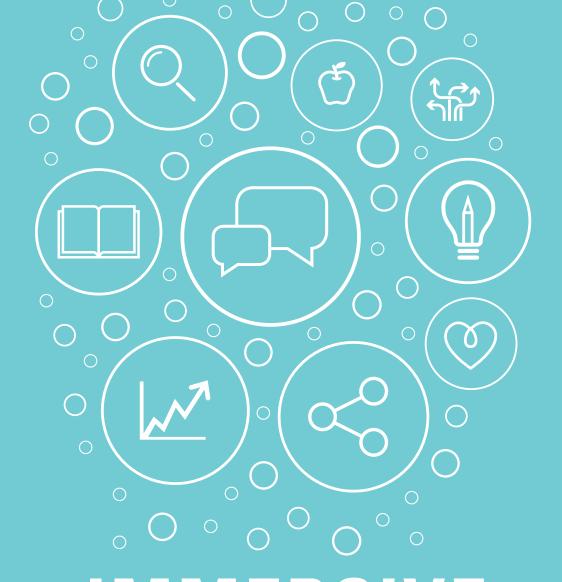
LEARNING

is a

SOCIAL THING

It exists in action.

-LUC GALOPPIN



the IMMERSIVE workplace





"EDUCATION IS THE KINDLING OF A FLAME, NOT THE FILLING OF A VESSEL."

- SOCRATES

the FUTURE Immersive Workplace will need employees with 21st C. Knowledge Skills

Anchoring	Staying focused on important tasks while undergoing a deluge of distractions.
Anchoring	Managing knowledge flow and extracting important elements.
Connecting with each other	Building networks in order to continue to stay current and informed.
Being human together	Interacting at a human, not only utilitarian, levelto form social spaces.
Creating and deriving meaning	Understanding implications, comprehending meaning and impact.
Evaluation and authentication	Determining the value of knowledge and ensuring authenticity.
Altered processes of validation	Validating people and ideas within appropriate context.
Critical and creative thinking	Question and dreaming.
Pattern recognition	Recognizing patterns and trends.
Navigate knowledge landscape	Navigating between repositories, people, technology, and ideas while achieving intended purposes.
Acceptance of uncertainty	Balancing what is known with the unknown to see how existing knowledge relates to what we do not know.
Contextualizing	Understanding the prominence of context seeing continuumsensuring key contextual issues are not overlooked in context-games.

Source: Siemens G. 2008. Knowing Knowledge





Technology is not only changing the way companies engage with customers, but

HOW THEY ENGAGE INTERNALLY

-STEVE CRABTREE

physical environment BLENDED with digital world





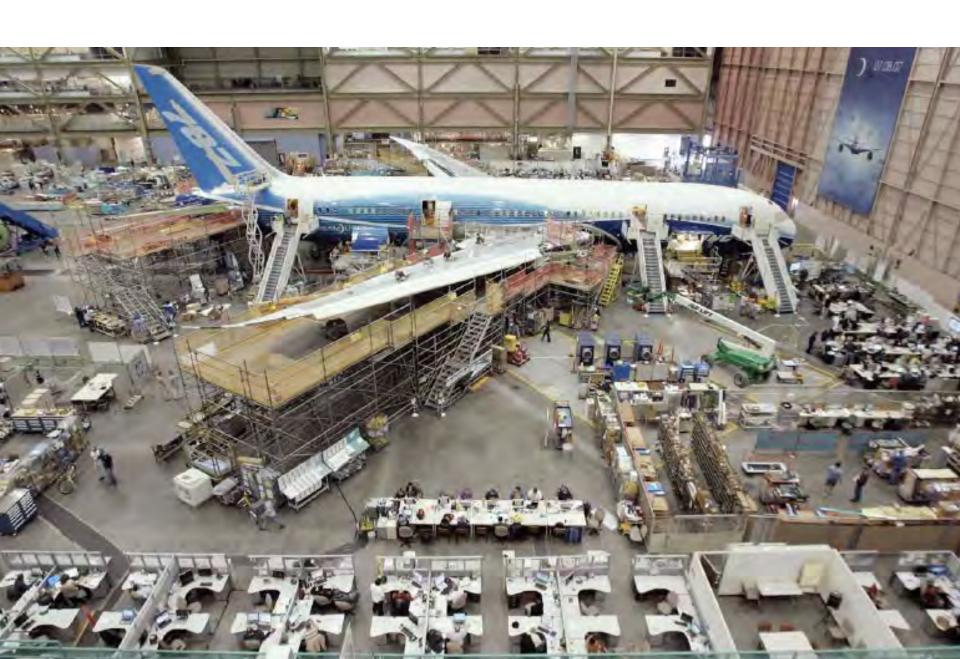
SOCIAL APPROACH



KNOWLEDGE SHARING



INTERSECTIONAL APPROACH



immersive learning leads to CREATIVITY



The Immersive Workplace creates an

ECOSYSTEM

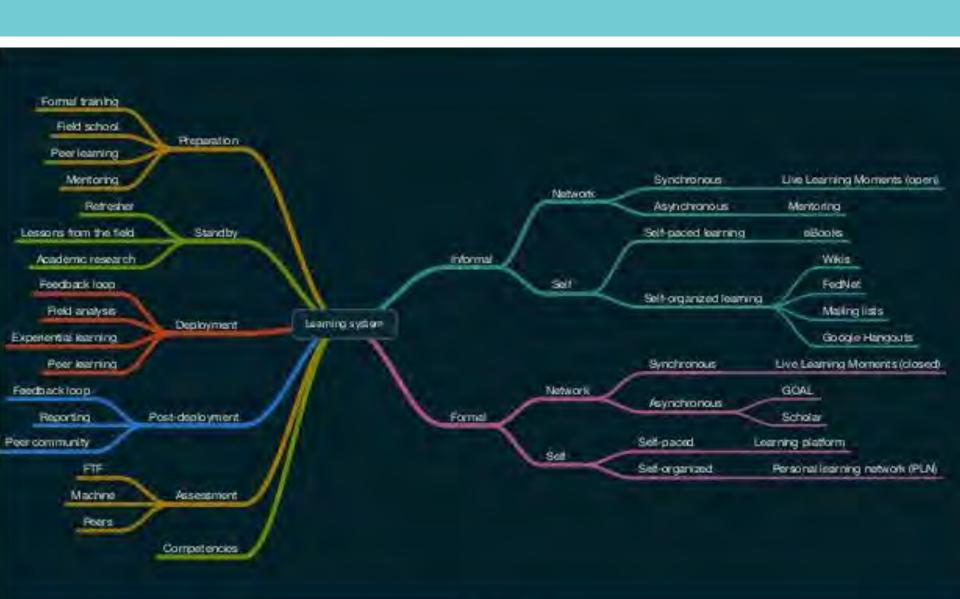
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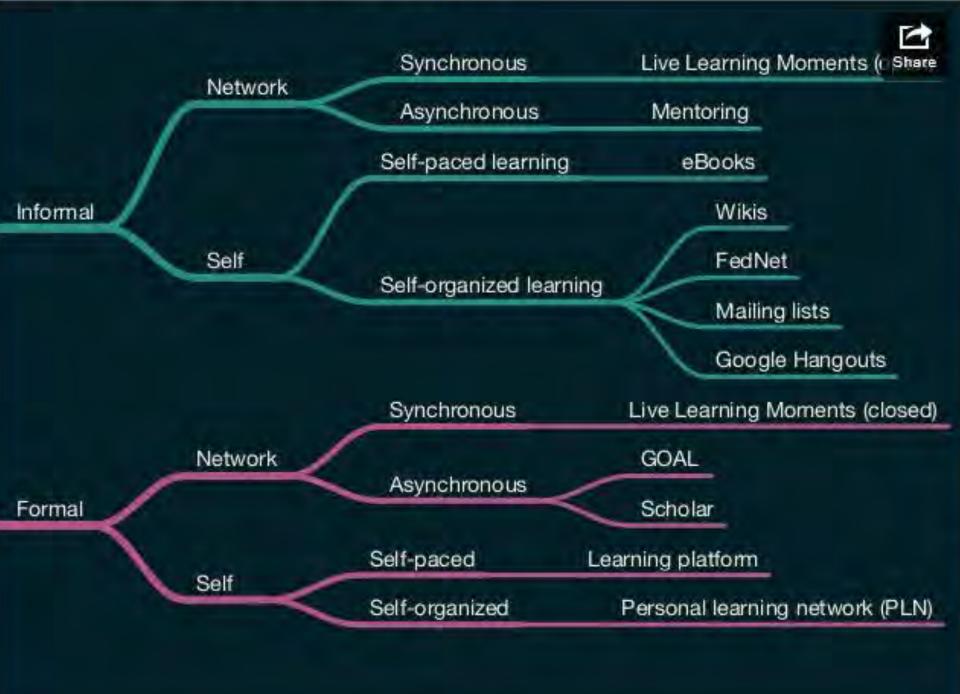
KNOWLEDGE

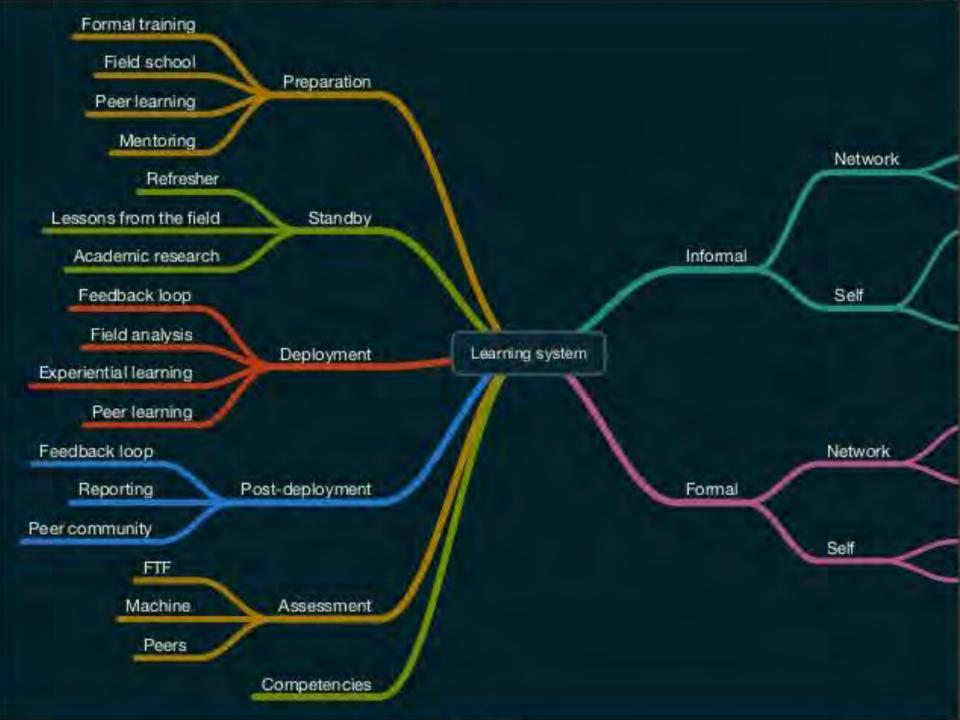


uses as much of available resources as it can and wastes as little as possible.

a LEARNING SYSTEM skeleton

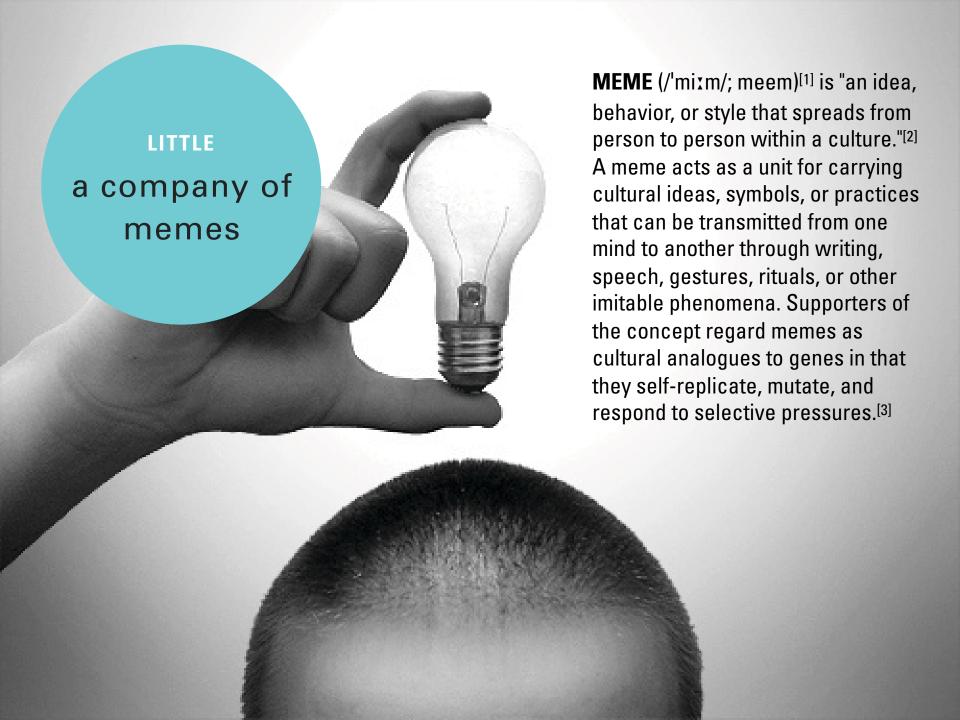


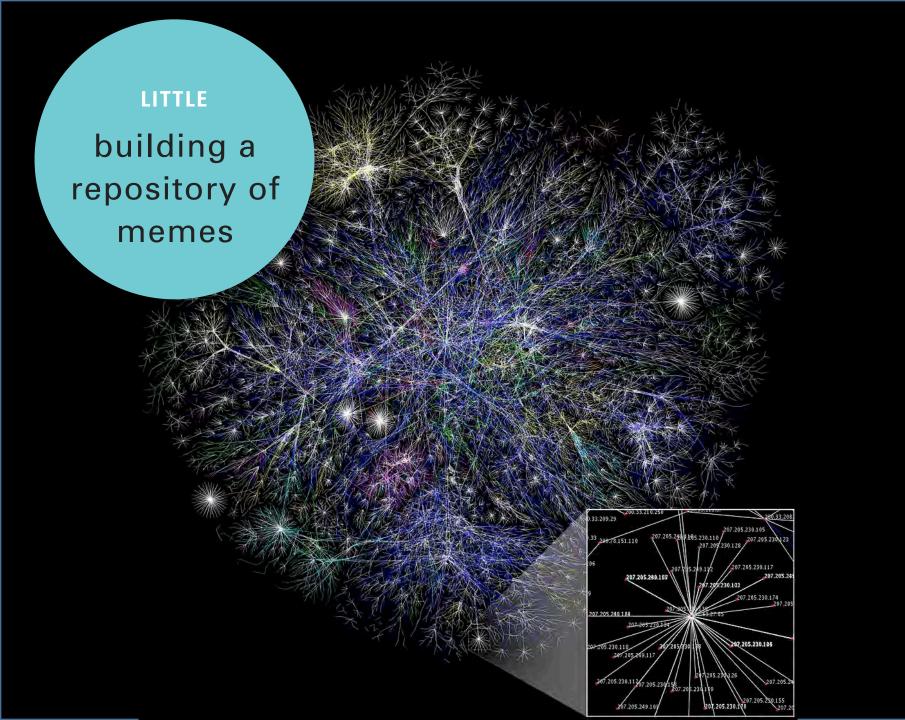




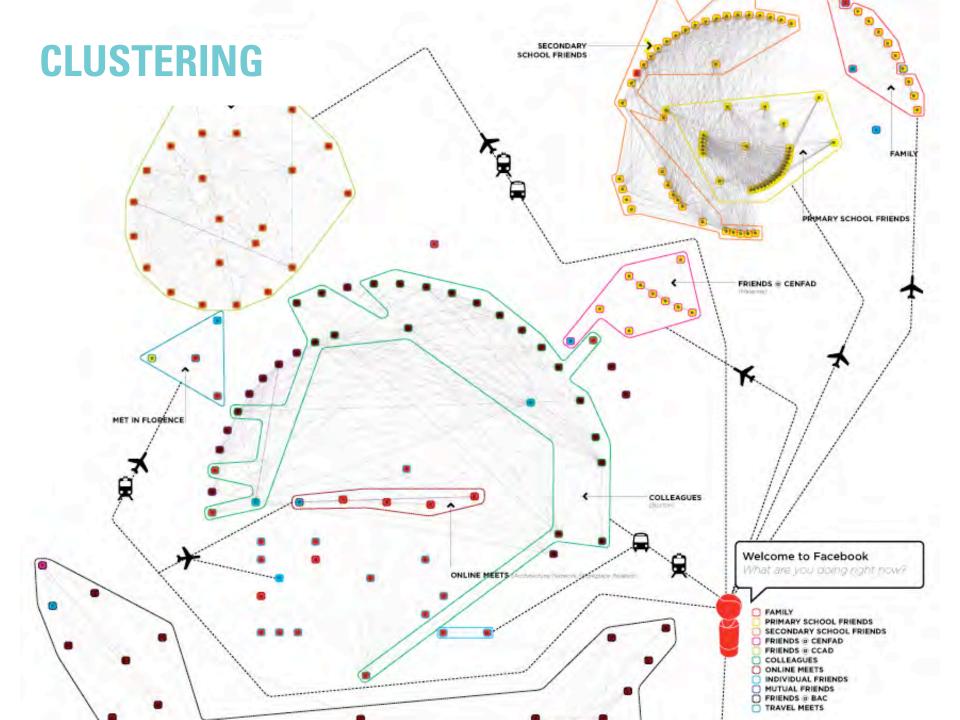
WHAT WE'RE DOING AT LITTLE

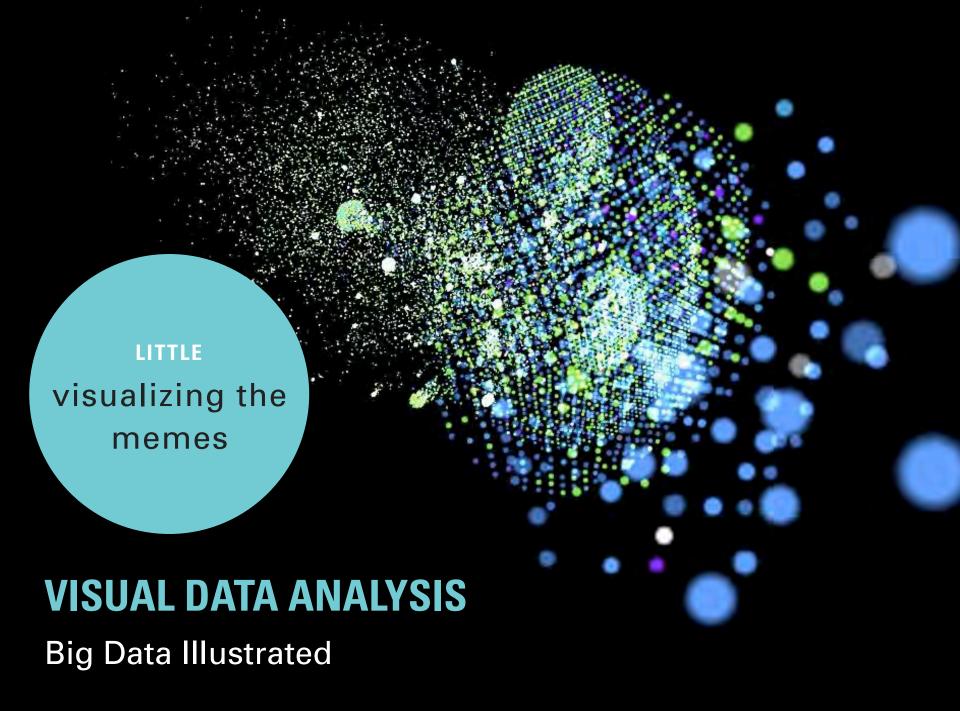
the infancy of an Ecosystem











5 MAIN 'HABITATS' FOR OUR KNOWLEDGE SHARING ECOSYSTEM

KNOWLEDGE AND SKILLS

current and past

COLLABORATION

skills / team / position matching

BUSINESS DEVELOPMENT

resume / pursuit / client matching

SCHEDULE

workloads / forecast

THOUGHT LEADERSHIP / PASSION

match passion and thinking to projects





THE RESULTS

1. More Collaborative 2. More Transdisciplinary

Leverage our Diversity

3. Better
Learning
Environment

4. Transform into an Idea Company

5. Talent-Passion-Project-Client-Matching

IHERESULTS

ENGAGED

1. More Collaborative

TOGETHER

2. More
Transdisciplinary
Leverage our Diversity

LEARNING

3. Better Learning Environment

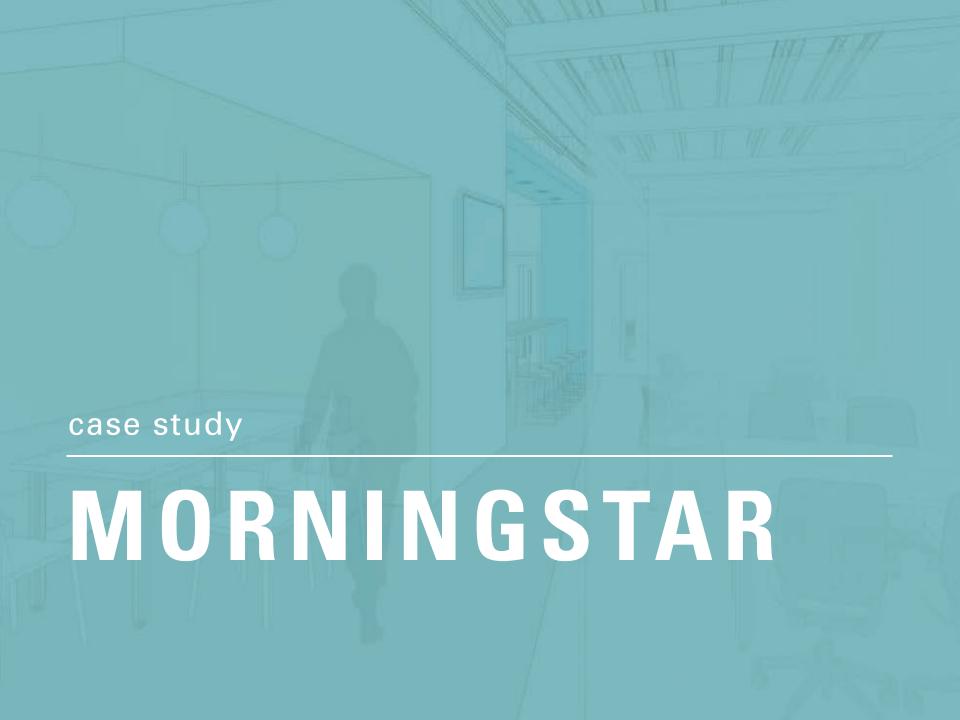
EVOLVING

4. Transform into an Idea Company

PASSIONATE

5. Talent-Passion-Project-Client-Matching

what Little's **CLIENTS** are doing



what we heard

Entrepreneurial spirit, autonomy to 'run with an idea'

Focus on quality customer service at the core

Morningstar
University is an opportunity to 'showcase' the company culture

Passionate, enthusiastic & innovative staff

Space for training up to 20 people, but flexible to use for other needs

Contained space for smaller meetings to relieve demand on large conference room upstairs

Other possible uses for flex-space: exercise, training video filming

Flexibility is key

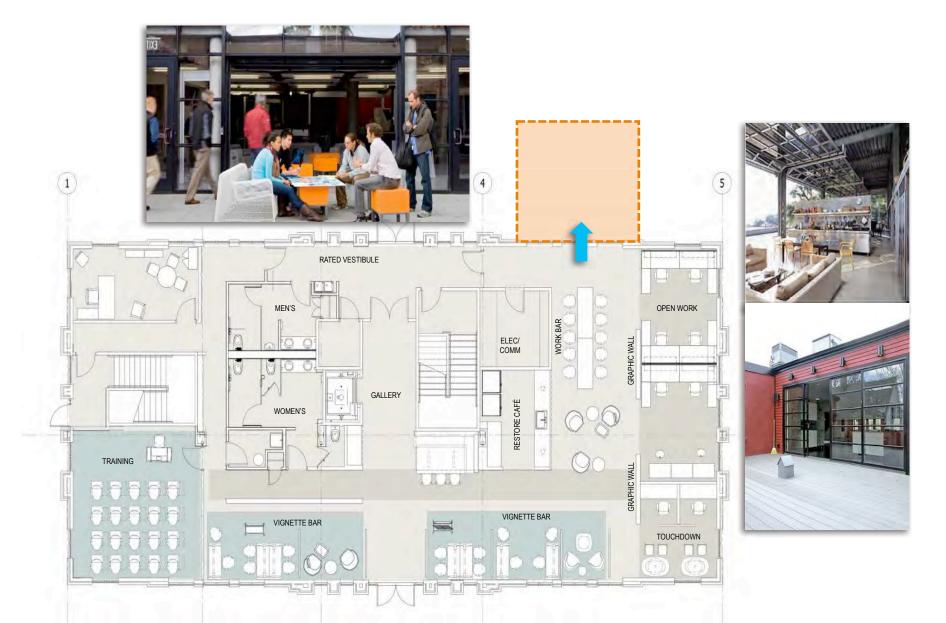
Need space to foster collaboration and idea sharing, as well as focused thinking

Few visitors, but entry sequence needs to be more intuitive and better represent the Morningstar brand

Corporate philosophy supports giving back to the community

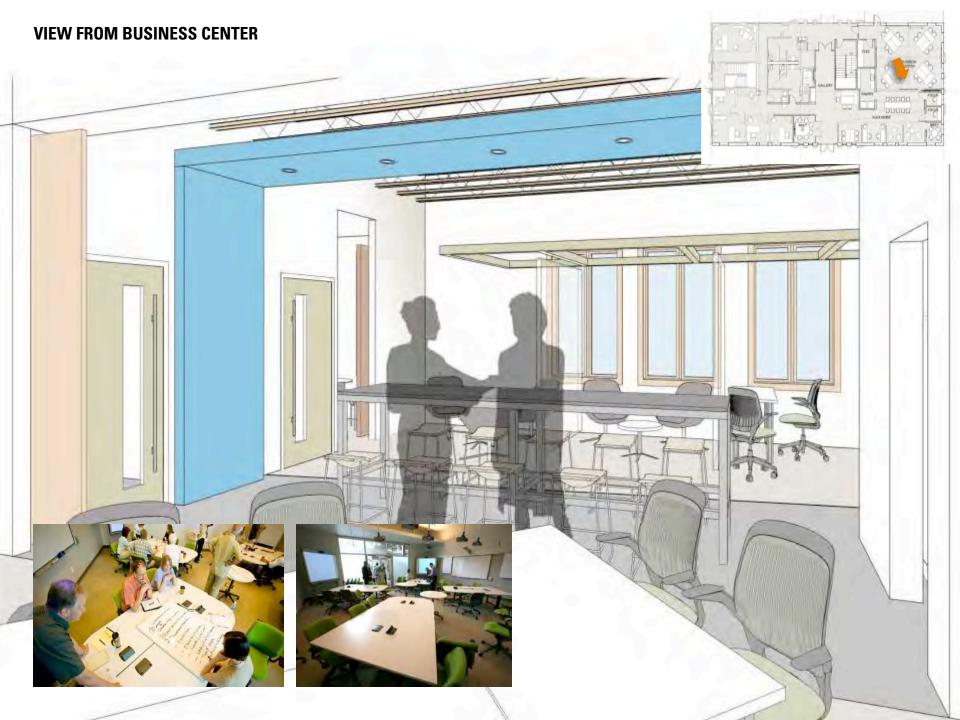
SCENARIO 3

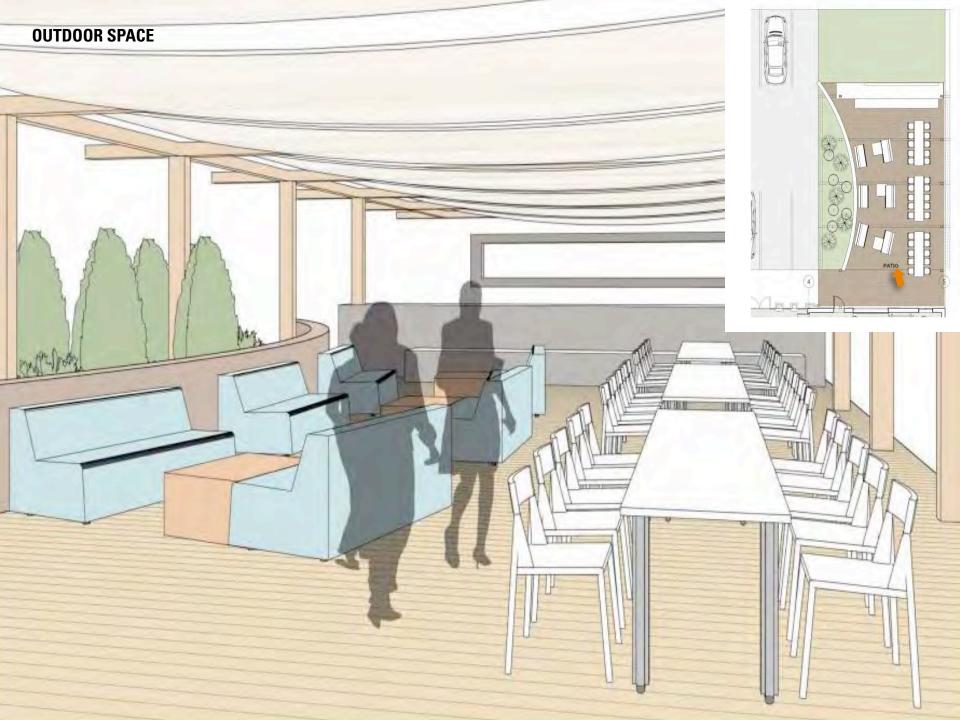
Break out of the 'BOX'











PRECEDENT IMAGERY























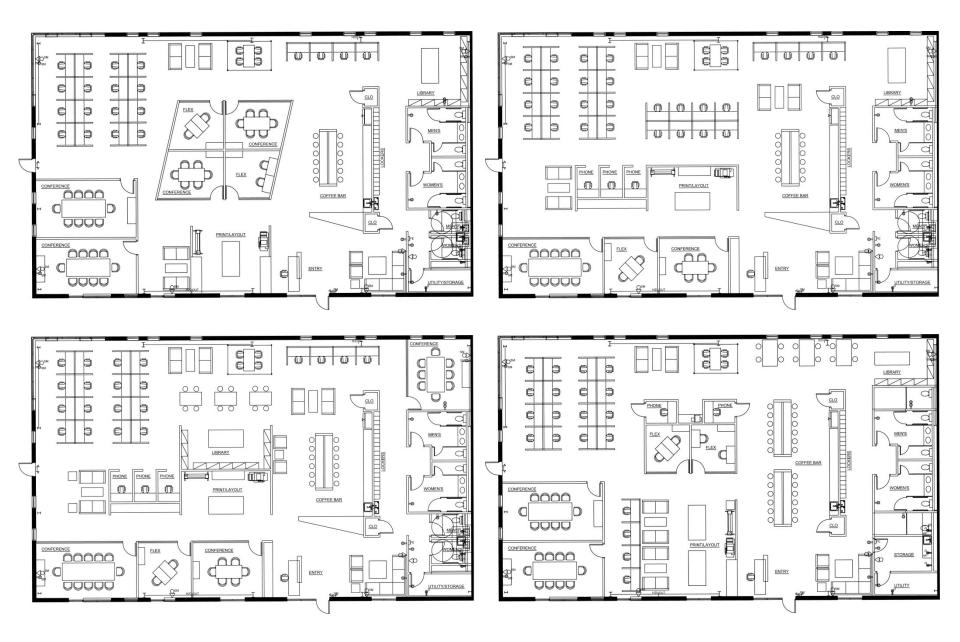


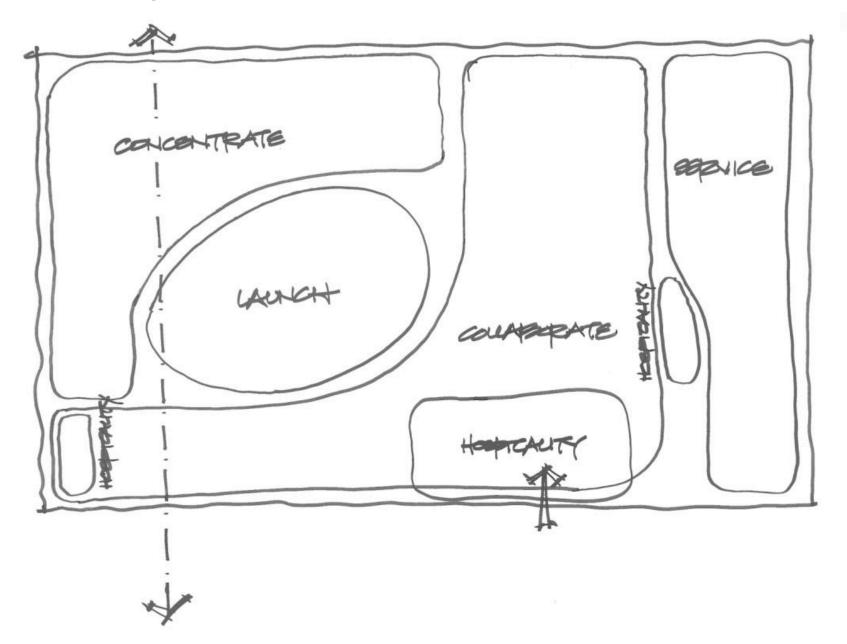


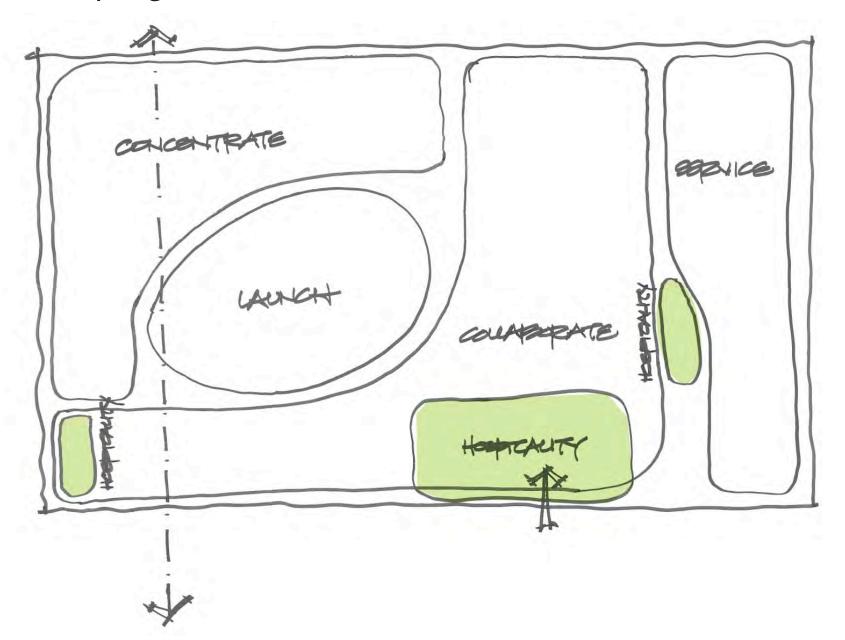
review concept

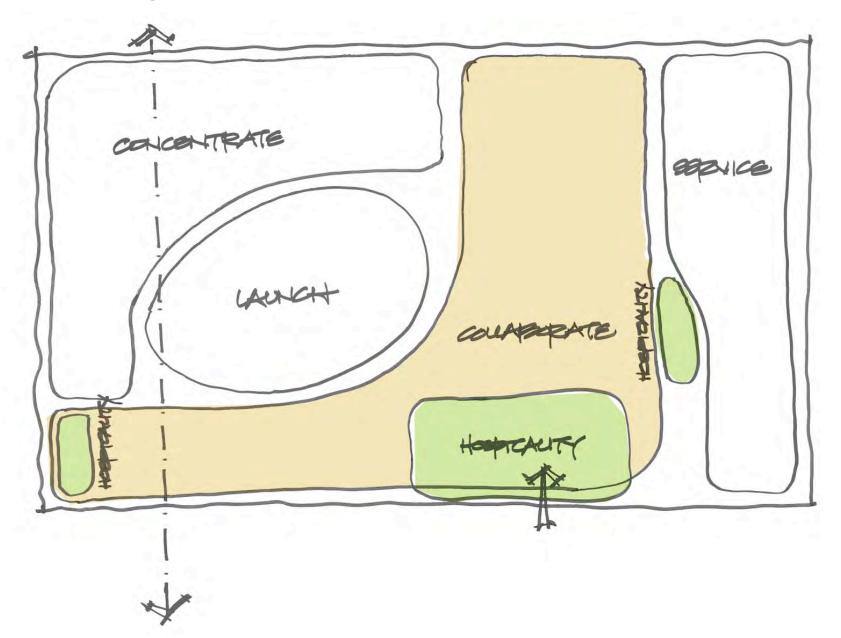


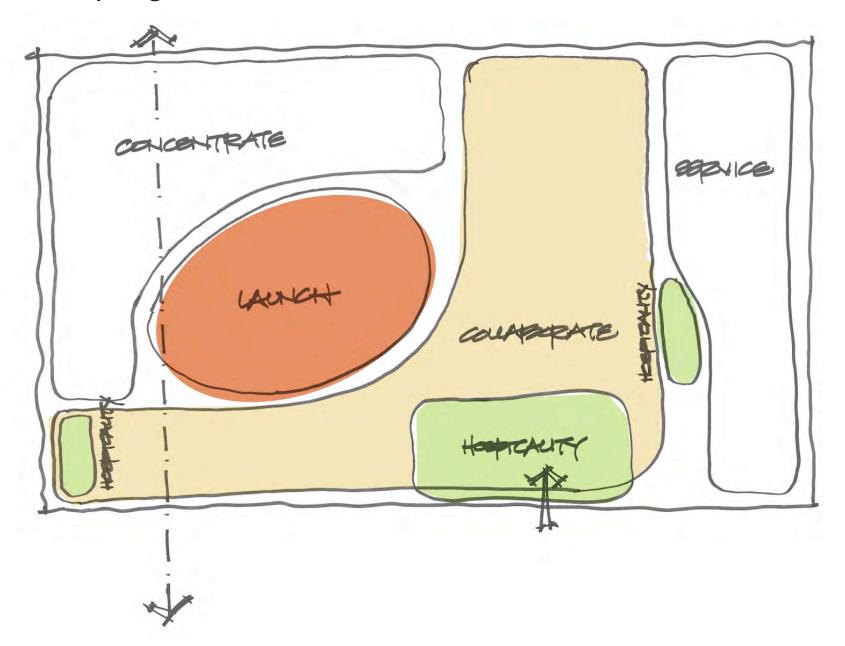
review schematics

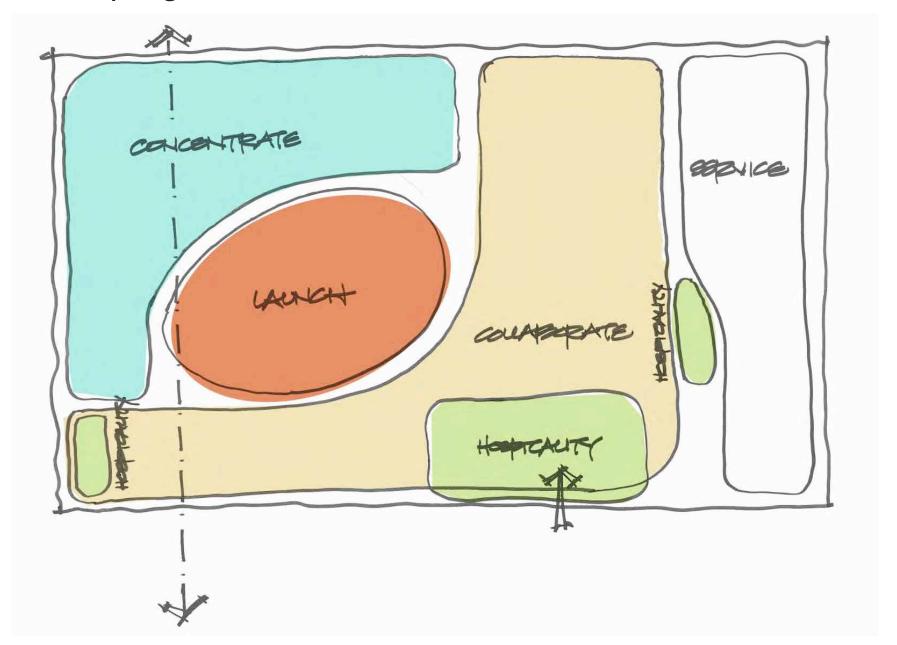


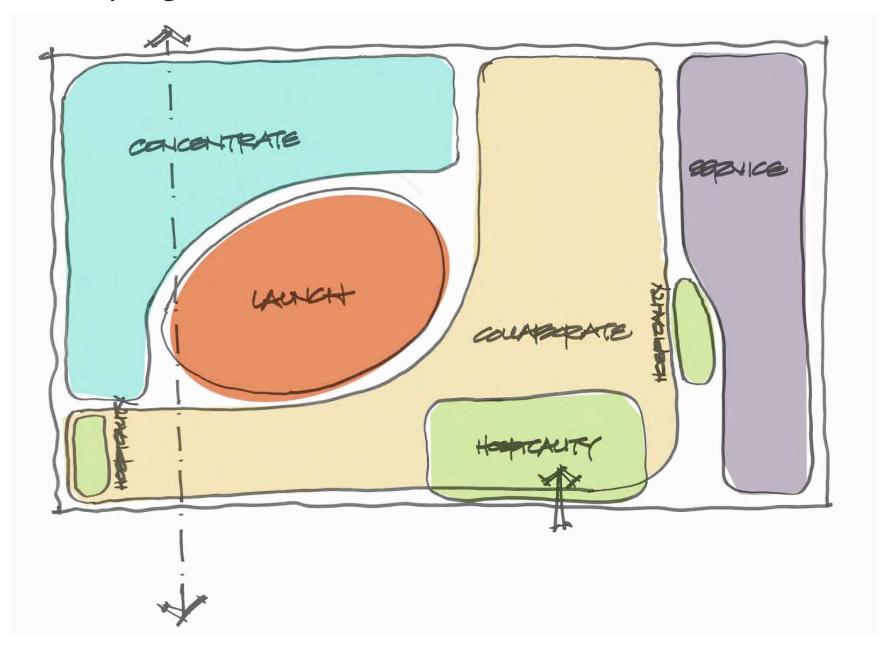




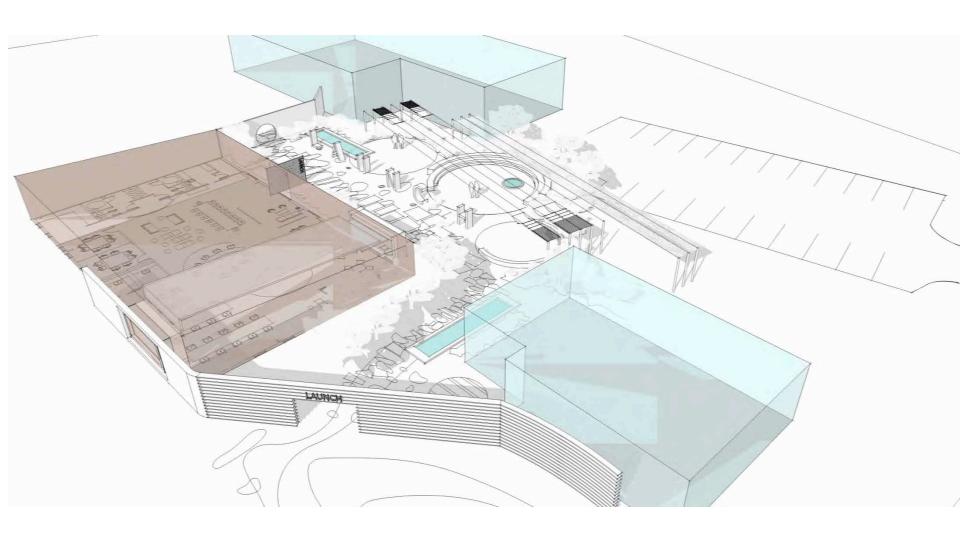








garden overview



approach plan



approach collaborate







art wall harvest table

pendant lighting

DIRTT wall

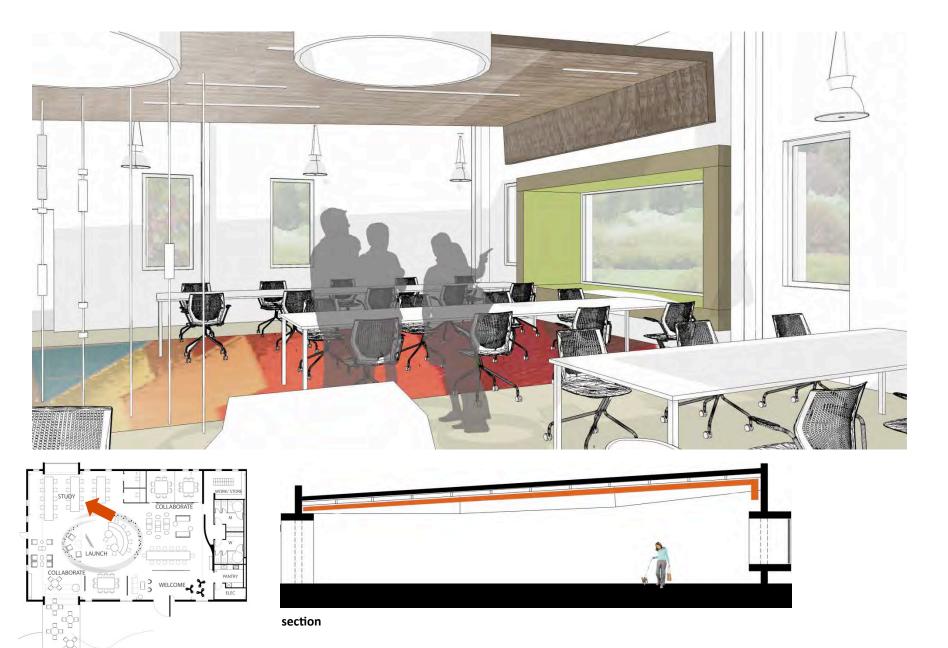
approach launch pad







approach study



approach view to garden







approach view from garden







a real

PARADIGM SHIFT

in

WORKPLACE

BY MARION BRADY





Today's Workplace is dependent on existing knowledge. The future is about NEW KNOWLEDGE.

New knowledge is created as RELATIONSHIPS ARE DISCOVERED

between parts of reality not previously thought to be related

The ARBITRARY WALLS between expertise, and working in isolation from each other, block the relating process essential to knowledge creation.

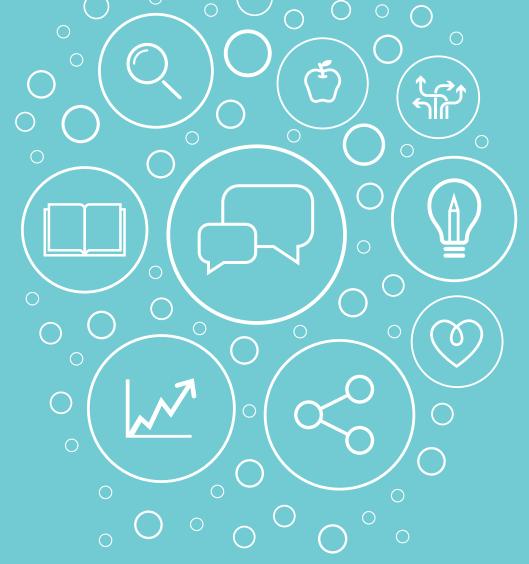
What needs to be known in the future can't yet be taught.

THE PROCESS

by which that knowledge is created can and must be taught.







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