

Workstyle and Culture: Analyze First, Build Second

Workstyle and Culture: Analyze First, Build Second (one-hour course)

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Subject Code Index: 2.10 Interior Design: Space Planning

IIDA Course #5521, W

AIA Course #HAW551; including Health, Safety, Welfare

Course Description: This course emphasizes the importance of aligning the workspace with organizational culture—whether the culture is valued or if a culture change is desired. Participants will learn about the concept of organizational culture and ways it can be diagnosed. Discover the Organizational Culture Assessment Instrument and its typology of hierarchies, clans, adhocracies, and market cultures. The bottom line is to help create workplace solutions with both internal and external benefits, resulting in improved business performance.

This course will cover the following objectives:

- Explore the research and tools used to analyze organizational culture, workstyle, and business goals along with the built environment.
- Identify the importance of strategic alignment between human resources, corporate real estate, and information technologies in the planning process.
- Observe translated design and application examples from the analysis process into the design/build process.

Course outline:

1. Introduction and Overview
2. Strategic Analysis
 - Business design
 - Social design
 - Physical design
3. Social Design
 - Discussion focuses on the critical importance of assessing organizational culture, individual work style, social networks and communication methodologies when considering large-scale organizational changes.
 - Methodologies
 - Interpretations
 - Application
4. Physical design
 - Discussion focuses on the multiple scales of analysis and application employed this case study. From site to building to interiors fit-out; the focus on sustainability, green design and balancing the reflecting and competing business needs in the built solution become the lesson.
5. What to do with assessment information
 - Develop a discursive relationship within an organization
 - As the basis for fostering Human Resources involvement
 - As a benchmark for future learning through experience
6. Summary and questions