HIGH PERFORMANCE SPORTS

CLUES TO IMPROVED BUSINESS OUTCOMES

Chris Hood, Advanced Workplace Associates
Ken Van Someren, Boost Cognition
What problems are we trying to solve?

- Saving the planet?
- Attracting and retaining talent?
- Evolving our culture?
- Improving teamwork?
- Productivity?
- Doing things faster?
- Reducing our costs?
The same old solutions
Transformational improvement........a multi-disciplined approach

**Creative thought**
- Design thinking
- Ideation
- Future-thinking
- Blending Art + science

**Business acumen**
- Measuring success
- MBA "think"
- Understanding productivity
- Value vs cost

**Integration**
- Implementing strategy
- Integrating new disciplines
- Crafting alliances
- Organizational design

**Communications**
- Change management
- Consultative skills
- Communication skills

**Transformed outcomes (people + org)**

**Upskilled capabilities**
The search for new incite

Sports scientists?
Puppeteers?
Military leaders?
Musicians?
Entomologists?
A multi-disciplined collaboration

Chris Hood
Architect + Workplace strategist

Chris Allen
Former soldier + workplace anthropologist

Cristina Covello
Purveyor of fine food

Rachel Warr
Puppeteer

Susan Stucky
Former IBM Researcher

Ken van Someren
Scientist + Athlete

Anupam Nanda
RE Professor
Initiatives must be led.
Interdisciplinary collaboration drives innovation

The art of Interdisciplinary collaboration

1. Identifying a need
2. Establishing a connection
3. Common ground and equality
4. Processes for sharing knowledge
5. Ensuring reciprocal benefits
6. Steering towards outcomes
Sociability

42% of British Workers apparently do not have a friend at work.

The real benefit of high quality of food at work is not that it’s a perk or has calorific value but that it creates social cohesion.
Over to Ken
Where High Performance Sport Wins
1. What it Takes to Win

Demands of the task

Precision modelling

Continuous improvement
2. Marginal Gains

- Doing the basics brilliantly
- Aggregation of incremental gains
- Psychological advantage
3. Focus on the Individual

- Outliers not averages
- Tailored plans
- Practice-based evidence
4. Performance Solutions

- Multidisciplinary teams
- Interdisciplinary approaches
- “Will it make the boat go faster?”
Cognition in the Workplace

Information processing abilities for knowledge workers:

- Speed
- Focus
- Working memory
- Flexibility
Measurable Performance

- Speed
- Control
- Risk
- Memory
- Compute
- Focus

Speed Result:
- Score: 582
- Response Time: 00 s : 81 ms
- Accuracy: 34%

You are 37% faster than the average London CEOs

Play
- WarmUp again
Leadership & culture
Role clarity
Engagement
Social cohesion

Health & wellbeing
Nutrition & hydration
Rest & recovery
Energy & resilience

Leadership & culture
Role clarity
Engagement
Social cohesion

Brain Power

Utilisation
Design
Biophilia
Environmental quality

Friction & Enablers
Workplace Environment

Utilisation
Design
Environmental quality
Biophilia
Happiness pays!
The Challenges

Where to focus resource for maximum impact & return

Cross-function engagement & solutions

A culture of excellence
The Challenges

Positioning *performance* as an aspiration, not a review!

Co-ownership & integration of business functions

What to focus on to make the ‘boat go faster’
Architects and engineers
Change manager
Facility managers
Behavioural scientist
Real estate planner
Technology
Software engineer
HR professional
Neuro-scientist
MBA
Process re-designers
Anthropologists
Human factors engineers
Hospitality manager
Health coach
Personal coach
Facilitator
Nutrition advisor
Retail design
Sustainability designers
How do we do this?

Synthesis of applied research brought to project and program level use
How do we do this?

Combination of applied science inquiry and active solution design at project and program level
How do we do this?

Hands-on project (or program) level incorporation of disciplines in solution design and implementation. Find the passion!
The Workplace Management Framework is emerging as a valued industry protocol for the successful implementation of workplace strategy.
Thank you!

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