

## Breaking Down Silos



For years we have talked about breaking down silos between functional departments. What about silos between space and process? Ignoring this relationship creates unintended consequences...Operational Ineffectiveness.

Annually, companies spend millions of dollars on office space design. Implementing the latest trends thinking that will help them attract best in class employees and save money on real estate costs. How much more effective could their efforts be if leadership took a holistic and long range view of how space impacts process optimization?

What if, BEFORE, space design is started the leadership team takes a deep dive into the mechanics of all departments. Determine what is working, what is not. Think about what is hindering growth, how the environment is creating bad behavior and really look at the work the staff is performing and what environment is needed to optimize their ability to excel at their jobs. Companies expend a great deal of time and energy to match prospective employees to a specific position. Think of the possibilities if the same focus was spent matching the environment with the processes associated with that position.

**D<sup>3</sup>** is a powerful methodology that will help leadership quickly identify the path forward to align workspace strategy with business processes. Follow up with Charlene Aldridge or Todd Hunter, Aldridge Kerr & Associates or Tracy Voltin, CoSource, Inc. for more information.