



Shakopee/Scott County Innovation Hub

THE TEAM

Nice to meet you!



JAMES O'SHEA
AIA

PRINCIPAL/PROJECT MANAGER



BILL BAXLEY
AIA

MANAGING DIRECTOR



RACHELLE SCHOESSLER LYNN
FASID, LEED FELLOW, CID

DIRECTOR OF WORKPLACE



ERIC GANNON
AIA, LEED AP

PROGRAM ADVISOR

Working Together

PROJECT LEADERSHIP



JAMES O'SHEA
CDG
PRINCIPAL/PROJECT MANAGER



BILL BAXLEY
Gensler
MANAGING DIRECTOR

DESIGN & PLANNING



RACHELLE SCHOESSLER LYNN
Gensler
DIRECTOR OF WORKPLACE



ERIC GANNON
Gensler
PROGRAM ADVISOR



TOM MARCELLA
CDG
PROJECT ARCHITECT



JOHONA HARRIS
CDG
INTERIOR DESIGNER

SPECIALTY



JASON AUNE
AFLA
LANDSCAPE ARCHITECT



JONATHAN MURRAY
Loeffler
COST ESTIMATOR

ENGINEERING



CRAIG MILKERT
CDG
STRUCTURAL ENGINEER



LARRY NEMER
MEP Associates
MECHANICAL ENGINEER



DARREN DICKENSON
MEP Associates
ELECTRICAL ENGINEER



KEVIN GARDNER
Pierce Pini
CIVIL ENGINEER

Aligned Values



**Managing projects with expert
teams and creative thinking.**



**Creating a better world through
the power of design.**

We help our clients tell their stories.

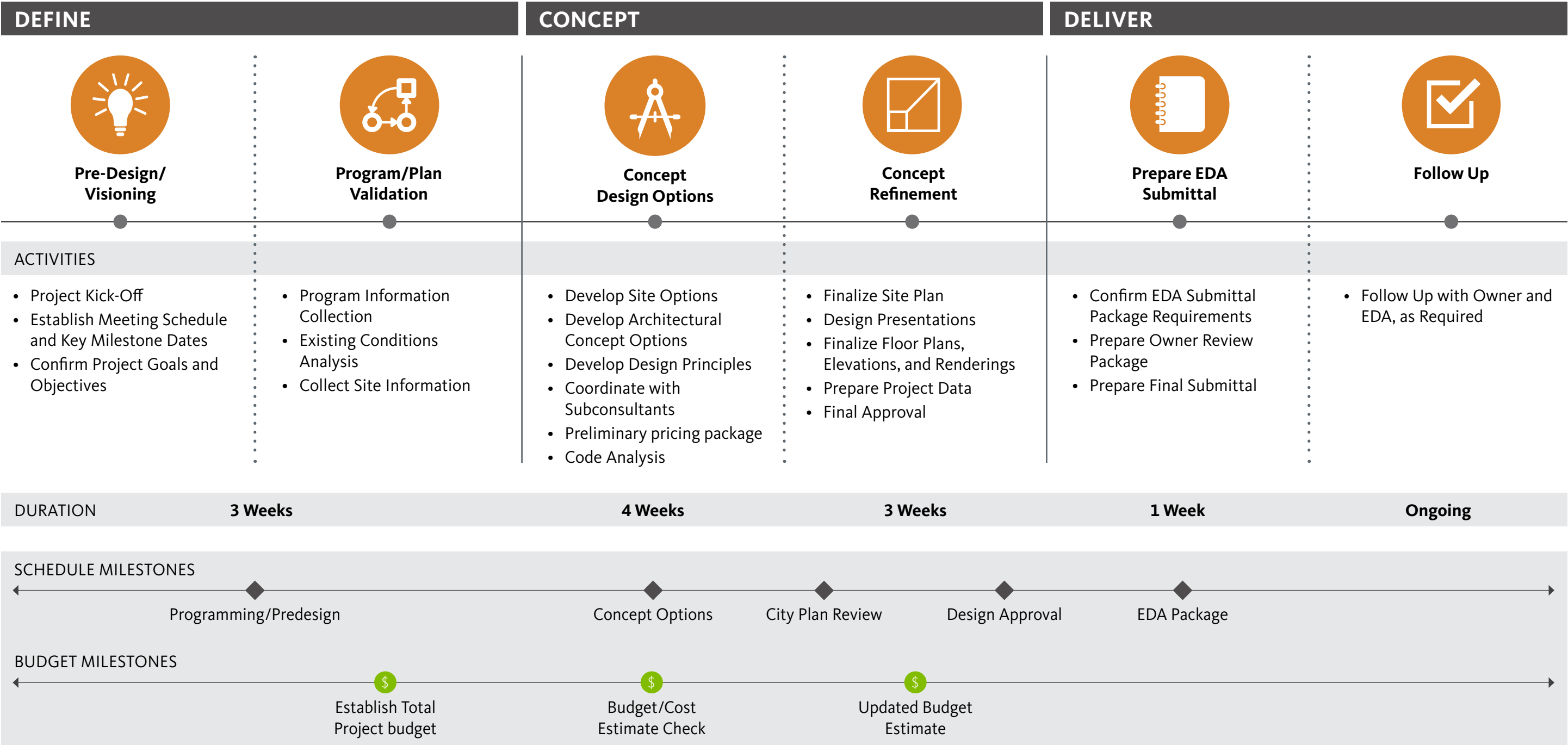
Our people are our greatest asset.

We strive to positively impact the
communities we serve.

Project Roles

	FIRM OF RECORD	BUILDING DESIGN	INTERIOR DESIGN	SITE DESIGN	COST ESTIMATING
PRIMARY	 Primary Point of Contact Project Management EDA Submittal Package Construction Documents	 Architecture Planning	 Workplace Design Classroom Design Interior Design Programming	 Civil Engineering	 Cost Estimating Construction Scheduling
SECONDARY		 Architecture Planning Structural Engineering  Mechanical Engineering Electrical Engineering Fire Protection Plumbing Technology	 Interior Design Programming	 Landscape Architecture  Site Planning	  Budget Reconciliation

PROCESS + SCHEDULE



What would you like to talk about today?



INNOVATION HUB TRENDS



COVID-19 IMPACT



PROJECT STORIES

Trends in the Innovation Hub



WHAT WE'VE LEARNED

We have aggregated the top visioning session topics/ phrases from several of our innovation center projects. Some are humorous, some are serious, all are important things to consider while visioning, programming and designing a new innovation center.

1 Roll like a start-up. 2 Build fewer walls. 3 Keep it raw. 4 Embrace the pivot. 5 Expect growth. 6 Let the people run with it. 7 Write on everything. 8 Dry Erase everywhere. 9 Invest in Post-It. 10 Provide The Caffeine – They Will Come. 11 Create a place for the midnight oil burners. 12 Tour the heck out of it. 13 Buy the technology that you need. Not just the hot new toy. 14 Low Tech is often the best tech. 15 Keep Calm and Hack On. Innovation Hubs aren't pre-defined. They are hackable. 16 Share ideas. Make mistakes. Work hard. Change the world. 17 Design around the activities you want to happen inside. 18 Create space to test, build, break and re-make. 19 Be bold. Be energetic. 20 Branding sets a tone for the culture of the space. 21 Aspire to be a united community. Strive to make place that feels current. 22 Play musical chairs. Allow the community to configure the space to their preference. 23 Excite and Inspire. 24 Look past professionalism. Bridge academia and the creative workplace. 25 Munchies. Include cafes and food. 26 Balance focus and collaboration, the individual and the group. 27 Give space for the pitch. 28 Don't simply fail fast, celebrate the learning that comes from successful failures. 29 Stop. Collaborate & Listen. 30 Eat! 31 Drink! 32 Listen.

VARIETY & CHOICE IN WORK SETTINGS

Providing a variety of work settings facilitate group work as well as individual work. Teams can showcase their work and collaborate effectively. By creating teaming areas with pin-up space and access to technology, along with cafes and non-traditional areas for work, the variety of options for people to do their best work.



USER- DEFINED SPACES

Through the use of highly flexible workspace to accommodate customization, mobile walls, and adjustable furniture, we can create adaptable workspaces to accommodate groups of any size.



FLAT HIERARCHY LAYOUTS

The rise of millennials to senior leadership positions are resulting in flattened hierarchies, yielding an increasingly horizontal organizational structure and workplace.



A FOCUS ON INCLUSIVITY & WELLNESS

The new measurement of employee engagement goes beyond basic wellness to encompass holistic wellbeing and safer environments.

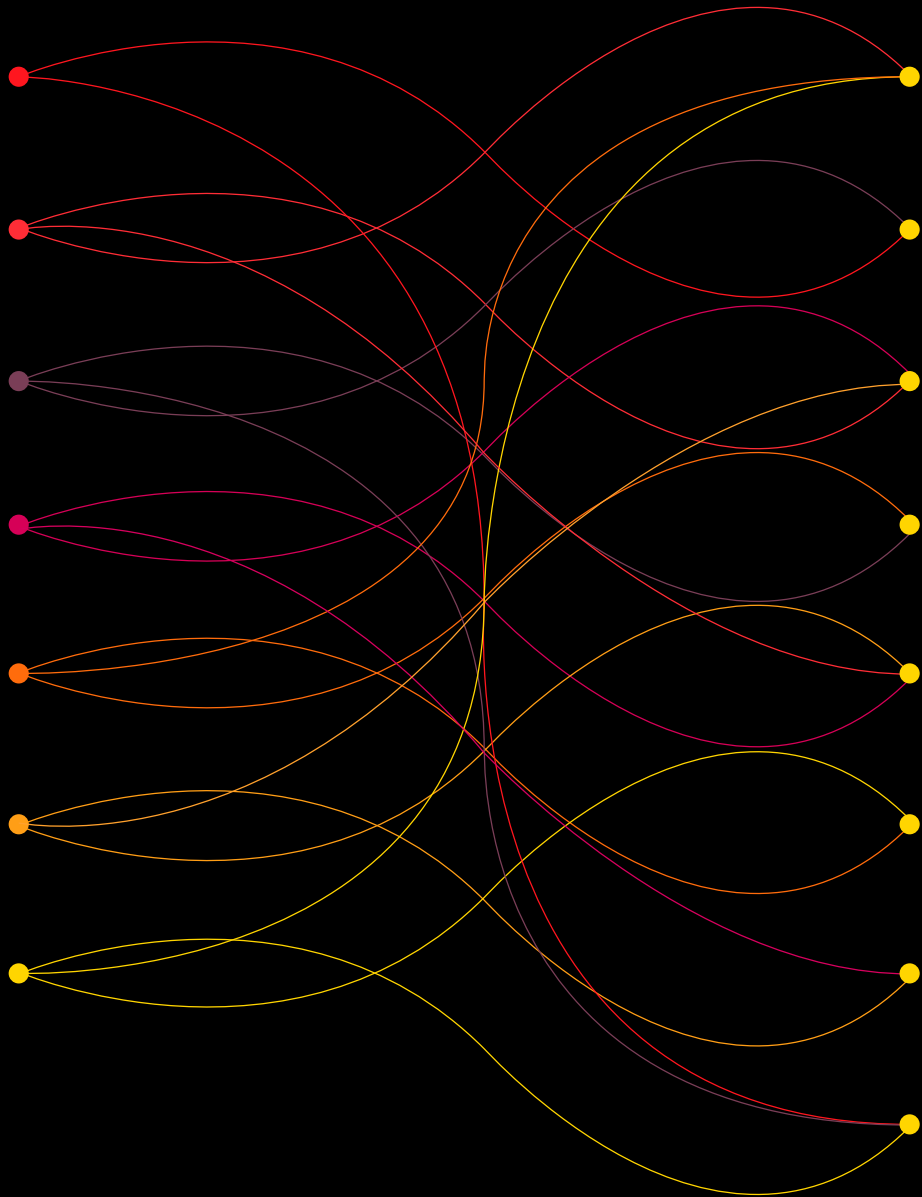
Design for inclusivity can build a competitive advantage by breaking down barriers, fostering enhanced innovation and performance through inclusive design.

7 PRINCIPLES OF UNIVERSAL DESIGN (MACE 1997)

Equitable
Flexibility
Simplicity
Perception
Tolerance
Physical Effort
Size and Space

12 GOALS OF UNIVERSAL DESIGN (STEINFELD & MAISEL 2012)

Body Fit
Comfort
Awareness
Understanding
Wellness
Social Integration
Personalization
Appropriateness



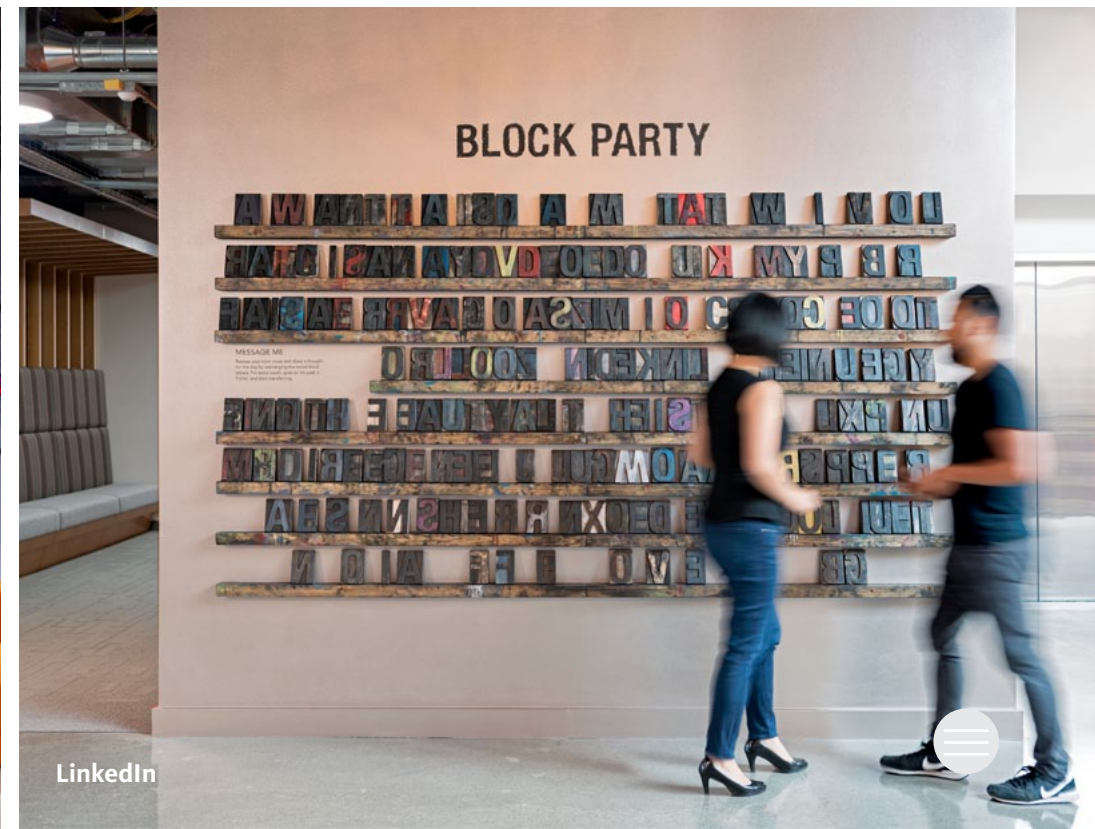
AMENITIES / WAR ON TALENT

As organizations compete, increased levels of engagement are critical to the success of a company. Workplace amenities and resources have been directly linked to long-term employee engagement. Such amenities as gyms, massage rooms, video arcades, and laundry facilities offer your employees a way to unwind while creating opportunities to connect with fellow employees.



BRAND EXPRESSION

Workplace expression of the brand instills cohesion among its employees, and creates a sense of meaning and value. Gensler implements the latest work settings that encourage people to shape them as they use them, giving the employee expression and incorporating it into the culture.



Covid-19's impact on design



Impact of covid-19

- **Air Purification.** Widespread adoption of health & wellness standards across buildings and client spaces; International WELL Building Institute and WELL Building Standard Certification will become inclusive of materials and service requirements that will minimize virus loads e.g. higher throughput of clean air (impacts on BMS, HVAC and energy loads).
- **Design with Antimicrobial materials.** The design and construction community will, either through legislation or market demand, adopt the use of materials that can minimize the spread of viruses.
- **Automation and Voice Activation.** Incorporating automation and voice activation tools in an office building could instantly minimize touchpoints and limit the chance of contact exposure to germs.
- Teams who work remotely will come to the office for specific purposes, and **team-focused spaces** could replace or rebalance a portion of open desking.
- **Anti-microbial surfaces**, materials and textiles may increase and become the norm.
- **More disinfectant wipes and hand sanitizers** will find their way into many rooms and spaces, and more workplaces will implement **air filtering and sanitization systems**.
- Thermal monitoring may be introduced as part of the building or workplace. Technology will continue to develop on this front to support lower-touch public spaces with sensors and scanners that allow us to **operate with less contact**.
- This future state will require every company to **invest in the infrastructure and collaboration platforms to work remotely** in support the rebalancing of the workplace and keeping cultures connected.

Crain's Detroit Business

CRAIN'S DETROIT BUSINESS

Home > Real Estate

March 31, 2020 03:06 PM | 2 HOURS AGO

Real Estate Insider: Post-pandemic, is more office space the future of work?

KIRK PINHO

TWEET SHARE SHARE EMAIL

REPRINTS PRINT

- Office space usage has constricted, with tenants using smaller per-employee footprints
- Coronavirus outbreak may reverse that mindset as social distancing becomes prevalent, experts say
- In North America, 72 percent of survey respondents say they have 150-225 square feet per employee



Crystal Braswell

LinkedIn's Detroit office started operations in 2017 in WeWork's co-working space at 1001 Woodward Ave. The coronavirus pandemic may tip offices to use more space, reversing a trend of constricting space.



- **Space reservation systems will expand their capabilities**, monitoring how many people are in the office at any given time and support people and teams' ability to know where and when they have space in the office.
- Ultimately, **a sense of place still matters**. The longer we work from home and are away from our colleagues, the more being together matters. Building community, reinforcing our organization's culture, and strengthening relationships with colleagues is still what the workplace is all about. The office will be less focused on a required physical place to conduct 'work' but rather a place to learn, collaborate, socially interact and experience.
- More people will be comfortable with remote work and may opt for that status when convenient. **Proficiency in virtual collaboration tools** are effective ways to elevate, design thinking and co-creation sessions and blur the line between who is here and who is there.
- Safety measures take on new importance and include: **clean air quality, physical and emotional safety, clean and durable tools, daylight and view, spatial awareness and now, proper physical distance measures**.
- **Corporate social responsibility** mandates will expand to include how an organization will support minimizing and containing viral outbreaks.
- **Automated thermal imaging** of employees and guests as they enter the office environment (think metal detectors at airports).
- **Wayfinding technologies** will be adopted so that the exact movements of employees can be tracked.
- **Business continuity planning** will extend to include appropriate stocks of personal protective equipment.
- Eco-system approach to portfolios will be adopted with a **multitude of work options being available** to employees e.g. office, flex-space satellite centers, urban versus suburban, and remote home working.

Gensler | Research & Insight Blog

How to Build Company Culture in a Virtual World

March 26, 2020 | By Cindy Coleman and Amanda Ramos

As COVID-19 causes the world to rethink the communal workplace, for businesses it's also a philosophical and emotional assault on a company's culture.

According to a [2019 Glassdoor multi-country survey](#), 75% of employees pay close attention to a company's culture before applying for a job. And 56% went further to say that culture is more important than salary. The workplace is essential to building culture. It is a place to connect, build trust, mentor, cultivate teams, build camaraderie, and share knowledge. Now, in the midst of a pandemic, where most everyone is working from home and meeting with each other virtually, company culture needs some love and attention.

In these rapidly changing times, it may be the small things that are the most useful for building and sustaining a connection to the organization's mission, purpose, and ultimately each other. Shortly after our own firm went completely remote around the world, we asked our colleagues from the Workplace practice how other organizations can engage with employees virtually. Here are six key strategies from a collection of Gensler's workplace and innovation leaders that can make significant impact on the remote work experience:

1. Embrace video interactions

"Video conferencing is much more human when the camera is going," says [Cindy Coleman](#). In fact, the virtual space of the conference call can be its own productivity tool.

"There are 12 of us on the call," Coleman notes. "We start out by saying hello and what's on each person's agenda for the day." Afterwards, team leads are tasked



Stories



PROJECT STORIES



NORTHWESTERN UNIVERSITY
THE GARAGE



1871



CONFIDENTIAL FIN-TECH CLIENT



CLEAR NIGHT



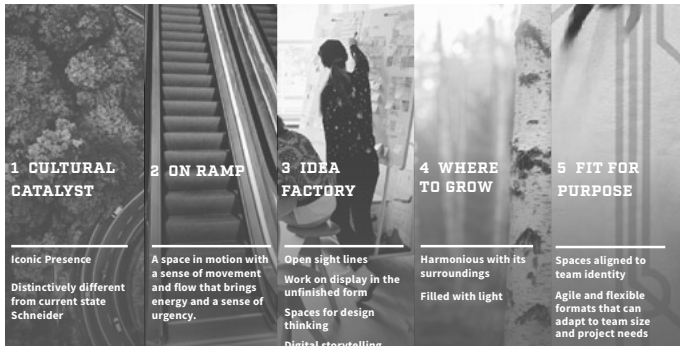
WELLWORTH CO-WORK



FINNOVATION LAB



MATTER

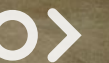


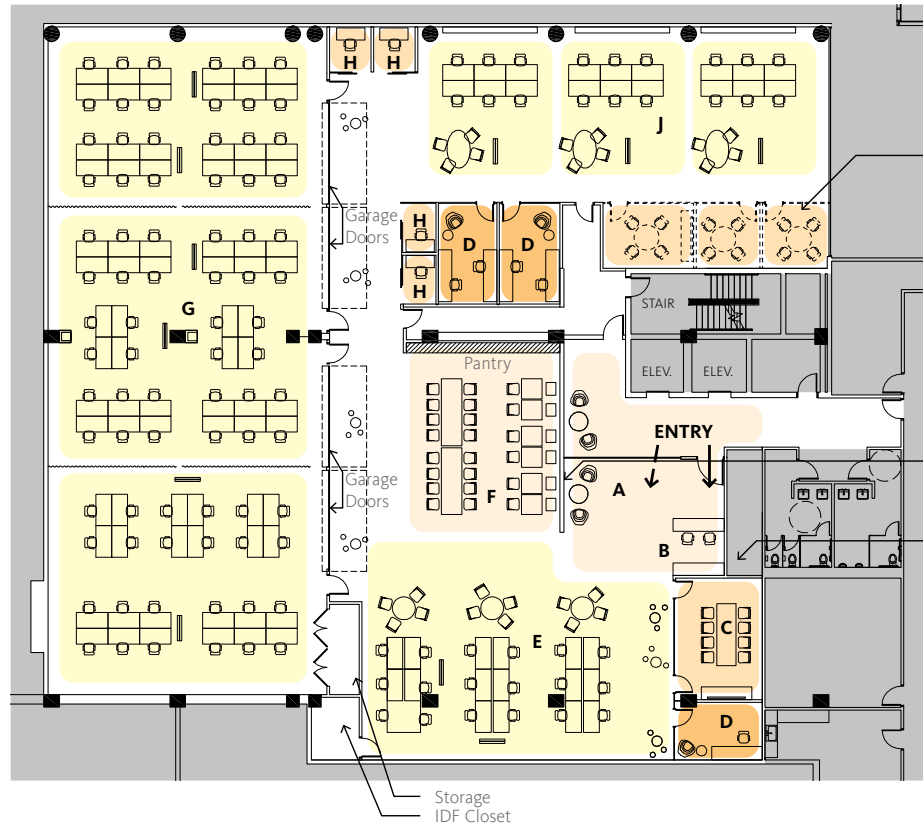
SCHNEIDER



An entrepreneurial hub to attract and grow innovation.

THE GARAGE AT
NORTHWESTERN UNIVERSITY
CHICAGO, IL



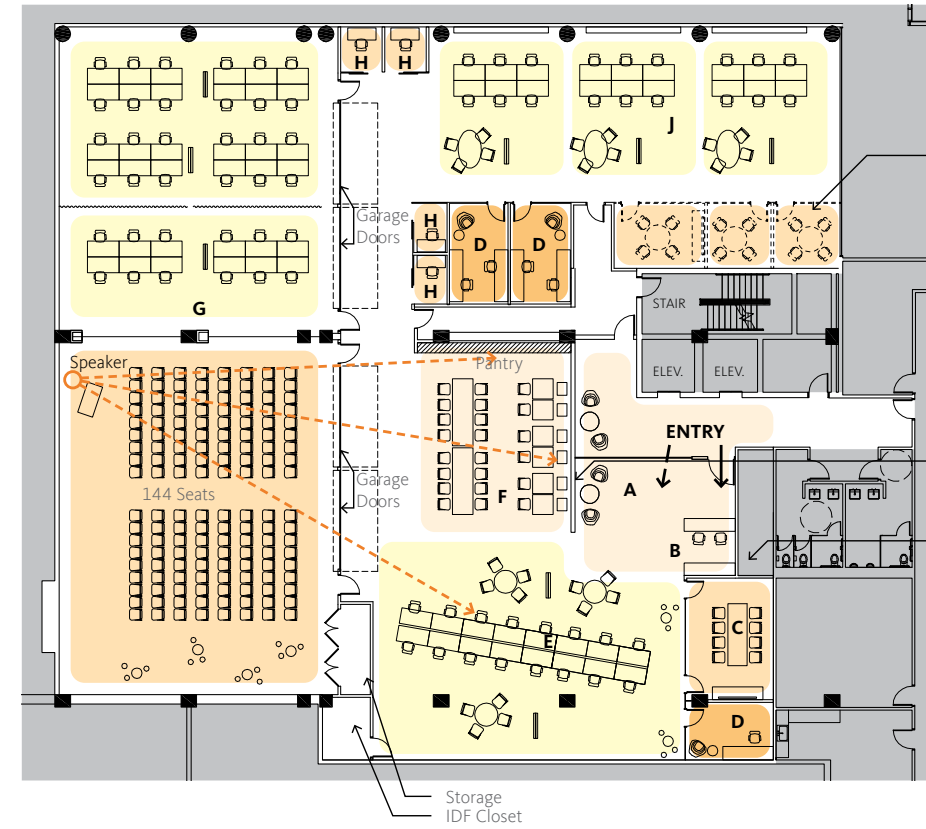


PLAN | TYPICAL

PLAN LEGEND

- A LOBBY
- B RECEPTION
- C MEETING ROOM
- D OFFICE
- E ANCHOR TENANTS
- F CO-WORKING
- G WORKSHOP / FLEX SPACE
- H PRIVACY BOOTHS
- J STUDENT TEAMS

- CAFE / LOBBY
- CONFERENCE / PRIVACY
- PRIVATE OFFICE
- WORKSPACE



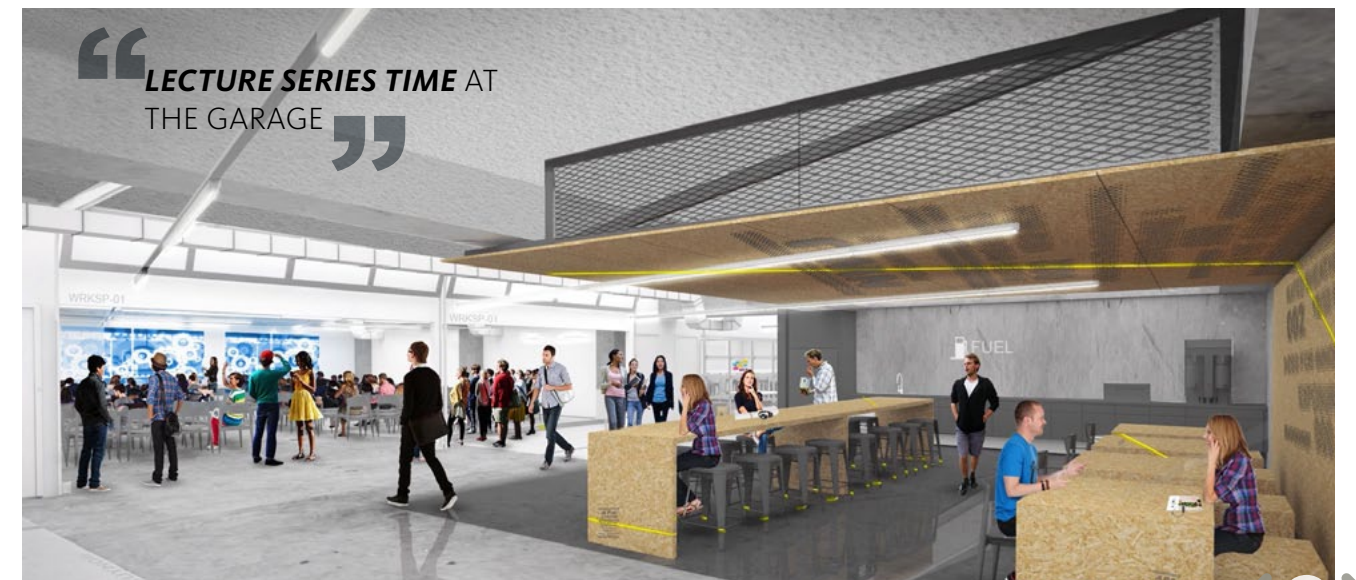
PLAN | EVENT

PLAN LEGEND

- A LOBBY
- B RECEPTION
- C MEETING ROOM
- D OFFICE
- E ANCHOR TENANTS
- F CO-WORKING
- G WORKSHOP / FLEX SPACE
- H PRIVACY BOOTHS
- J STUDENT TEAMS

- CAFE / LOBBY
- CONFERENCE / PRIVACY
- PRIVATE OFFICE
- WORKSPACE

VIEW CORRIDORS





Collaborative Design Group | Gensler



The Details

12,000 sf

The Big Ideas

- Incubator for students, academics, and professionals
- Attract and connect innovative ideas to investment
- Mix of anchor tenants, co-working environment and drop-in stations to allow for serendipitous encounters
- Located on the second level of a 7 story parking garage on the NU Campus.

Features

Co-Work

Cafe

Workshop

Meeting and focus spaces

Large flexible and adaptable space with movable walls for reconfiguration

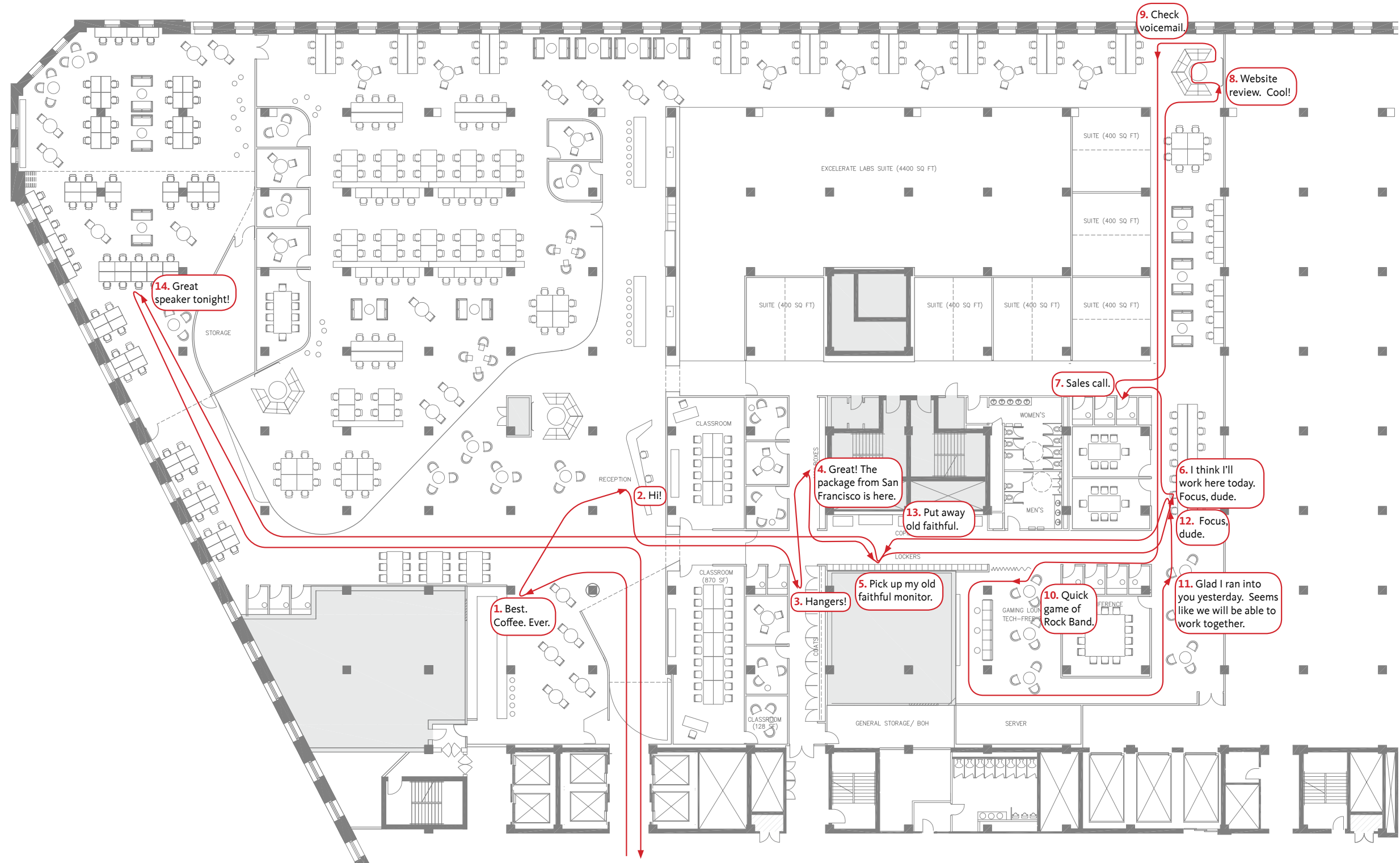


An Ecosystem to Incubate and Accelerate Business Growth.

1871

CHICAGO







The Details

50,000 sf

Workplace renovation

The Big Ideas

- Designed to accommodate 400 entrepreneurs
 - Facilitates serendipitous collisions and supports a wide range of business functions
 - Flexible and “hackable” furniture and fixture kit of parts
 - To date, 150+ start-ups have utilized the space
-

Amenities & Features

Open and private work spaces

Classrooms

Conference Rooms

Offices

Intelligentsia Coffee

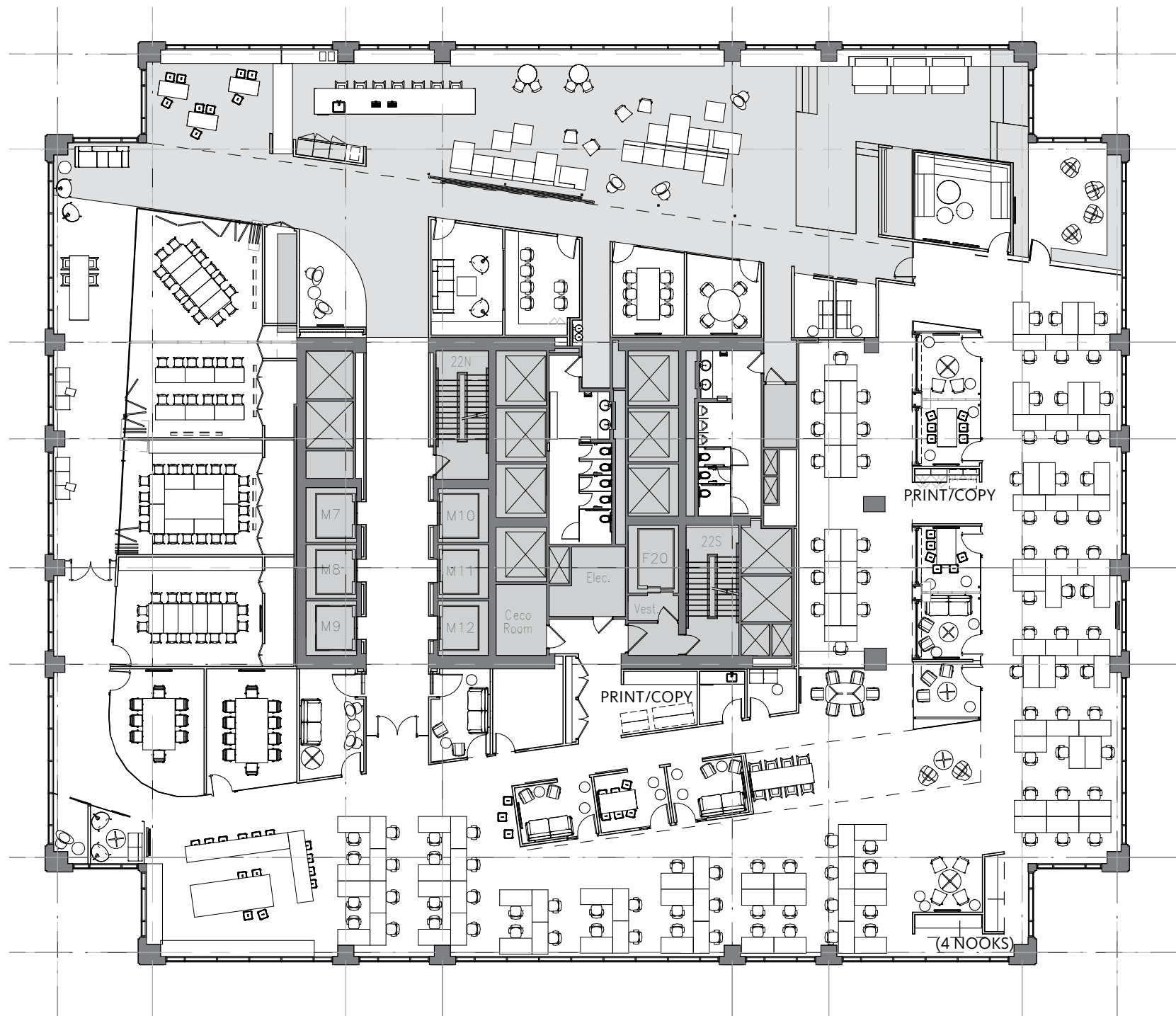


Highly flexible, easily adaptable

CONFIDENTIAL FIN-TECH CLIENT

CHICAGO

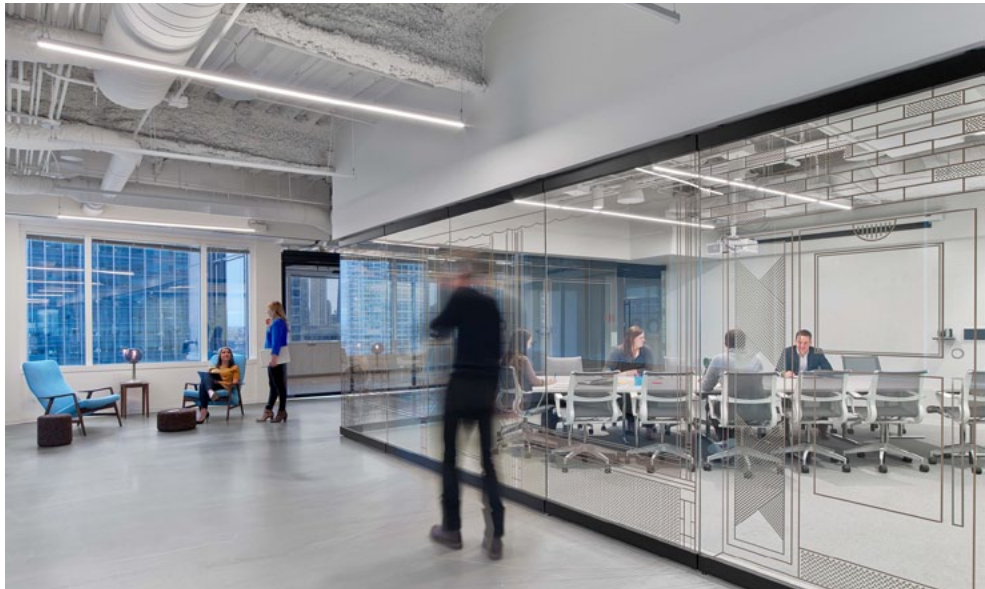




PLAN DATA

SEATS	100
CONFERENCE ROOMS	5
PRIVACY BOOTHS	3
WELLNESS/MOTHERS	1
MEETING PODS	8
EVENT SPACE	N/A
KITCHEN	1
OPEN COLLABORATION	90
SECRET ROOMS	2





The Details

22,000 sf

The Big Ideas

- Change perception of financial industry to start-up mentality
- Highly flexible and adaptable
- Technology focused
- Attract and retain talent in a competitive technology market

Amenities & Features

Open office

Flexible conference rooms
and event space



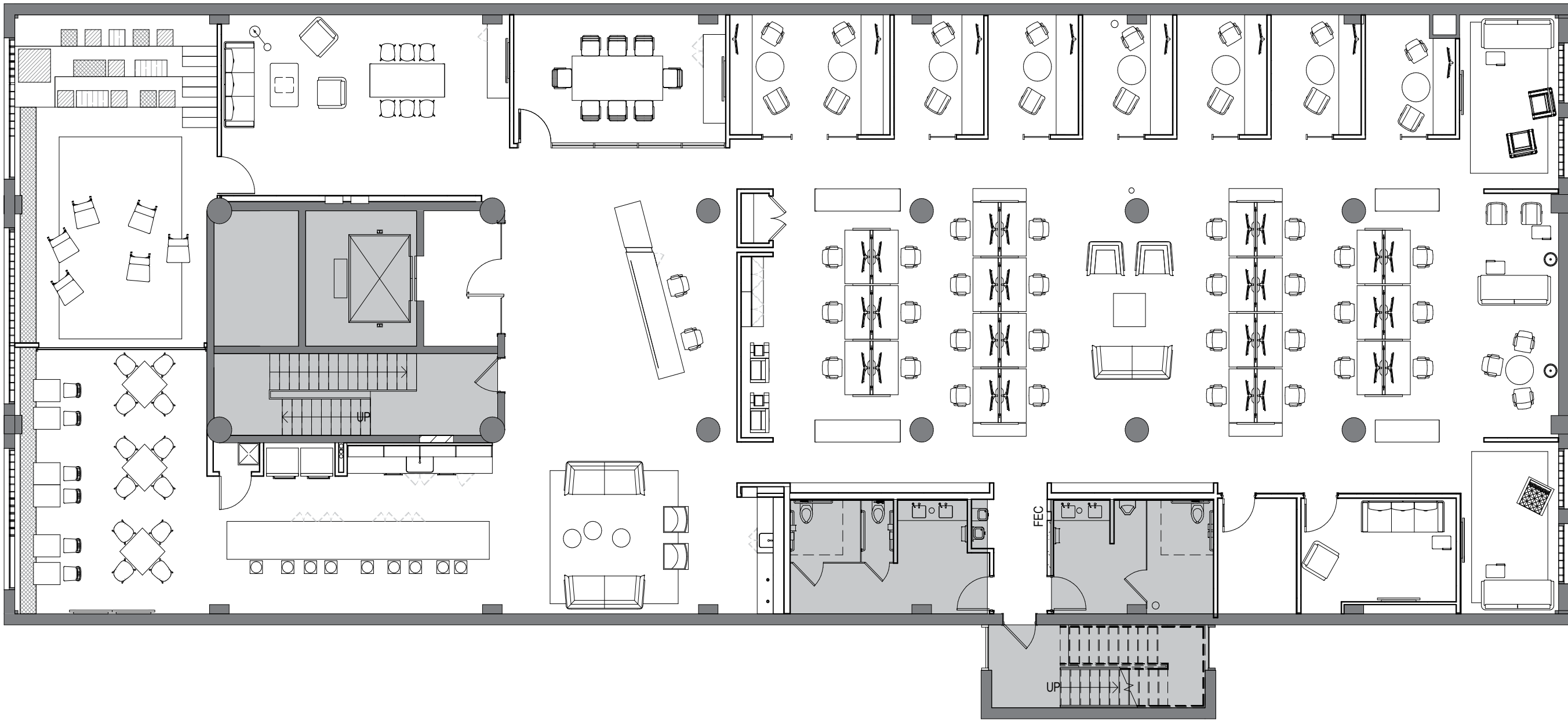
**Raw,
refined, and
community
focused**

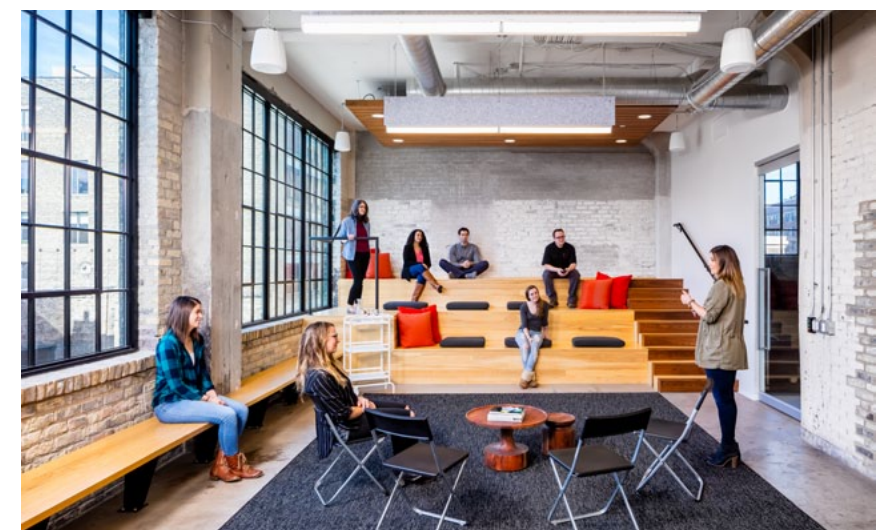
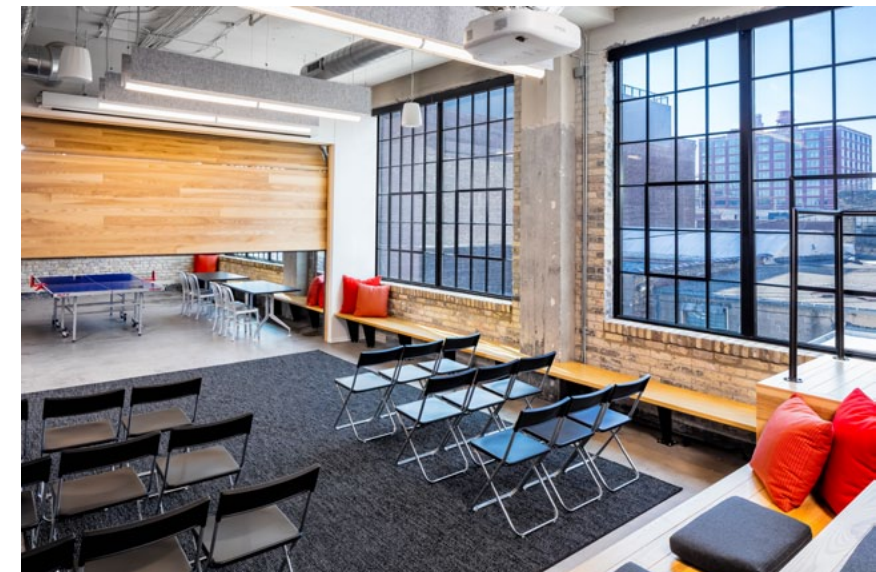
CLEAR NIGHT

MINNEAPOLIS

Collaborative Design Group | Gensler







The Details

25,000 sf

The Big Ideas

- Merger consolidating 3 creative firms under one roof
- Shared amenity spaces for collaboration among firms and staff
- Honor and celebrate beautiful historic building

Amenities & Features

Flexible “pitch” space that can be used for client presentations or as a space for respite

Pitch space opens up and connects to cafe space for large functions



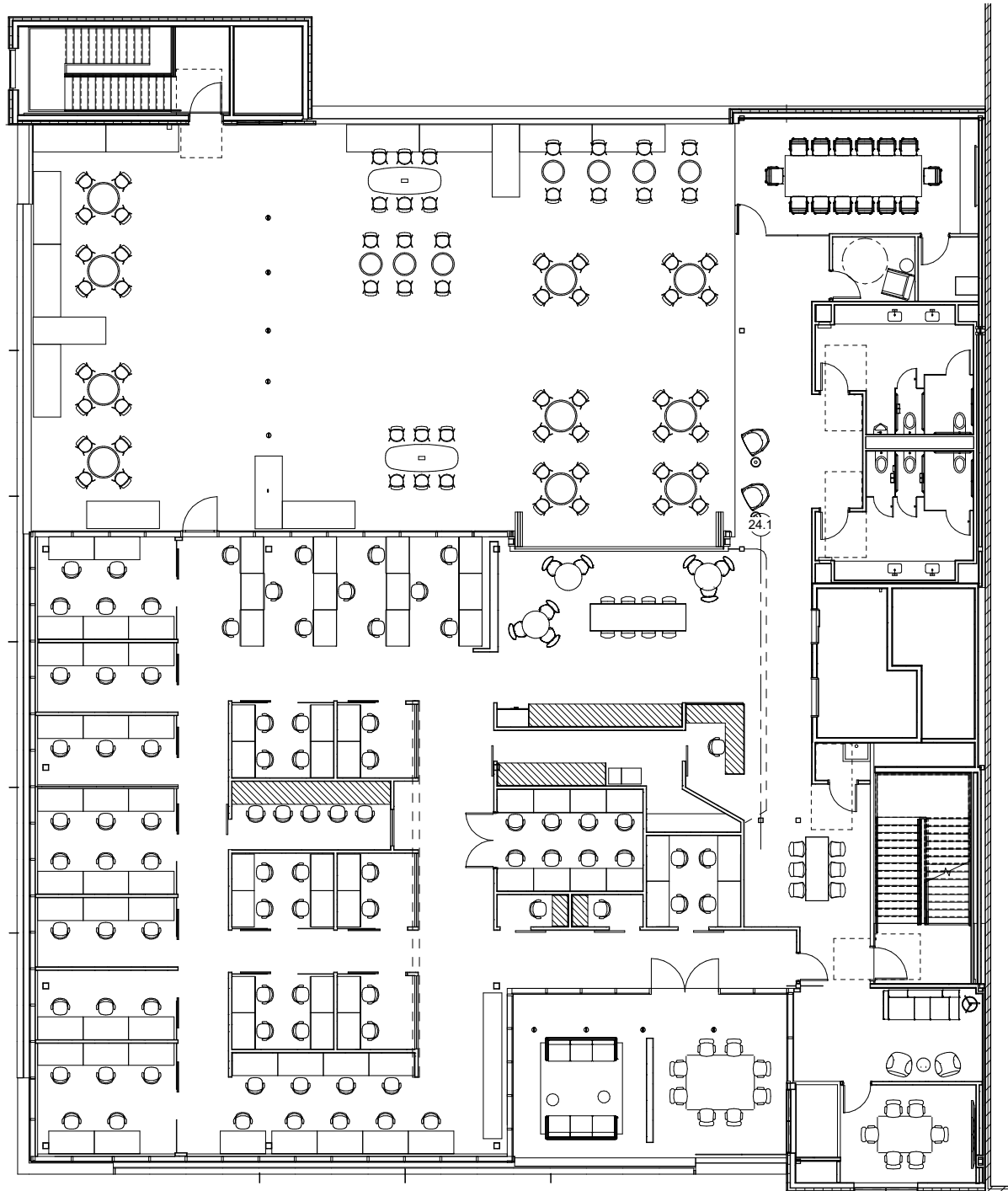
A community amenity with wellness at the forefront

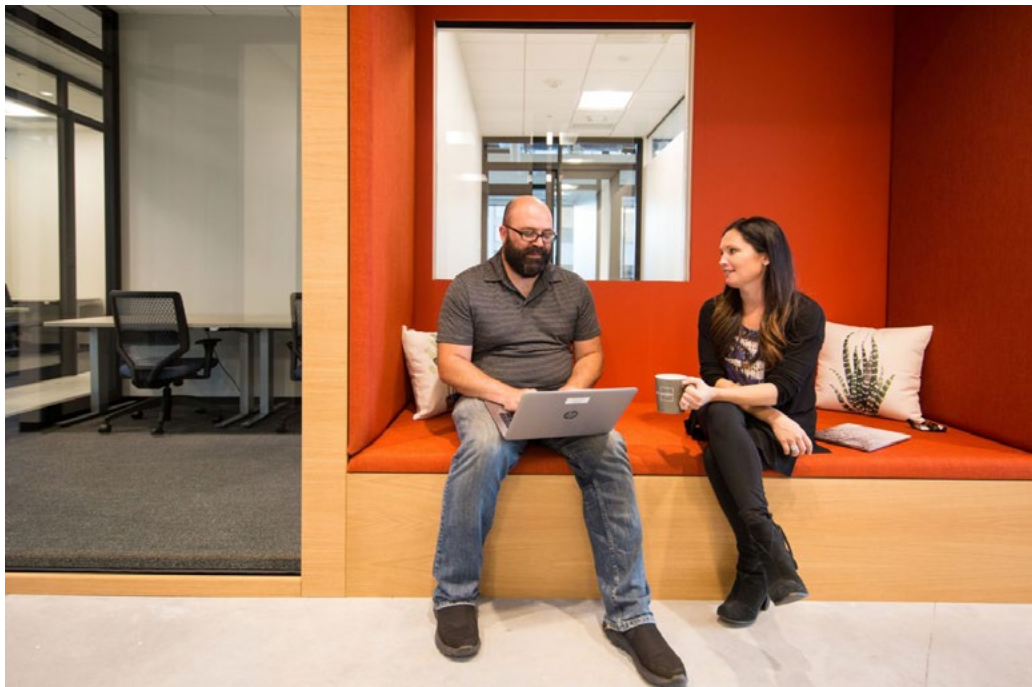
WELLWORTH

ST. PAUL

Collaborative Design Group | Gensler







The Details

10,000 sf

The Big Ideas

- A creative, tech focused co-working amenity space within a historic, repositioned building
- Flexible for future growth or easy reconfiguration
- Maximize access to patio
- Targeting WELL certification

Amenities & Features

Cafe

Working Patio

Open Work

Team Rooms

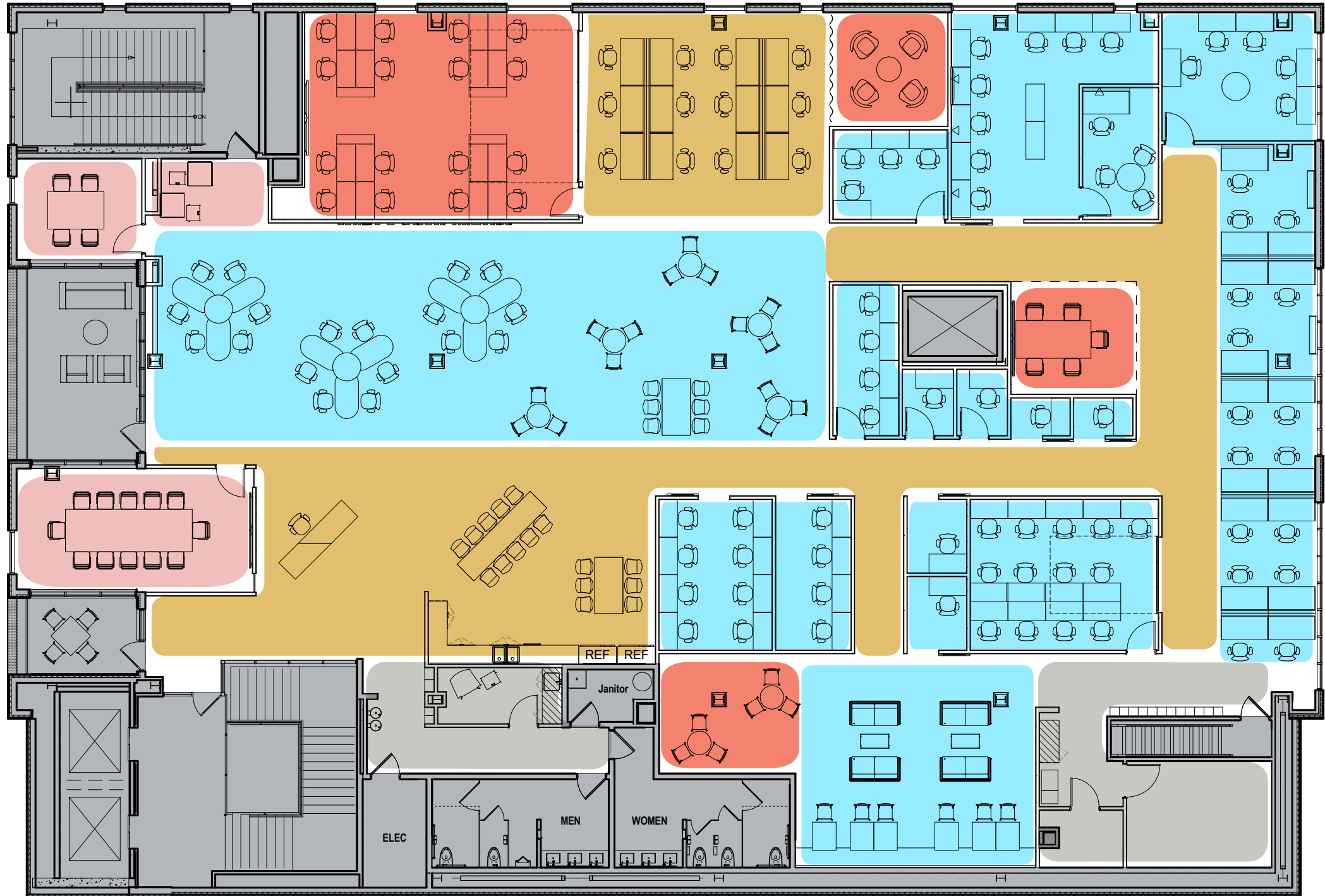
Conference



A co-working destination for community-focused startups

IMPACT HUB | FINNOVATION LAB
MINNEAPOLIS





- work
- meet
- connect
- learn



The Details

10,000 sf

The Big Ideas

- A destination for philanthropic start-ups to coalesce
- Minimal design intervention
- Flexible, open, transparent
- Room for startups to grow

Amenities & Features

Flexible community space
can be set up for multiple
configurations and sizes

Library

Cafe / Cafe Lounge

Terrace



Fueling the future of healthcare innovation

MATTER

CHICAGO

Collaborative Design Group | Gensler



TYPICAL PLAN



PLAN DATA

SUITES / CONFERENCE	9
<i>(2 DEDICATED FOR CIM, IBIO-PROPEL)</i>	
CONFERENCE ROOMS	7
PHONE ROOMS	5
CLASSROOM (40 SEATS)	1
ASSEMBLY SPACE (73 SEATS)	1
EVENT SPACE (106 SEATS)	1
NETWORK + CONNECT	1
WORKSTATION SEATING	88
TOUCHDOWN SEATS	54



The Details

21,000 sf

The Big Ideas

- Highly effective venue to learn, to ideate, to share great minds, mentor and network
- Brings together a hybrid community of life-science entrepreneurs in a shared environment
- Host of a global network of specialized, healthcare knowledge
- facilitate a culture that appreciates the messy processes of ideation

Amenities & Features

Maker-space for prototyping

Simulation labs

Conference Rooms / Phone

Rooms

Classroom

Assembly Space

Event Space

Touchdown Seats

Collaborative Design Group | Gensler



Thank You!



We want to hear from you...

- What are the project drivers?
- What are you worried about?
- What determines project success for you?
- What do you look for in an ideal design partner?
- What opportunities do you see for your new space?

