

1 - WHEN YOU THINK ABOUT BEING A PART OF A FUN-SIZED FIRM, WHAT MAKES YOU SMILE?

Relationships / Coworkers

1 - WHEN YOU THINK ABOUT BEING A PART OF A FUN-SIZED FIRM, WHAT MAKES YOU SMILE?

Variety of individuals, studios, experiences

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Big Enough to do nice ^{size} projects & have a team to collaborate. But not too big to manage.

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More of family team mentality

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We can all ^(mostly) have lunch together but you can also do your own thing easily

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THAT I KNOW EVERYBODY & LIKE, FAMILY

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- people. Smaller group, still family feel,
- diversity of projects + clients
- flexibility + adaptability
- balance

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Personal connections w/ staff

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~~THE~~ OUR PEOPLE!

- Impacting
- Growing
- Sharing

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WE CAN AFFORD FIN/ADMIN/IT STAFF

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growth! great energy create new opportunities

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Work on a broad range of projects

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THE SHARED TEXT THREAD

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Big Enough to have good resources & Non-Arch's staff but small enough to get to know people, fun events, variety of project size.

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Diversity of project types, Deep staff/talent to work with

2 - WHAT IS THE GREATEST INNOVATION YOU'VE WITNESSED WITHIN YOUR FIRM?

BIM 360 ADOPTION

2 - WHAT IS THE GREATEST INNOVATION YOU'VE WITNESSED WITHIN YOUR FIRM?

WEEKLY REPORTS

2 - WHAT IS THE GREATEST INNOVATION YOU'VE WITNESSED WITHIN YOUR FIRM?

* OUR OFFICE

Renovated + made our space
for us + community

2 - WHAT IS THE GREATEST INNOVATION YOU'VE WITNESSED WITHIN YOUR FIRM?

seeing modeling technology become
integral to design and client expectation
(I'm old school)

2 - WHAT IS THE GREATEST INNOVATION YOU'VE WITNESSED WITHIN YOUR FIRM?

More remote workforce has allowed
us to do more work in multiple states.

2 - WHAT IS THE GREATEST INNOVATION YOU'VE WITNESSED WITHIN YOUR FIRM?

~~Not~~ being a large firm you miss out
on a lot to cost.
working across offices before
COVID

2 - WHAT IS THE GREATEST INNOVATION YOU'VE WITNESSED WITHIN YOUR FIRM?

~~can't think of~~
VR Implementation

2 - WHAT IS THE GREATEST INNOVATION YOU'VE WITNESSED WITHIN YOUR FIRM?

Computer aided DUMPING

2 - WHAT IS THE GREATEST INNOVATION YOU'VE WITNESSED WITHIN YOUR FIRM?

Project Coordination - all "players"
sit one table and "talk"

2 - WHAT IS THE GREATEST INNOVATION YOU'VE WITNESSED WITHIN YOUR FIRM?

???
[sorry]

2 - WHAT IS THE GREATEST INNOVATION YOU'VE WITNESSED WITHIN YOUR FIRM?

Charrette's - Think tanks
ESOP / owner fest

2 - WHAT IS THE GREATEST INNOVATION YOU'VE WITNESSED WITHIN YOUR FIRM?

Day of Service on MLK Day & Fellowships/RESEARCH.

2 - WHAT IS THE GREATEST INNOVATION YOU'VE WITNESSED WITHIN YOUR FIRM?

Improvements w/ information organization / transfer of knowledge

2 - WHAT IS THE GREATEST INNOVATION YOU'VE WITNESSED WITHIN YOUR FIRM?

Collaboration; working across
offices; emails sent out
for ideas; questions etc.

3 - WHAT IS YOUR (FIRM OR INDIVIDUAL) GREATEST CHALLENGE?
I.E. IF YOU COULD ALTER ONE THING TO 'SET YOU FREE', WHAT WOULD IT BE?

Finding the right balance of experience
~~throughout~~ throughout staff + mentoring

3 - WHAT IS YOUR (FIRM OR INDIVIDUAL) GREATEST CHALLENGE?
I.E. IF YOU COULD ALTER ONE THING TO 'SET YOU FREE', WHAT WOULD IT BE?

• Harder to push "standards" & design styles. Harder to convince clients/designers to try something new
• we are known for certain expectations

3 - WHAT IS YOUR (FIRM OR INDIVIDUAL) GREATEST CHALLENGE?
I.E. IF YOU COULD ALTER ONE THING TO 'SET YOU FREE', WHAT WOULD IT BE?

Unified operation. Every P.M. does it their way

3 - WHAT IS YOUR (FIRM OR INDIVIDUAL) GREATEST CHALLENGE?
I.E. IF YOU COULD ALTER ONE THING TO 'SET YOU FREE', WHAT WOULD IT BE?

HIRE A CEO

3 - WHAT IS YOUR (FIRM OR INDIVIDUAL) GREATEST CHALLENGE?
I.E. IF YOU COULD ALTER ONE THING TO 'SET YOU FREE', WHAT WOULD IT BE?

• Too many people: concept that is tasked w/ all responsibilities can lead to a decrease in quality/efficiency
• Diverging market share / work done

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I.E. IF YOU COULD ALTER ONE THING TO 'SET YOU FREE', WHAT WOULD IT BE?

"That's not how we used to do it"

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I.E. IF YOU COULD ALTER ONE THING TO 'SET YOU FREE', WHAT WOULD IT BE?

Challenge: recruiting: can't control or make people accept but do best to attract

3 - WHAT IS YOUR (FIRM OR INDIVIDUAL) GREATEST CHALLENGE?
I.E. IF YOU COULD ALTER ONE THING TO 'SET YOU FREE', WHAT WOULD IT BE?

ORGANIZATION OF TIME WHEN IT ISN'T TRACKED/VALUED
CREATING SPACE TO CONNECT AS A TEAM

4 - WHAT QUESTION WOULD YOU LIKE TO ASK THE GROUP?
THIS IS ANONYMOUS, SO ASK AWAY

Recruiting tips?

4 - WHAT QUESTION WOULD YOU LIKE TO ASK THE GROUP?
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WHAT DO YOU DO TO ONBOARD / TRAIN / MENTOR
NEW EMPLOYEES?

4 - WHAT QUESTION WOULD YOU LIKE TO ASK THE GROUP?
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What has ~~been~~ been the most
successful mentoring strategies
for your firm

4 - WHAT QUESTION WOULD YOU LIKE TO ASK THE GROUP?
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(software).
What system do you use to plan/manage
work load. Project manager, etc.?

4 - WHAT QUESTION WOULD YOU LIKE TO ASK THE GROUP?
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How to keep everybody invigorated/happy?

4 - WHAT QUESTION WOULD YOU LIKE TO ASK THE GROUP?
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1. How does your firm handle remote work? Are there any fully remote employees?
2. Collaboration between more than one office? Hybrid meetings? Hybrid teams?

4 - WHAT QUESTION WOULD YOU LIKE TO ASK THE GROUP?
THIS IS ANONYMOUS, SO ASK AWAY

What is your policy around
• WORK IN OFFICE
 v.
• WORK FROM HOME
 v.
• FULL REMOTE

4 - WHAT QUESTION WOULD YOU LIKE TO ASK THE GROUP?
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What is your firm's "secret sauce"

4 - WHAT QUESTION WOULD YOU LIKE TO ASK THE GROUP?
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What are typical strategies for quality control?

4 - WHAT QUESTION WOULD YOU LIKE TO ASK THE GROUP?
THIS IS ANONYMOUS, SO ASK AWAY

~~What~~ MID SIZE FIRMS SEEM TO BE DISAPPEARING.
WHAT DO YOU SEE FOR YOUR FIRMS FUTURE?

4 - WHAT QUESTION WOULD YOU LIKE TO ASK THE GROUP?
THIS IS ANONYMOUS, SO ASK AWAY

How do you establish yourself in a
fun-sized firm? How do you set yourself apart?

4 - WHAT QUESTION WOULD YOU LIKE TO ASK THE GROUP?
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What is your greatest strength?