



P2S INNOVATION CULTURE

APOSTLE INCUBATOR
Corporate Explorers

Presented By: Travis Taylor
March 11, 2022

P2S INC

S I N C E
1991



200+ EMPLOYEES



60+ PROFESSIONAL
ENGINEERS



40+ LEED ACCREDITED
PROFESSIONALS



AWARD
WINNING DESIGNS

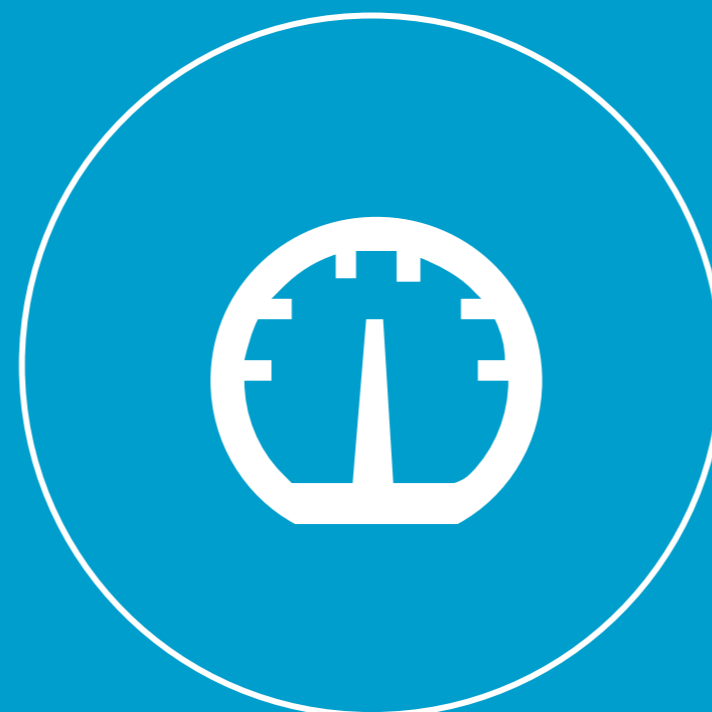


GIVES BACK TO
COMMUNITY



P2S ENG

ENGINEERING



P2S CX

COMMISSIONING



P2S CM

CONSTRUCTION MANAGEMENT

📍 Long Beach // Irvine // Los Angeles // San Diego // San Jose // Seattle



P2S is officially a 2021 Best Workplace For Millennials™

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Great Place to Work Certification™



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P2S Innovation Culture

Corporate Explorers

Agenda

1. Introduction and Objectives
2. Corporate Explorers at P2S
 - Ideation
 - Incubation
 - Scale
3. Closing
 - Questions and Discussion



P2S Innovation Culture

Corporate Explorers

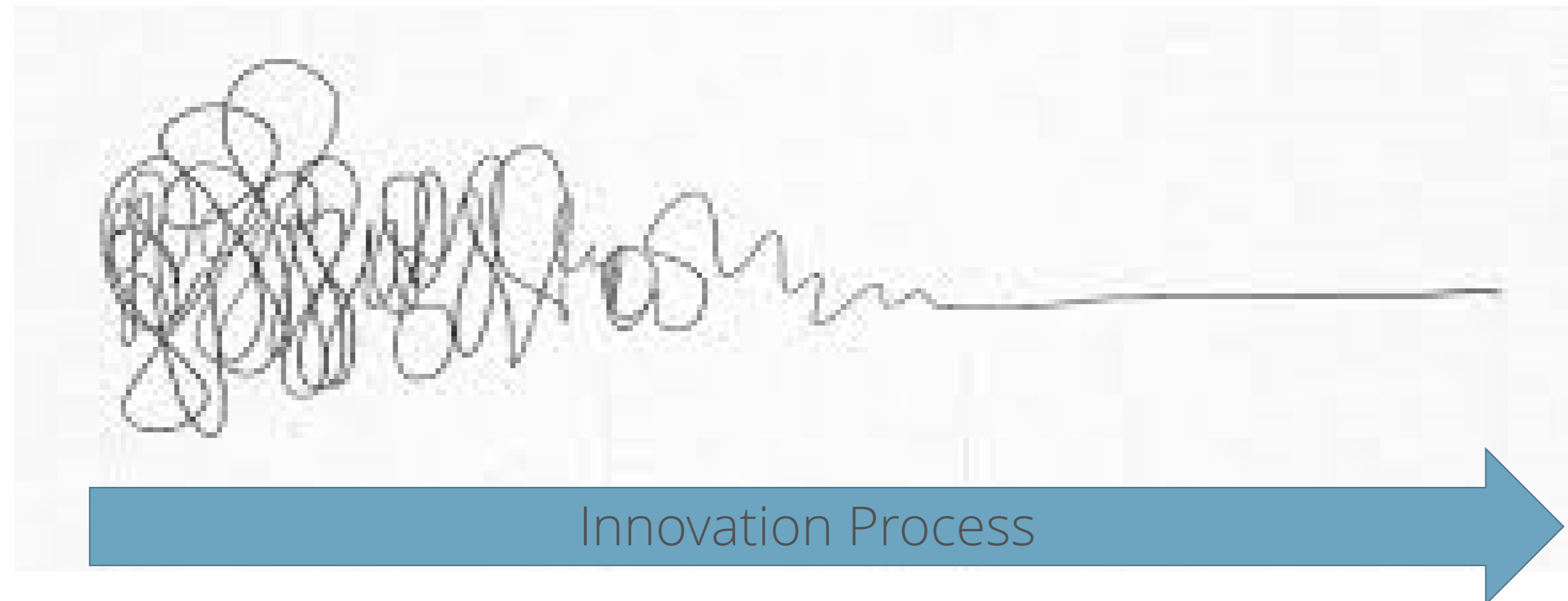


1. Introduction and Objectives

1. Introduction and Objectives

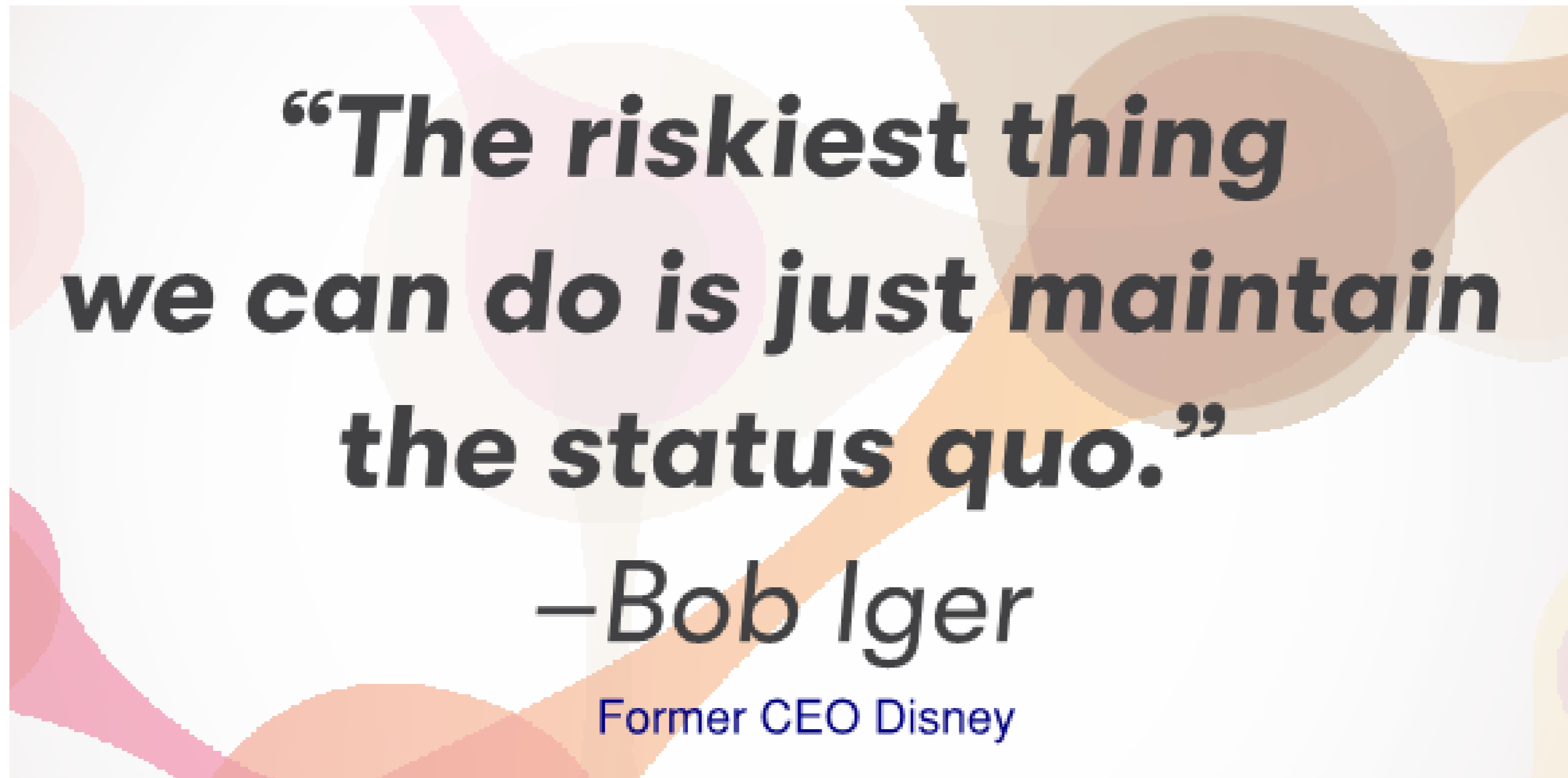
What is Innovation?

- **The act/process of introducing new *ideas*, devices, or methods (Webster)**



1. Introduction and Objectives

Why is Innovation Important?



1. Introduction and Objectives

Why is Innovation Important?

Growth Increases Favoring Innovative Companies vs. Non-Innovative Companies

+11%

REVENUE

+22%

PROFIT

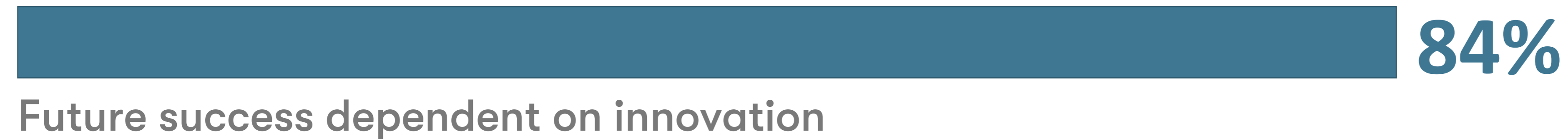
Poll #1

What percentage of companies say innovation is critical to their future success?

Poll #1

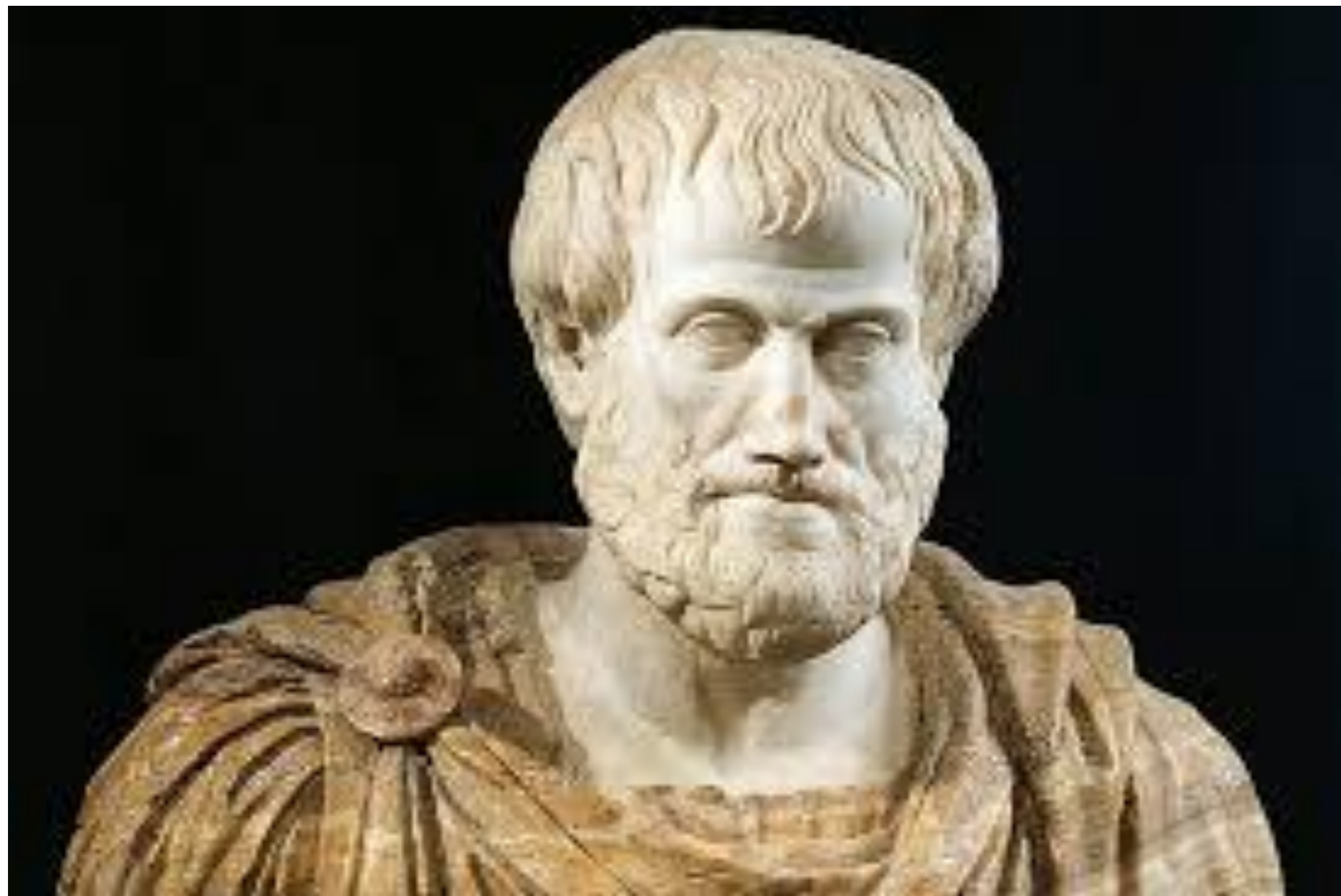
Why is Innovation Important?

Executives surveyed in 2015 said...



1. Introduction and Objectives

Why is Culture Important to Innovation?



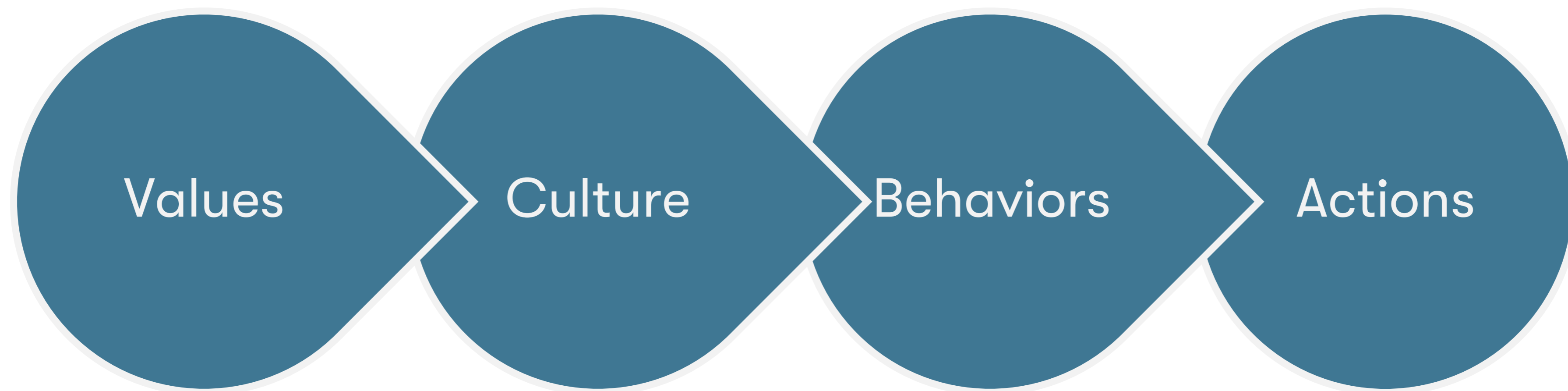
“We are what we repeatedly do.”

- Aristotle

1. Introduction and Objectives

What is Company Culture?

Values need to change behaviors, and values define operational priorities. - Brené Brown, 2018



1. Introduction and Objectives

A Fertile Culture Grows Innovation



Who innovates at P2S?

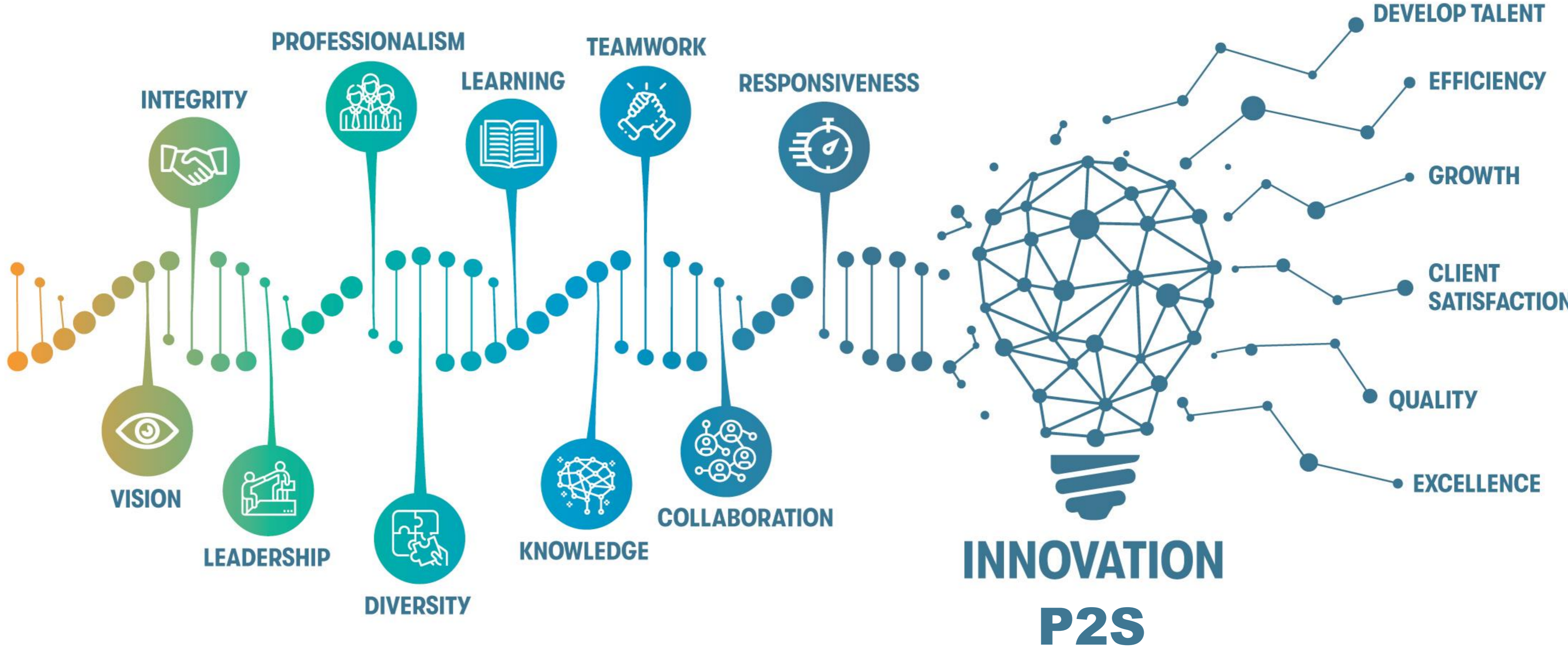


1. Introduction and Objectives

Who innovates at P2S?



1. Introduction and Objectives



1. Introduction and Objectives

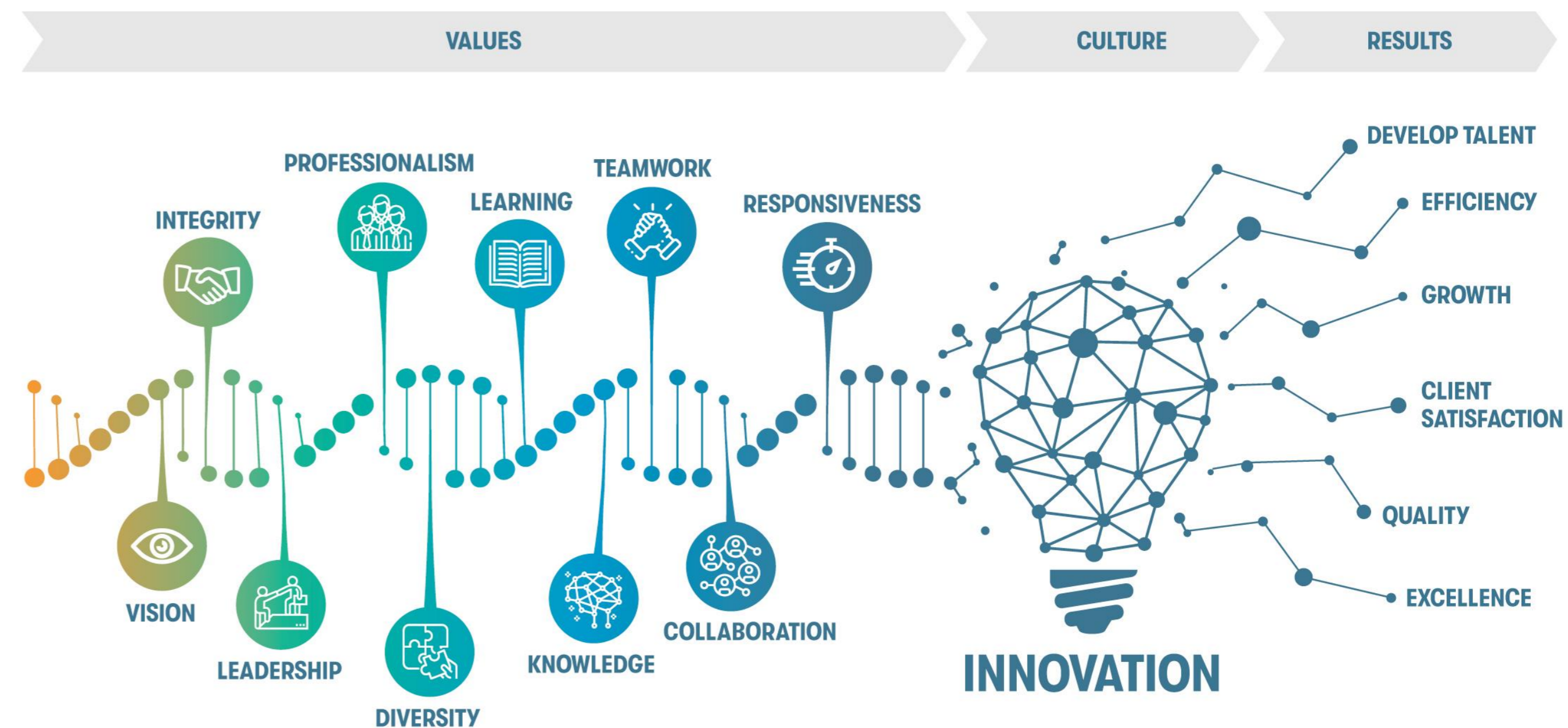
Summary

- **What we learned...**

- ✓ Why is Innovation Important?
- ✓ Link: Culture and Innovation
- ✓ Who Innovates?

- **Objective Today...**

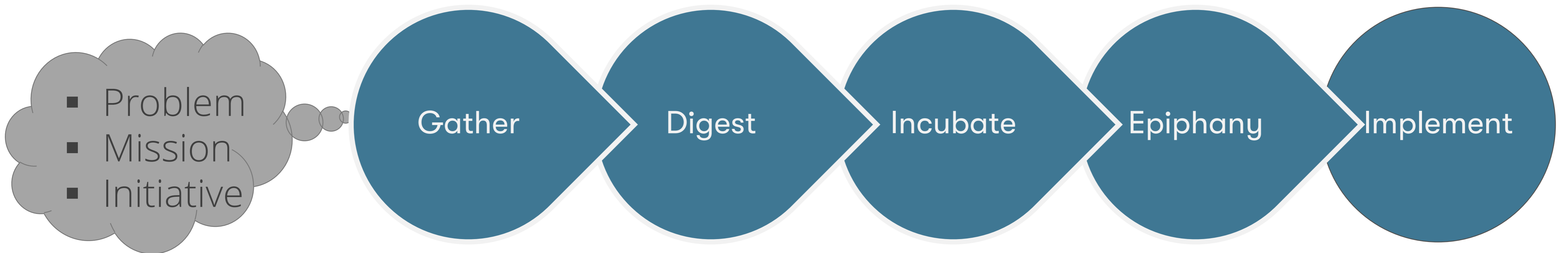
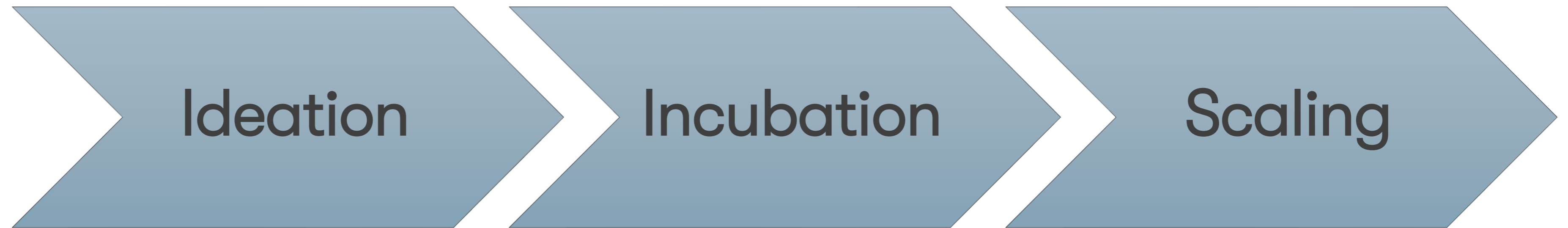
- ✓ Understand how P2S (a corporate explorer) innovates.



2. Corporate Explorer

2. Corporate Explorer

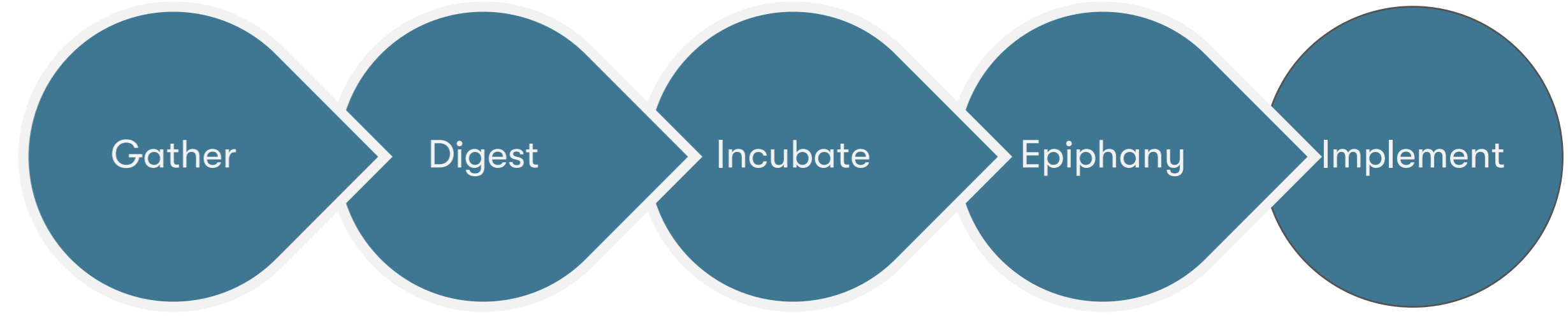
It's a Process



2. Ideas

To a great mind, nothing is little.

- Sherlock Holmes



2A. Ideation

2A. Ideation

What are Ideas?

- A formulated thought or opinion (**Webster**)

Or..

- A new combination of old elements



2A. Ideation

Who Generates Ideas?

- Myths
 - Lone inventors are geniuses...
 - My manager will ...
 - Experts have all the answers...

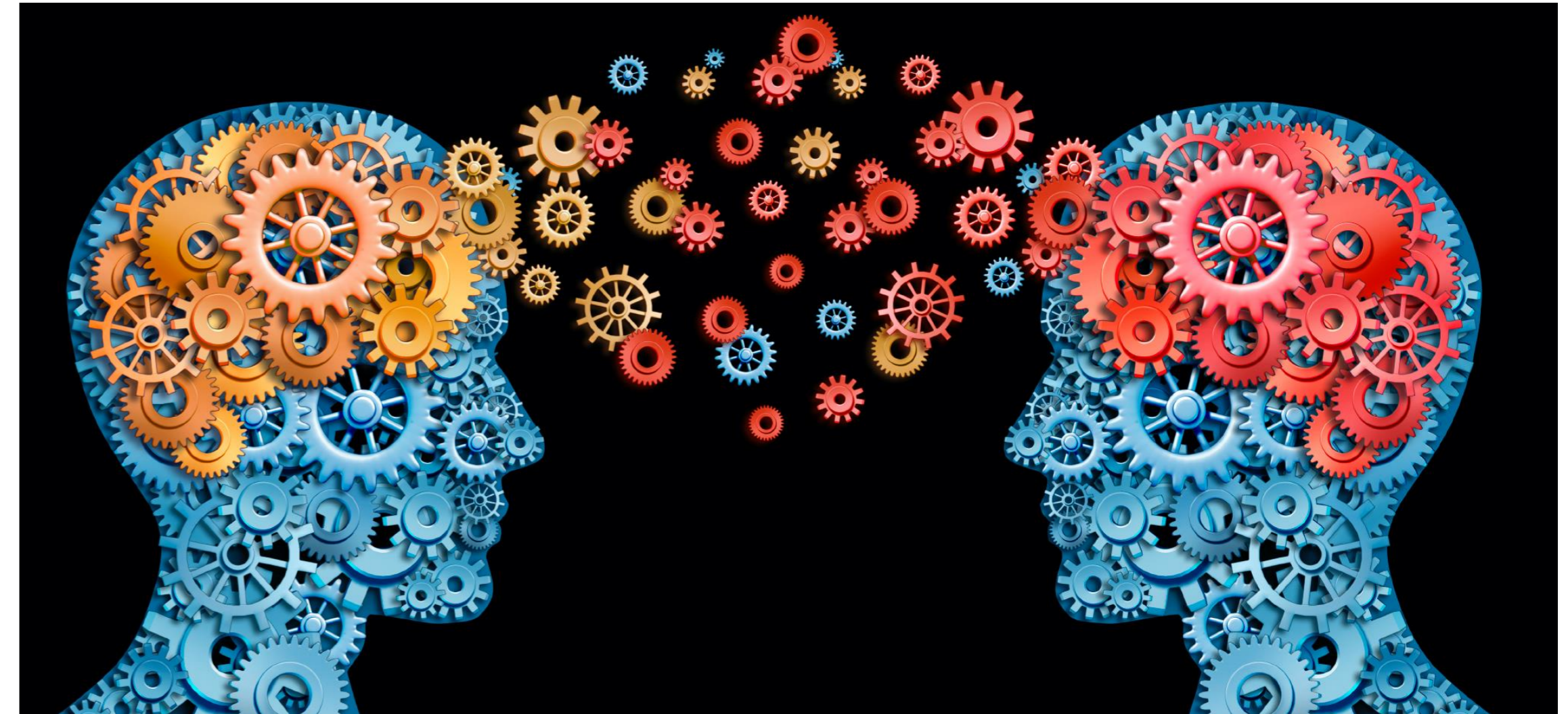


2A. Ideation

Where do good ideas come from?

*“Chance favors the
connected mind.”*

- Steven Johnson



2A. Ideation

Where do good ideas come from?

- Internal: You
 - ✓ Slow Hunches
 - ✓ Fail Fast and Persistence
- External: Collaboration
 - ✓ Explore Adjacent Possible
 - ✓ Coffee Houses and Lunch Rooms

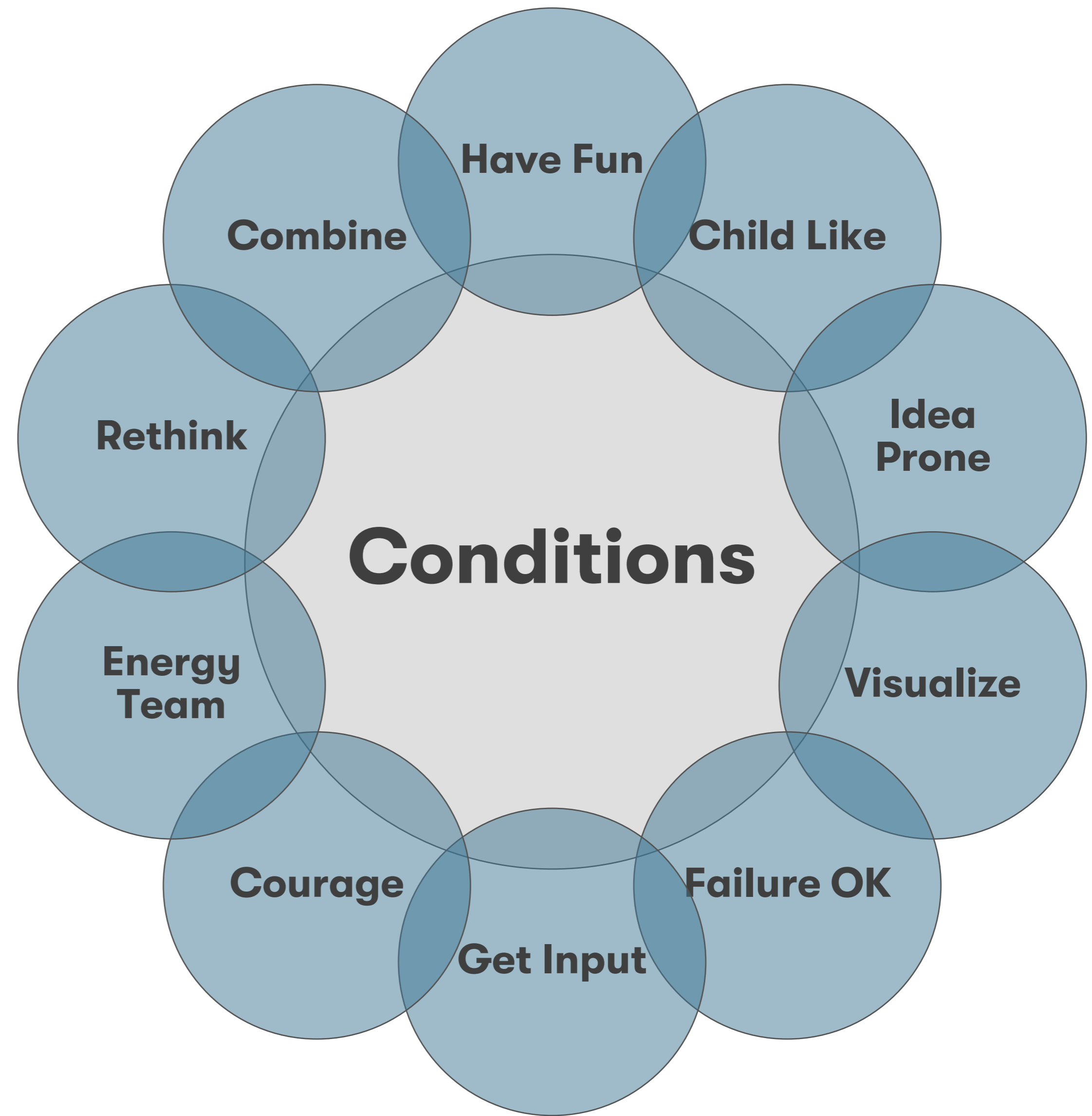


Poll #2

**What Conditions are effective
for productive Idea creation?**

Poll #2

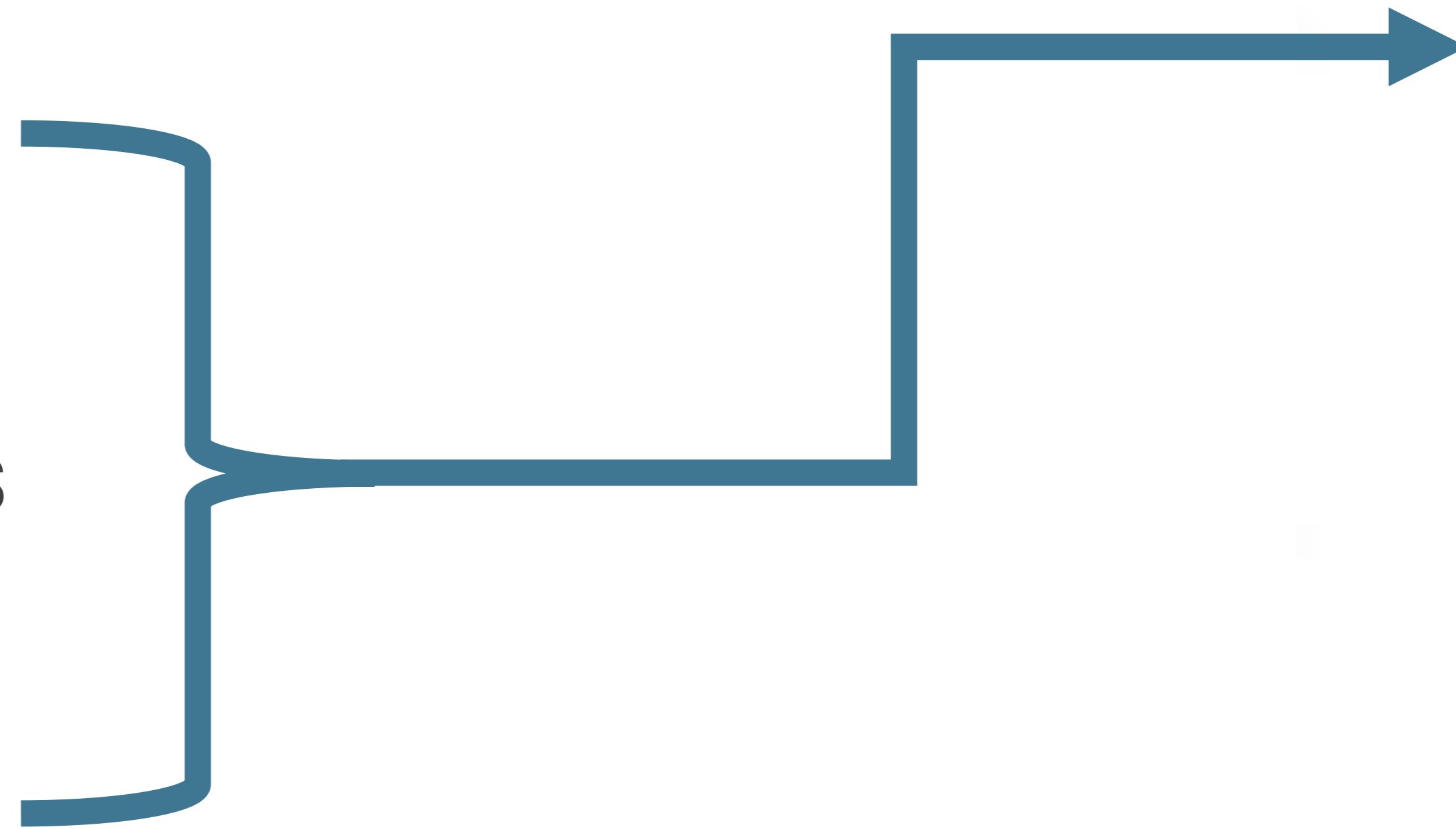
Condition your Mind & Culture for Idea Generation



2A. Ideation

P2S Hunch Hopper

- Problems
- Frustrations
- Observations
- Comments
- Questions



2B. Incubation

2B. Incubation

2022 Initiatives for P2S

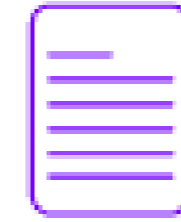


INCUBATOR INSIGHT

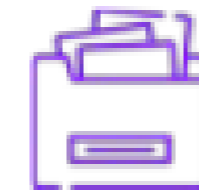
As we enter a new year of the P2S Incubator, I would like to thank all our Incubator members who have invested in the growth and innovation of P2S for today and tomorrow. We are eager to embrace 2022 as a fresh year of transformation and new beginnings. In this issue, we would like you to meet our newest team members and learn about our latest initiatives.

KEVIN PETERSON

Advisory Board INITIATIVES



/
STANDARD PROPOSAL
LETTER TEMPLATES

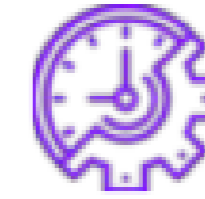


/
QUALITY CONTROL FOR
ELECTRONIC PROTOCOLS



/
IMPROVING EMPLOYEE
ENGAGEMENT &
RECOGNITION

Dev Team INITIATIVES



/
PRODUCTION EFFICIENCY
TOOLS



/
INTEGRATING DEI
INTO OUR PROJECTS



/
ENGINEERING IMAGE
DATABASE



/
BIM LOD STANDARD
DEVELOPMENT & TRAINING

2B. Incubation

P2S INC

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[Engineering](#)
[HR](#)
[Incubator](#)
[Culture](#)
[Forms](#)
[Resources](#)

🔔 0
👤
✎ Create
🔍

INCUBATOR

Welcome
Activity
Content
Images
People
Subspaces and Projects
Events

EXECUTIVE SPONSORS

Kevin Peterson
President/CEO

Kent Peterson
VP/COO

DIRECTOR

No people are currently selected

LEADERSHIP CHAIRS

David Klug
Mechanical Engineer

Wes McKean
Associate Principal/Engineerin...

Steven Peterson
Electrical Engineer

Travis Taylor
Associate Principal/Director o...

LEADERSHIP CO-CHAIRS

Nate Behning
Mechanical Engineer

Sierra Spitulski
Mechanical Engineer

QUICK ACCESS

P2S Advisory Board

P2S Dev Team

P2S New Hires

Innovation Culture

P2S Mentors

P2S Reality

The P2S Incubator is a think-tank hub that houses various teams from diverse engineering backgrounds who meet on a regular basis to collaborate and develop new ideas, innovations and solutions for the betterment of the company and its clients.

Through a blend of networking and mentoring, trusted advisors and team members share ideas and solutions that are geared toward benefitting the needs of our clients. **The P2S Incubator** paves the way for trusted partnerships toward growth and client success through innovative solutions built upon trust, integrity, purpose, value and critical thinking.

2021
 Insert 2021 Initiatives Here

2020	2019	2018
Advisory Board Innovation Culture P2S Reality Microgrid Analysis New Hire Development Plan	CA Standardization CA Standardization Commissioning Management Services (CxMS) Field Data Capture & Integration Leadership Development 2.0 IoT Device Security P2S Podcasts Technology Trends	Coordination Checklist Coordination Checklist DQA Compliance P2S Knowledge Base 🔗 Production Efficiencies Smart RA
Dev Team Half Hour Huddles Internal Interactive Forums Creative Tips for Business Development Business Development: Then and Now, a Webinar Series		

Resources

[Initiative Content](#)

[7 Steps of Successful Projects](#)

[Mentors FAQ](#)

[Training Resources for Engineers](#)

Events

UPCOMING EVENTS

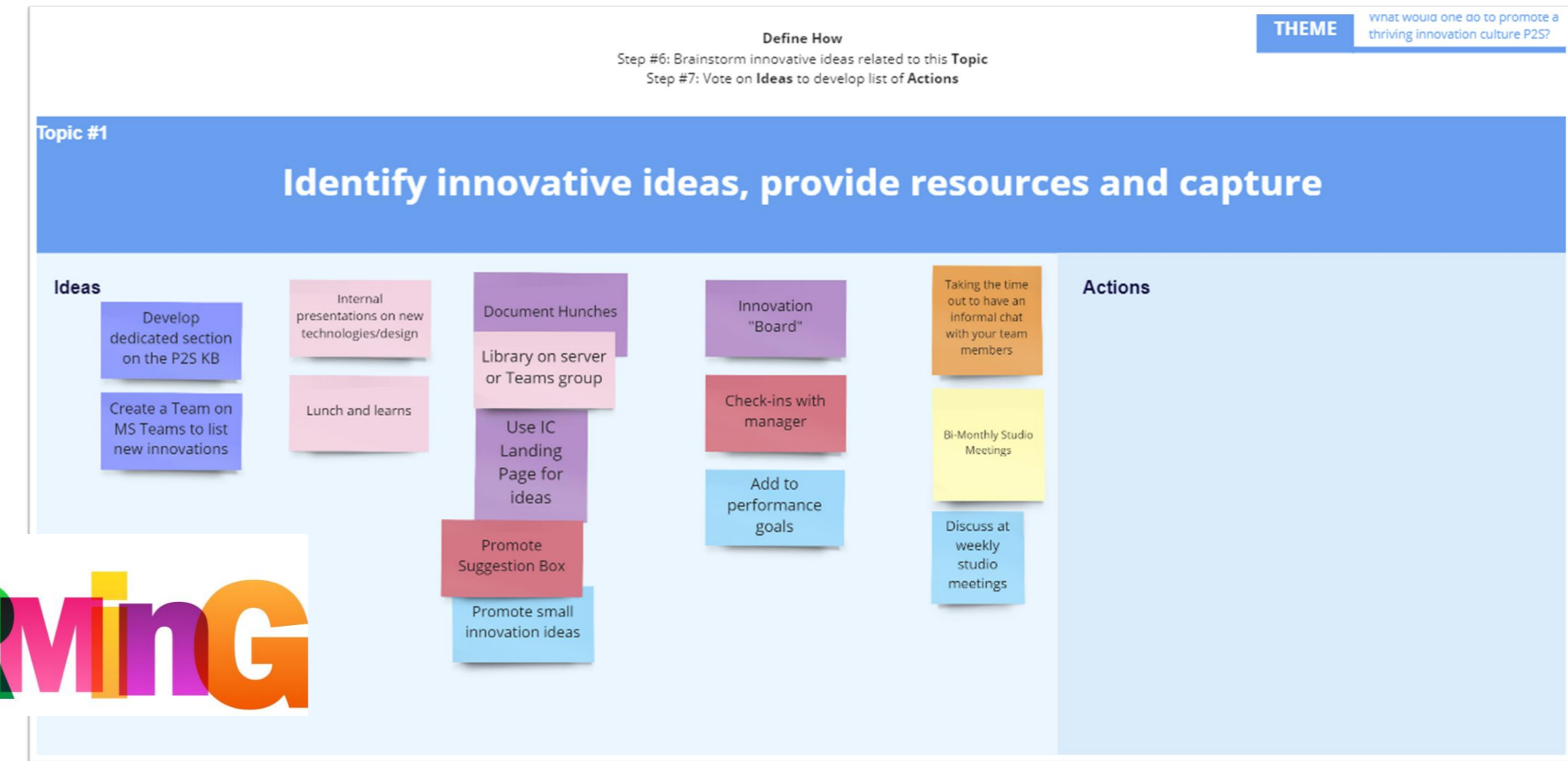
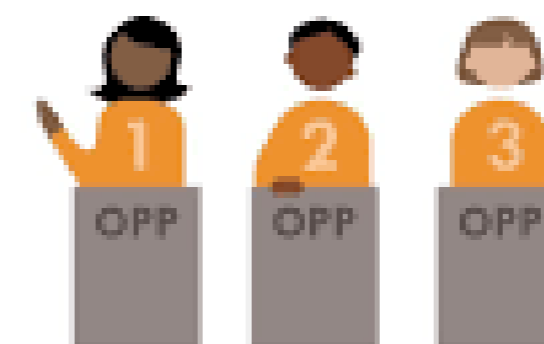
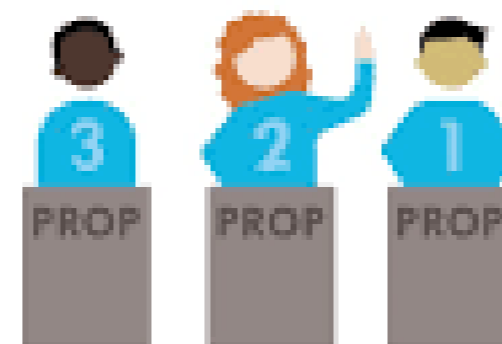
No events are currently scheduled.

2B. Incubation

Workshops

1. Brainstorming
2. Question Storming
3. The “And” Technique
4. Billboarding
5. Debate to Create
6. Kill the Unicorn

brainstorming



2B. Incubation

Leadership

1. Leader Attributes
2. Streamline
3. Rewards
4. Hire Smart Creatives



2C. Scale

Poll #3

What percentage of innovations fail?

Poll #3

What percentage of innovations fail?

Less than 50%

65%

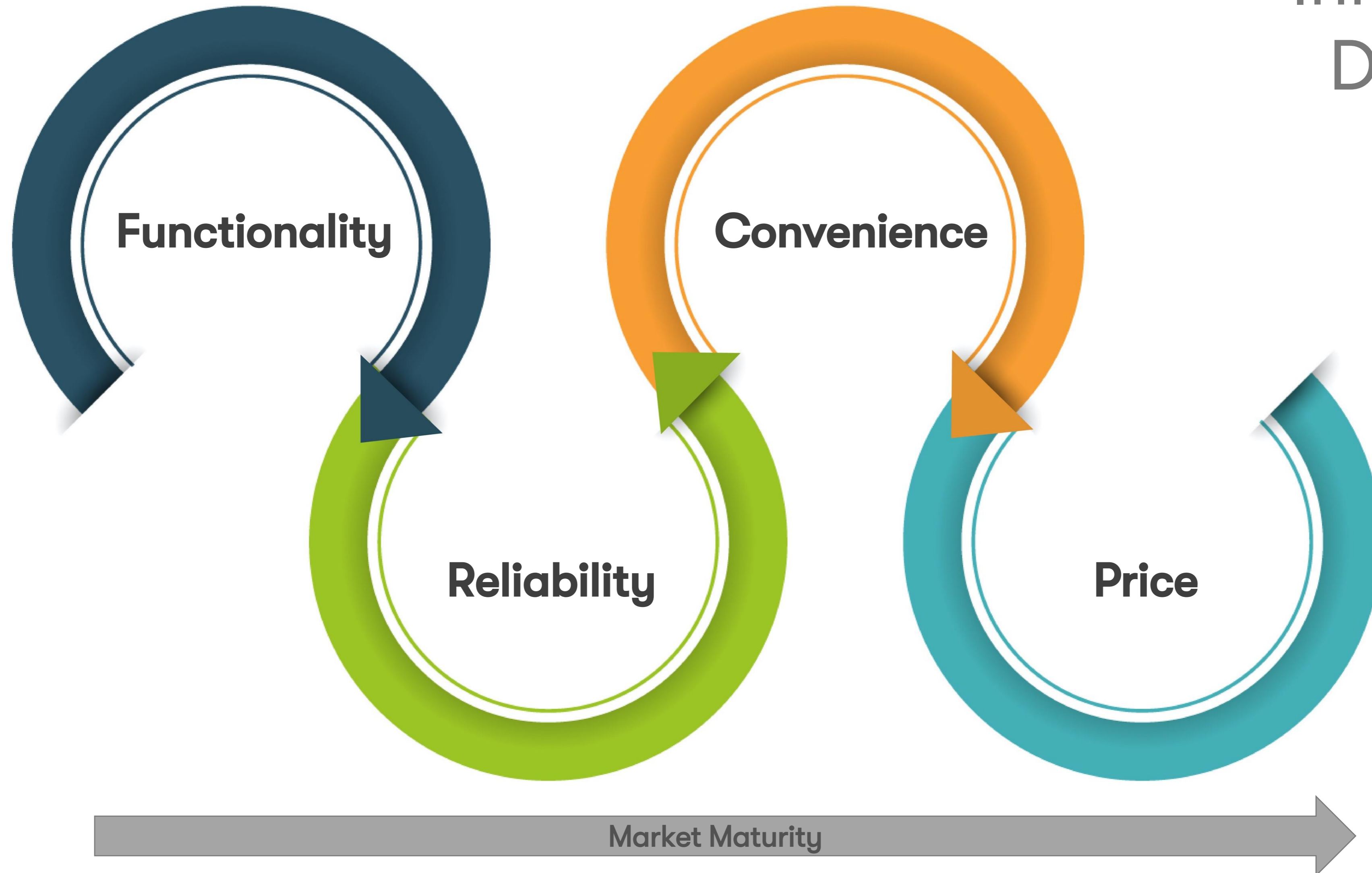
75%

85%

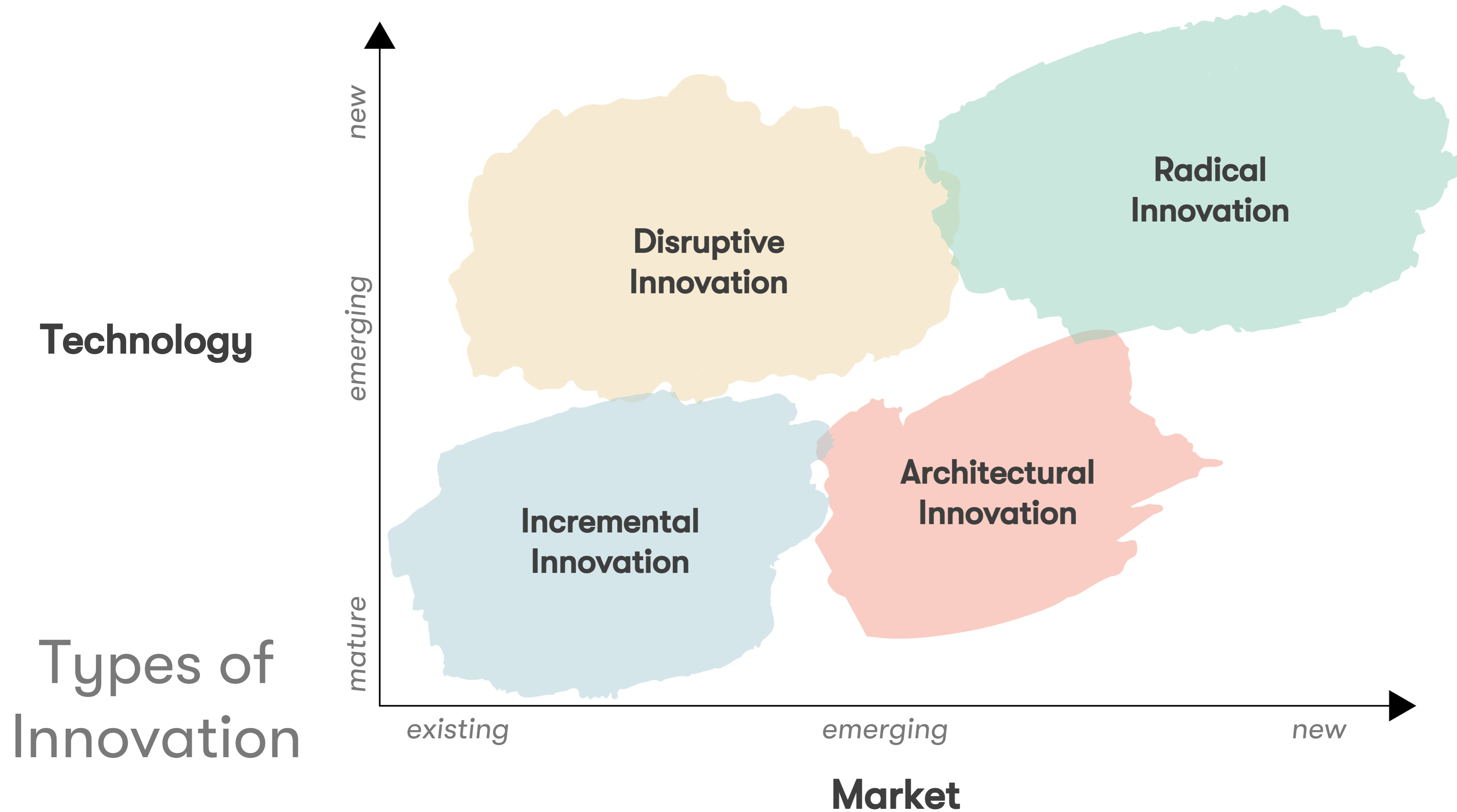
95%

2C. Scale

Innovator's
Dilemma



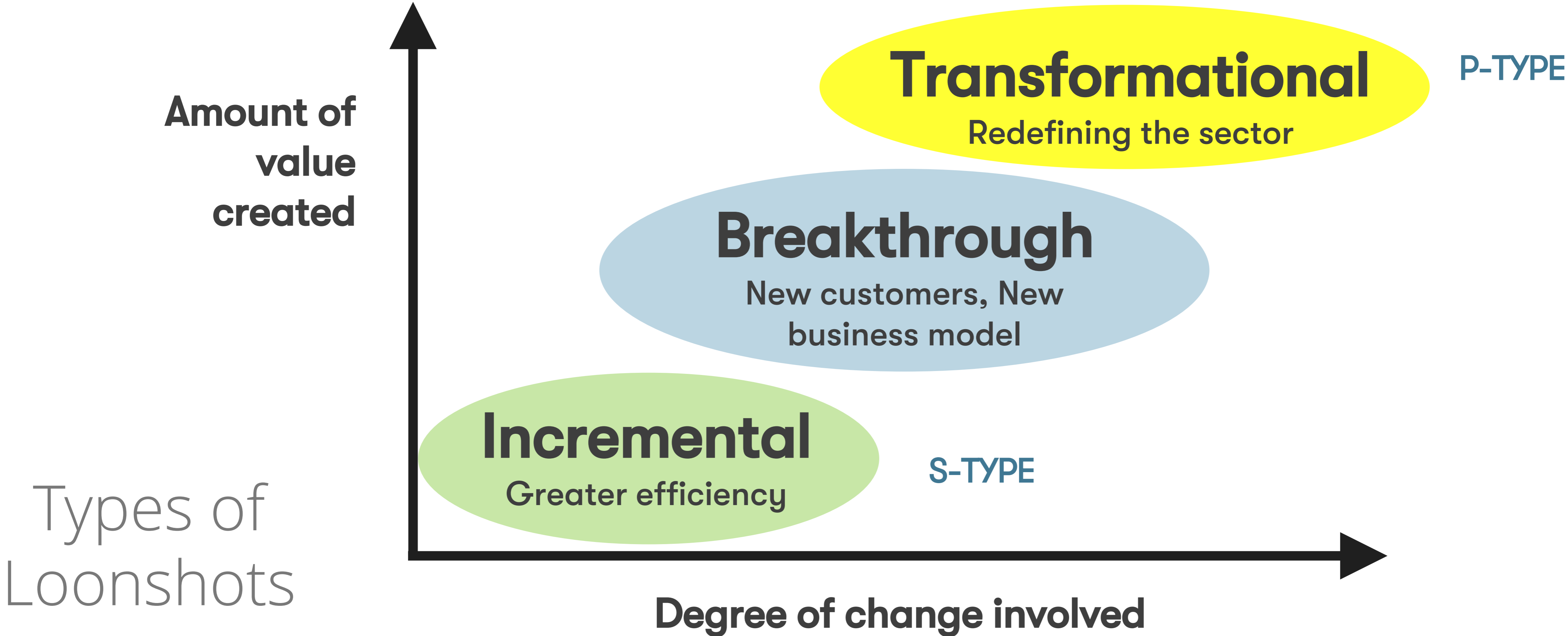
2C. Scale



2C. Scale

Loonshots

SAFI BAHCALL



Poll #4

What ratio do companies devote their resources to incremental vs. transformational innovation initiatives?

Poll #4

What ratio do companies devote their resources to incremental vs. transformational innovation initiatives?

- 50/50 (Incremental vs. Transformational)
- 60/40
- 70/30
- 80/20
- 90/10

2C. Scale

zipcar. 

Well

**Breakthrough
innovation**

**Sustaining
innovation**



**How well is the
problem defined?**

Not well

**Basic
research**

**Disruptive
innovation**

amazon 

NETFLIX

No

Yes

Do we have skills to solve it?

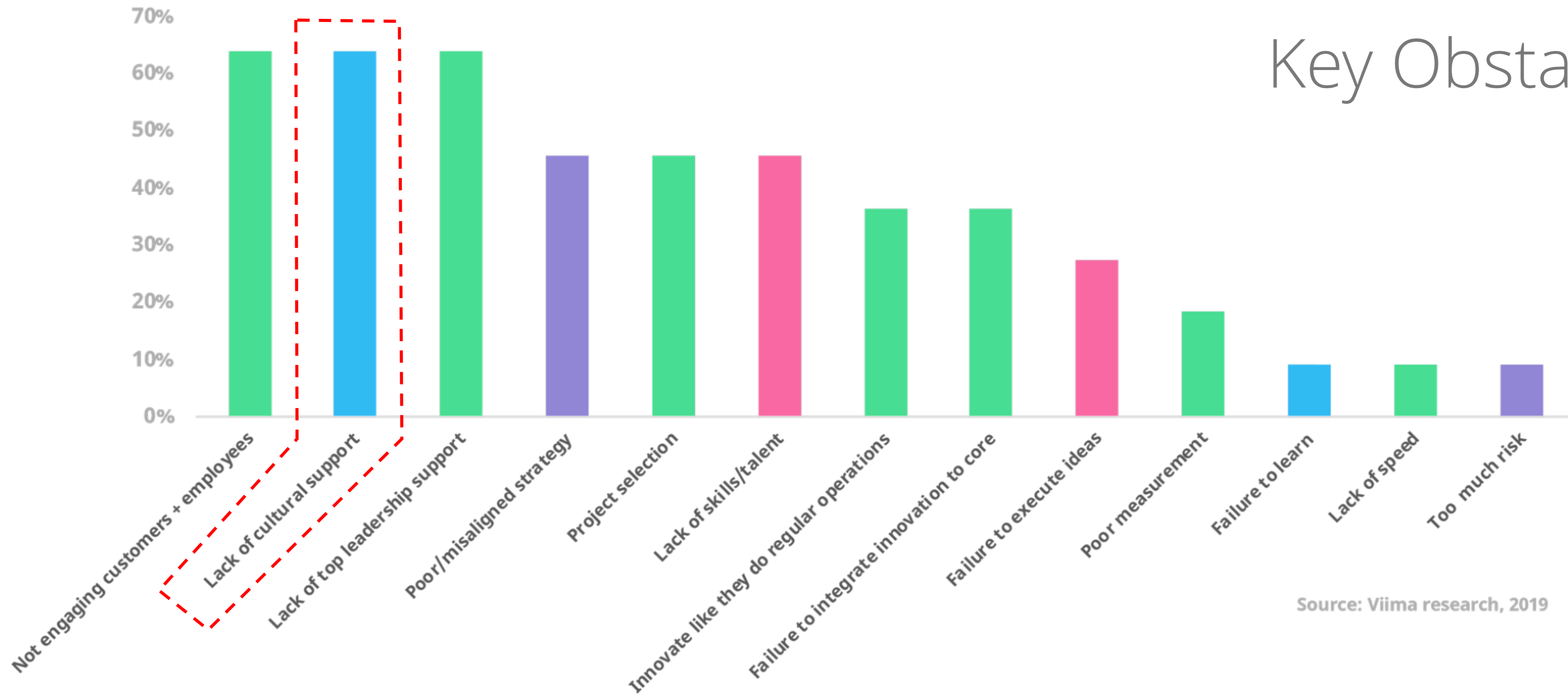
Poll #5

What is the top obstacle to innovation performance?

Poll #5



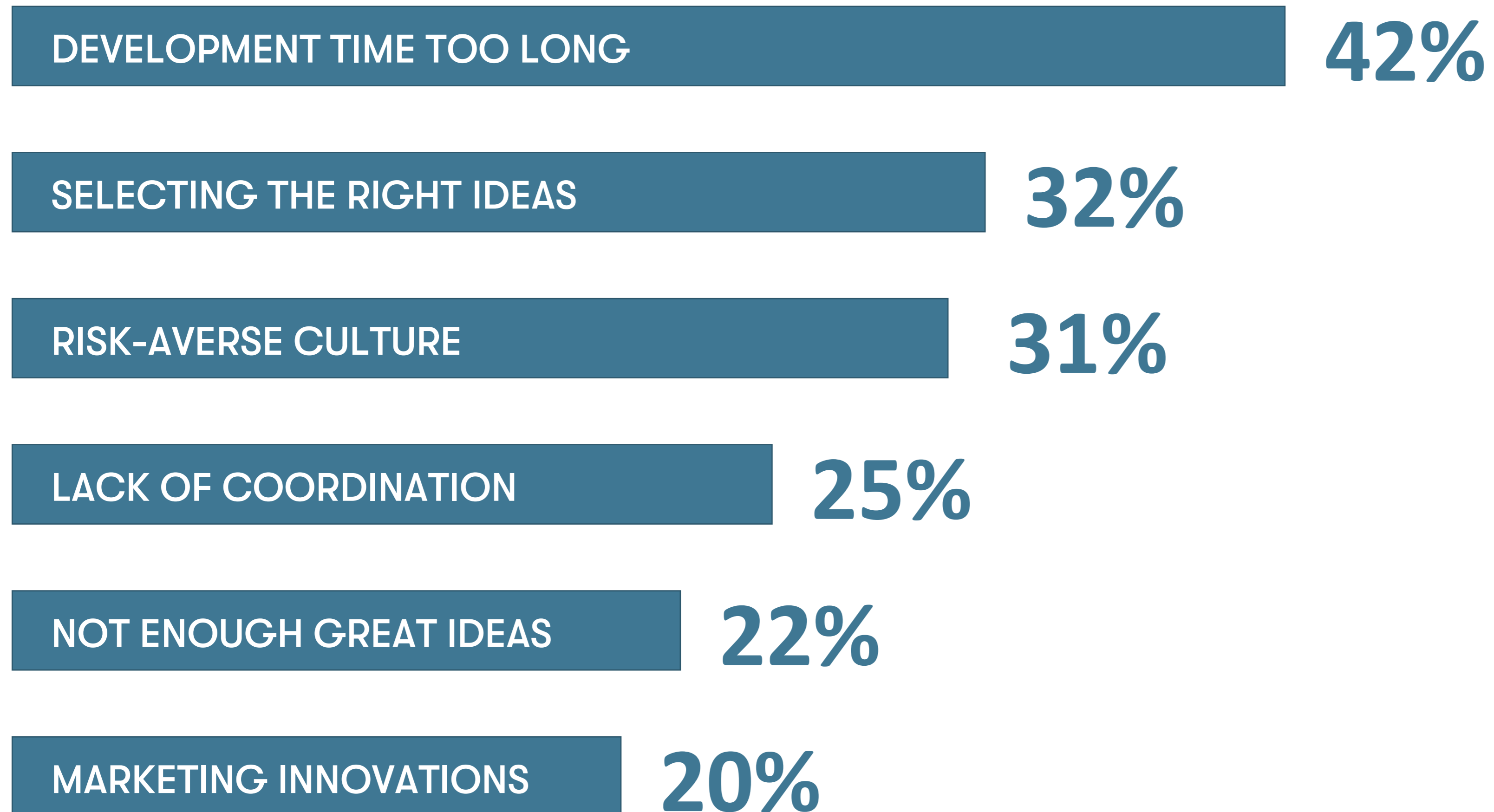
Key Obstacles



Source: Viima research, 2019

2C. Scale

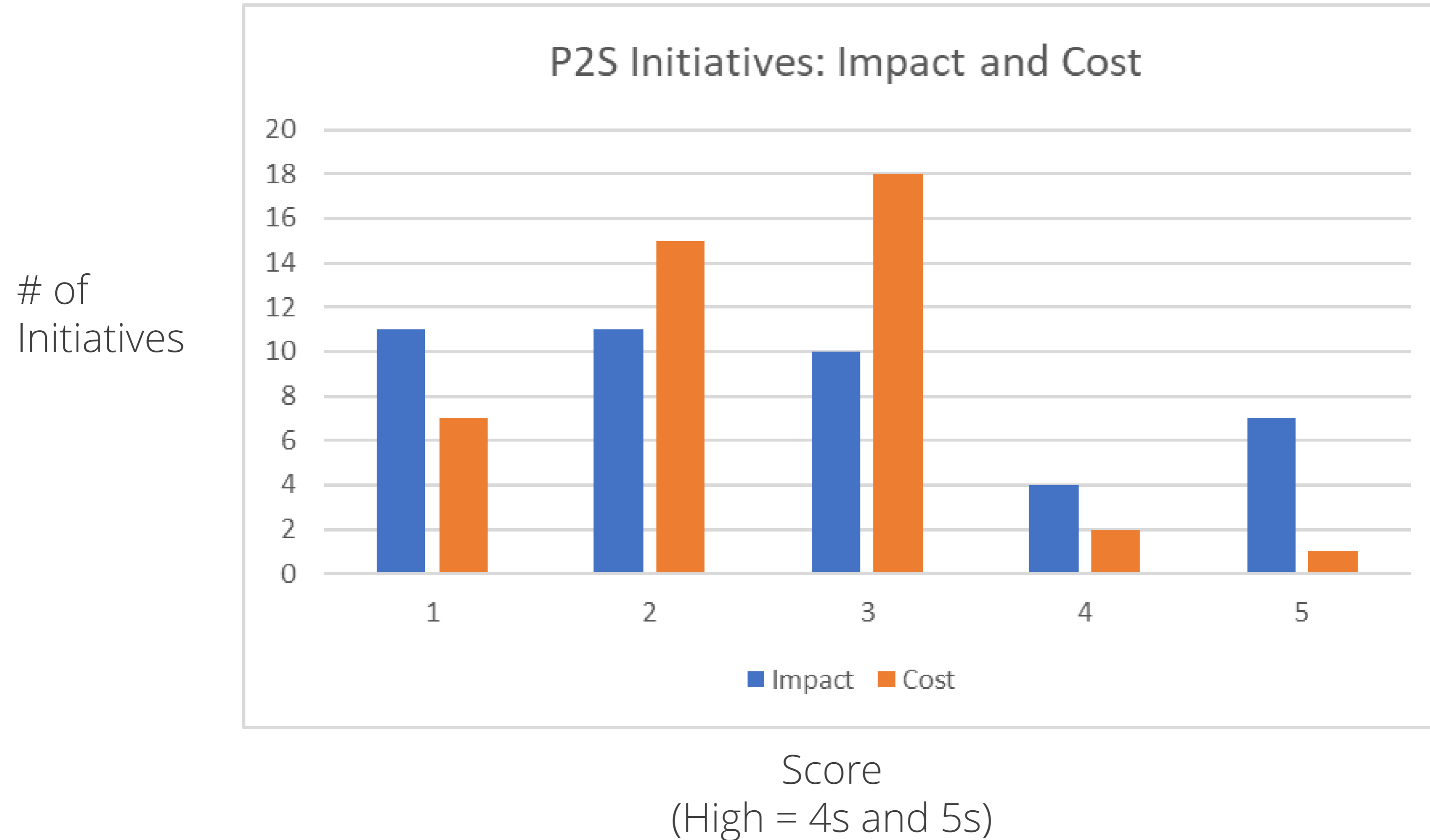
Define Barriers



Understand
Barriers
within System

2C. Scale

P2S Incubator History



2C. Scale

High Impact Innovations

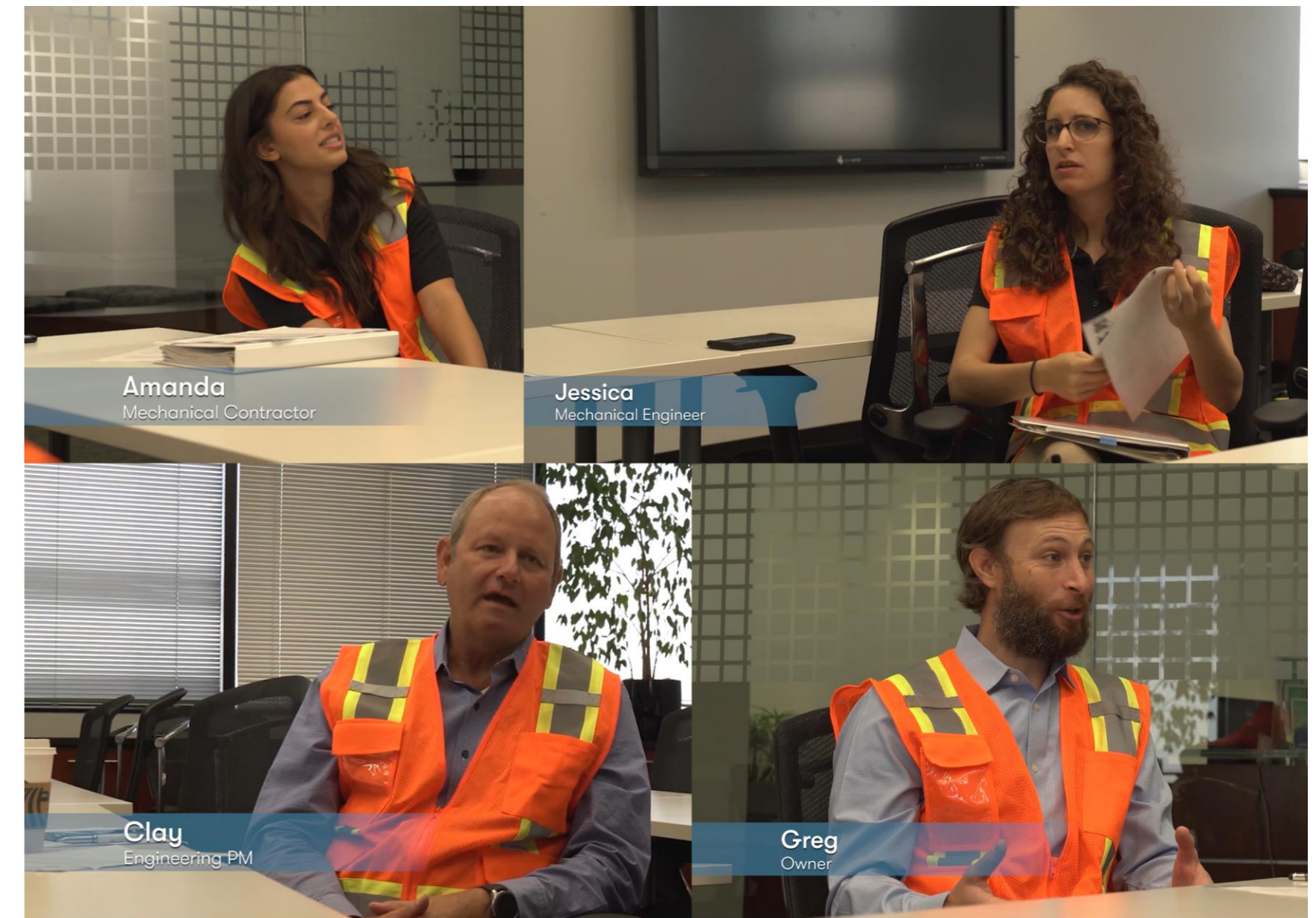


Laser Scanning to Revit



Drones for Digital Mapping

Reality
P2S



P2S
Podcasts

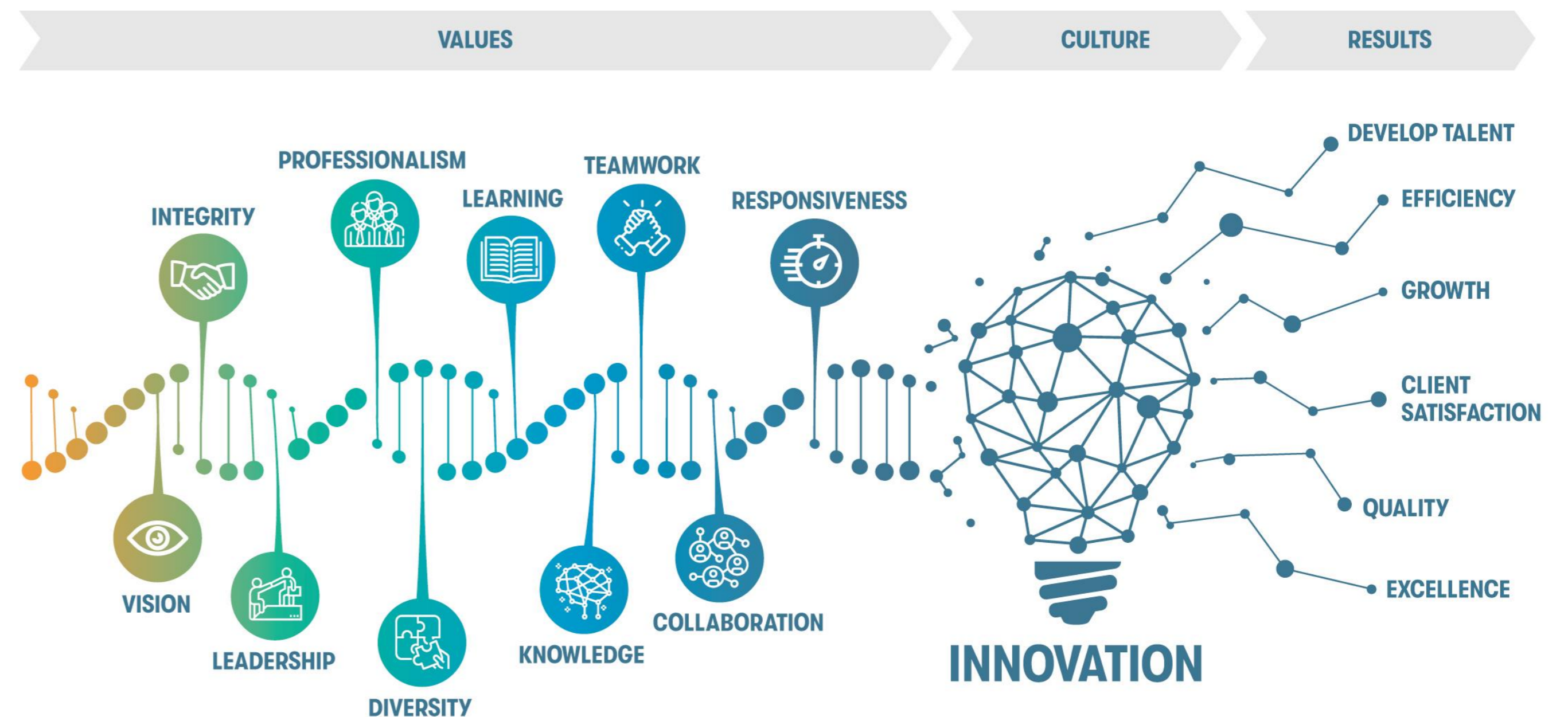


3. Closing

3. Closing

Corporate Explorer

- What have we learned...
 - ✓ Why is Innovation Important?
 - ✓ Who Innovates?
 - ✓ Ideation
 - ✓ Incubation
 - ✓ Scale



Questions & Discussion

